

# Report 2017

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FAI Sustainability Report 2017  
GRI Standards (Global Reporting Initiative)



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## SPECIFIC STANDARD DISCLOSURES

### GENERAL DISCLOSURES

#### Organizational profile

##### 102-1 Name of the organization

FAI rent-a-jet AG

##### 102-2 Activities, brands, products and services

Table 1: Primary brands, products and services

Brand / Product / Service	Description
Executive Jet Charter	A product for Executives, VIPs and VVIPs demanding a high degree of flexibility and privacy
Air Ambulance	Worldwide transport of patients under intensive care treatment
Special Logistics	Logistical support to government agencies and non-governmental organizations, e.g. in peace keeping operations
Aircraft Leasing	Short-, medium- and long-term leases
Aircraft Maintenance	Base and Line Maintenance of Business-Jets
Aircraft Trade	Purchase and sale of aircraft

Our organization sells no products and/or services which are banned or disputed in certain markets.

##### 102-3 Location of headquarters

Table 3: Location of organization's headquarters

	Address
Street	Flughafenstrasse 124
Post code	90411
City	Nuremberg
Country	Germany



## 102-4 Location of operations

Our organisation operates in four countries.

Table 4: Countries of operations

Country	Significant operations
Germany	Leasing, maintenance and refurbishing of business jets
United Arab Emirates	Liaison office in Dubai, supporting contracts with U.A.E governmental agencies
Senegal	Line Station for UNOWA, Dakar
United States of America	Procurement office, purchase and sale of aircrafts, spare parts

Countries of key business activities:

FAI rent-a-jet AG is operating out of four (4) countries and has liaison offices in Dubai (UAE) and in Miami (FL).

However, for the report - due to its size - only the headquarters in Nuremberg is relevant. The liaison offices and line-bases do not constitute independent branches.

## 102-5 Ownership and legal form

The legal form of the organization is: Limited company on shares (AG).

Table 5: Nature of ownership

Owner	Share (in %)
Axtmann Aviation Holding GmbH	100.00%

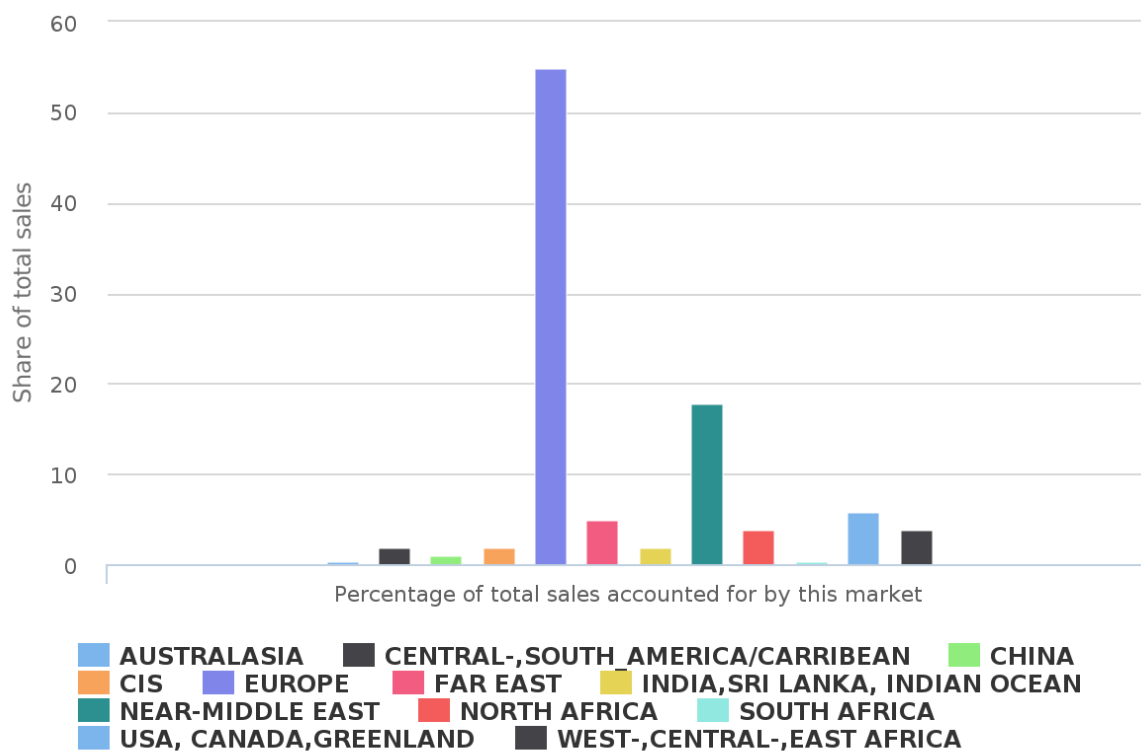
## 102-6 Markets served

Table 6: Markets broken down by geographic location, sectors served, types of customers/beneficiaries and percentage of sales

Geographic location	Sector(s) served	Types of customers / beneficiaries	Percentage of total sales accounted for by this market
AUSTRALASIA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	0.5%
CENTRAL-SOUTH-AMERICA/CARRIBEAN	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	2.0%
CHINA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	1.0%
CIS	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	2.0%
EUROPE	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	55.0%

FAR EAST	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	5.0%
INDIA,SRI LANKA, INDIAN OCEAN	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	2.0%
NEAR-MIDDLE EAST	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	18.0%
NORTH AFRICA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	4.0%
SOUTH AFRICA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	0.5%
USA, CANADA, GREENLAND	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	6.0%
WEST-,CENTRAL-,EAST AFRICA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive care patients	4.0%

Chart 1: Markets served



## 102-7 Scale of the organization

Table 7: Information about the organization

Criteria	Values
Number of employees	175
<b>Total number of operations</b>	<b>1</b>
Net sales / revenue (in Euro)	71,164,551
Equity (in Euro)	9,296,823
Loan financing (in Euro)	25,906,615
Number of products / services provided	6

## 102-8 Information on employees and other workers

Table 8: Employees by gender

Category	Number of employees
Female	47
Male	128
<b>Total number of employees</b>	<b>175</b>

Chart 2:

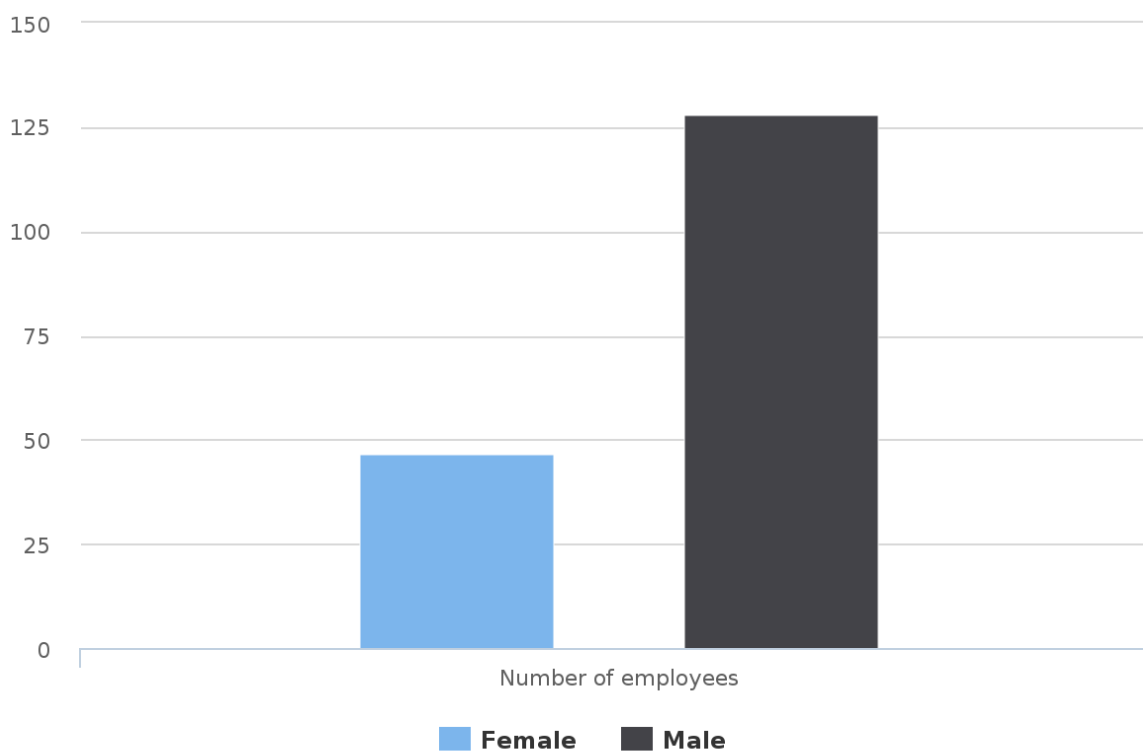


Table 9: Employees by employment contract

<i>Employment type</i>	<i>Number of employees</i>
<b>Permanent contract</b>	
female	47
male	125
<b>Temporary contract</b>	
female	0
male	3
<b>Total number of employees with permanent and temporary contracts</b>	<b>175</b>

Table 10: Employees by employment contract and region

<i>Country / region</i>	<i>Permanent contract</i>	<i>Temporary contract</i>	<i>Total number of workforce</i>
Germany	151		151
Austria	1		1
United States of America	4		4
France	1		1
Serbia	2		2
Ukraine	4		4
Greece	2		2
Netherlands	2		2
Poland	2		2
Azerbaijan	1		1
Czech Republic	1		1
Brazil	1		1
United Kingdom	1		1
Croatia	1		1
Italy	1		1
<b>Total number of employees</b>	<b>175</b>	<b>0</b>	<b>175</b>



Chart 3: Employees by region

### Total number of workforce

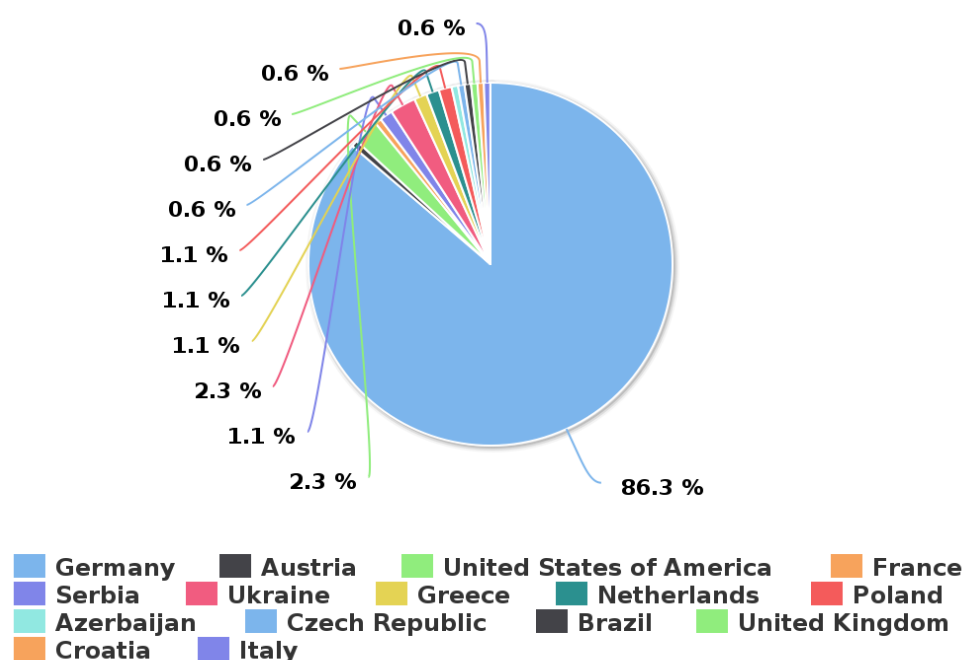


Table 11: Employees by employment type

Employment type	Number of employees
Full-time	
female	33
male	122
Part-time	
female	14
male	6
<b>Total number of employees with full-time and part-time status</b>	<b>175</b>

A substantial portion of the organization's work is performed by permanent employees.

There are no significant seasonal variations in the number of employees.

In addition to our permanent staff, FAI employs freelance workers. The diversity of our freelancers is shown by their various countries of origin.

Including but not limited to: Germany, Canada, Romania, India, United States, Slovenia, Hungary, Austria, Spain, Italy, the Czech Republic, South Africa, Netherlands, Denmark, Portugal, Croatia, UK, Slovakia, Switzerland, Kenya, Russia and Belgium.



## 102-9 Supply chain

Our organization does not have a supply chain.

We are an air carrier, licensed by the European Aviation Safety Agency (EASA) according to EU-OPS1, our Maintenance Organization (MRO) is certified according to EASA Part 145.

Our air ambulance operations are certified by EURAMI (European Medical Institute).

As a certified airline, we obtain parts only from suppliers providing us with a certificate of origin.

During the reporting period of 2017 we received parts from approximately 105 suppliers, of those 85% came from companies in the United States of America, 10% came from Germany, 1% came from Canada and 1% came from the United Kingdom.

## 102-10 Significant changes to the organization and its supply chain

During the reporting period there were significant changes in terms of the size, structure or ownership of the organization.

On April 27, 2017 FAI's new 4,800 m<sup>2</sup> carbon neutral maintenance hangar, known as "Hangar 8" at Albrecht Dürer Airport (NUE) in Nuremberg was completed. It represents an investment of € 7 m and has created at least 10 new local engineering jobs, plus a number of other support positions.

FAI rent-a-jet AG was able to increase the fleet to a total amount of 23 aircraft.



## 102-11 Precautionary principle or approach

Our organization addresses the precautionary principle as follows:

Our headquarters in Nuremberg are carbon neutral. Also, in all of our facilities water savers are in place to reduce our daily use of fresh water.

Part of the electricity used is generated from our own photovoltaic system on the roof of "Hangar 7".

For environmental reasons we use biogas instead of the common (cheap) gas.

## 102-12 External initiatives

Our organization endorses or supports external charters, principles and initiatives listed in the table.

- United Nations Global Compact
- Rio Declaration, principle 15

The precautionary principle 15 of the Rio Declaration on Environment and Development is implemented at the company level among other things as stated in the companies Code of Conduct.

## 102-13 Membership of associations

Our organization is a member of associations and interest groups listed in the following table:

- EURAMI (European Aero-Medical Institute e.V.)
- EBAA (European Business Aviation Association)
- GBAA (German Business Aviation Association e.V.)
- MEBA (Middle East Business Aviation)
- ABAA (African Business Aviation Association)
- United Nations Global Compact





## Strategy

### 102-14 Statement from senior decision-maker

Dear Readers,

FAI rent-a-jet AG is among the leading providers of air ambulance and VIP charter services worldwide and still improves its performance every year in economic, social and environmental areas. FAI stands for individual mobility for its customers and sustainable solutions at the same time.

FAI is one of the 10 largest operators in General Aviation in Europe and the largest business jet operator in Germany. FAI Group's fleet of 22 jet aircraft and one turboprop includes four Bombardier Global Express jets, six Bombardier Challenger 604s, 11 Learjet 60s, one Learjet 55 plus a Premier 1A and a King Air 350.

In 2017 FAI recorded an operational income of approximately € 77 Mio.

Besides the headquarters at Albrecht Dürer Airport Nuremberg (EDDN), FAI operates satellite offices in Dubai and Miami, as well as a line station in Dakar.

On April 27, 2017 our third hangar at Albrecht Dürer Airport Nuremberg was completed. The new hangar, known as Hangar 8, represents an investment of € 7 Mio. and increases FAI's hangar floor by another 4.500m<sup>2</sup>, bringing the total usable space of the facility to 14.000m<sup>2</sup>, representing one of the largest carbon neutral FBO's in Europe. The hangar's carbon neutral status was achieved by purchasing additional carbon credits from the European Union Emissions Trading System. These credits are being used to support worthwhile projects around the world to neutralize greenhouse gas emissions. This latest development will complement FAI's existing Hangars 6 and 7, both of which are certified carbon neutral and will continue to serve base maintenance needs.

In May 2017 FAI rent-a-jet AG was awarded the prestigious 2017 Gold Safety of Flight Award by the European Business Aviation Association (EBBA) during the EBACE Convention's 40th annual event in Geneva, Switzerland. The Gold Award is awarded to member companies operation business aircraft for forty years or 80,000 hours without an accident.

Since 2005 FAI is an active member of the United Nation's Global Compact. This membership reflects FAI's efforts in economic and social efforts and ecological areas.

Corporate responsibility and the reporting of corporate responsibility strategies and programs at FAI continue to be a work in progress. While initiatives and programs, as well as progress from year to year are discussed, we recognize the need to report quantifiable metrics and targets, in particular as they relate to our social performance and economic impact. These are a lot of goals to reach for FAI and we are willing to reach and improve them every year.

Please follow us on our way.

With kind regards

Dr. Siegfried Axtmann  
Chairman

## Ethics and integrity

### 102-16 Values, principles, standards and norms of behaviour

Our organization is based on values, principles, standards, or norms of behaviour.

Table 12: Values, principles, standards, or norms of behaviour

<i>Value / principle / standard / norms of behaviour</i>	<i>Name</i>	<i>Description of how the value / principle / standard and norm of behaviour was developed, approved and implemented</i>
Principle	Employee Contract	Employment contracts are drafted by our legal department as well as overseen by our Human Resources Department
Standard of conduct and norm	Code of Conduct	Distribution by the Quality Management Team and as such is issued to each new employee on their first day of work

There are regular training courses in terms of value, principles and standards of conduct and norms for members of the governance board, our employees and business partners. New stakeholders are required to acknowledge our principles, standards of conduct and norms. These include members of the governance board, our employees and business partners. The person in the following position is responsible for the values, principles and standards of conduct and norms: Head of Human Resources and Legal together with the staff members employed in this department.

Our principles and standards of conduct and norms are available in different languages so that they reach all members of senior management, employees, business partners and other stakeholders.

In terms of values, principles and standards of conduct and norms we are continuously training our employees. New stakeholders are required to read our principles, standard of conduct and norms confirming their acknowledgement and consent by signature. These include members of the governance board and our employees. The Quality Manager is responsible for the ongoing process of development and formulation of values, principles and standards of conduct and norms.

### 102-17 Mechanisms for advice and concerns about ethics

In our organization there is a formal complaints procedure in relation to concerns about ethics. This is possible via an anonymous complaint box next to the human resource department. Our employees are trained regarding the urgency of these tasks.

## Governance

### 102-18 Governance structure

Our organization has the following governing bodies and committees in the governance structure: The Board consists of four (4) Executive Board members and the Supervisory Board with three (3) members.

The following committees are responsible for decision-making in economic, environmental and social impacts:

Executive Board.

### 102-19 Delegating authority

Basically, the communication and delegation of tasks takes place between the board members and the department heads. The department heads in turn pass on the information to the employees and executives. This can also be done in the sense of a work instruction by email or by posting in the relevant department.

For general topics affecting all employees or the behaviour of all employees, a written work instruction will be issued by the Executive Board, which will be sent to all employees by email. In addition, a notice is posted in all departments.

### 102-20 Executive-level responsibility for economic, environmental and social topics

Our organization appointed an executive-level position with responsibility for sustainability topics. The office-holder reports directly to the highest governance body.

### 102-21 Consulting stakeholders on economic, environmental and social topics

In general, every employee has the opportunity to make suggestions for improving the implementation of sustainability issues.

This can be done through a personal conversation.

On the other hand, each employee has the opportunity to submit suggestions, concerns, criticisms etc. via a so-called "complaint-box", which is located in front of the Human Resources office as well as par email to the Human Resources department.

Our organization has not yet appointed an executive-level position or positions with responsibility for sustainability topics.

### 102-22 Composition of the highest governance body and its committees

Our organization has the following governing bodies and committees in the governance structure: The board consists of four (4) Executive Board members and the Supervisory Board with three (3) members.

The following committees are responsible for decision-making in economic, environmental and social impacts: Executive Board.

### 102-31 Review of economic, environmental and social topics

The examination of the fundamental economic, ecological and social impacts, risks and opportunities takes place on an ongoing basis.

Irregularities are checked as soon as they occur and, if necessary, countermeasures are taken.

The examination in detail takes place annually with the elaboration of the sustainability report.

### 102-32 Highest governance body's role in sustainability reporting

The report is formally reviewed and approved by the Chairman of the Supervisory Board as well as the members of the Executive Board.

### 102-33 Communicating critical concerns

The organization has a process for communicating critical concerns to the highest governance body in place. Processes for communicating critical concerns to the highest governance body:

- Employees via a suggestion scheme
- Employees via the supervisors
- Employees directly to the management
- Employees directly to the executive board

### 102-34 Nature and total number of critical concerns

The highest governance body reviews the effectiveness of the organization's risk management processes for economic, environmental and social topics. In the reporting period 01.01.2017 - 31.12.2017 no critical concerns were reported.



## Stakeholder engagement

### 102-40 List of stakeholder groups

During the reporting period the organization's stakeholders were involved in sustainability issues. The following table shows the involved stakeholders.

- Management
- Shareholders and providers of capital

There was great engagement from employees and stakeholders alike during the time of data collection.

### 102-41 Collective bargaining agreements

Our organization has no employees covered by collective bargaining agreements.

### 102-42 Identifying and selecting stakeholders

During the reporting period the organization's stakeholders were involved in sustainability topics. The identification and selection of stakeholders is made in accordance with the following principles and procedures:

The management is the driving force associated with the subject of sustainability. During the discussion about the material aspects and indicators additional employees were involved gradually into the process.

### 102-43 Approach to stakeholder engagement

Stakeholders of our organization were involved in discussions on sustainability issue during the reporting period. The following table shows the methods of stakeholder involvement.

*Table 13: Stakeholder involvement and frequency*

<i>Procedure</i>	<i>Stakeholder groups</i>	<i>Frequency of engagement</i>
In a transparent and continuous dialog process	various staff members	several times in the course of the reporting time

Stakeholder involvement occurred not only as part of the report preparation process but also independently. Our organization is planning in the medium term to increase stakeholder involvement and to implement it in the management process.



## 102-44 Key topics and concerns raised

*Table 14: Key topics and concerns through stakeholder engagement and organisation's response*

<i>Topic / Concern</i>	<i>Stakeholder groups that raised the topics and concerns</i>	<i>Response of the organization</i>
Labour Practices	Human Resources	see matrix 102-47
Customer Satisfaction	Customers	see matrix 102-47
Product Responsibility	Charter	see matrix 102-47
Human Rights	Management	see matrix 102-47
Environment	Management	see matrix 102-47
Economic Performance	Management Accounting	see matrix 102-47

Employees from several departments including upper management, human resources, accounting, charter and engineering were involved in the preparation of this report. Their involvement was of great importance for the completion of this report.



## Reporting practice

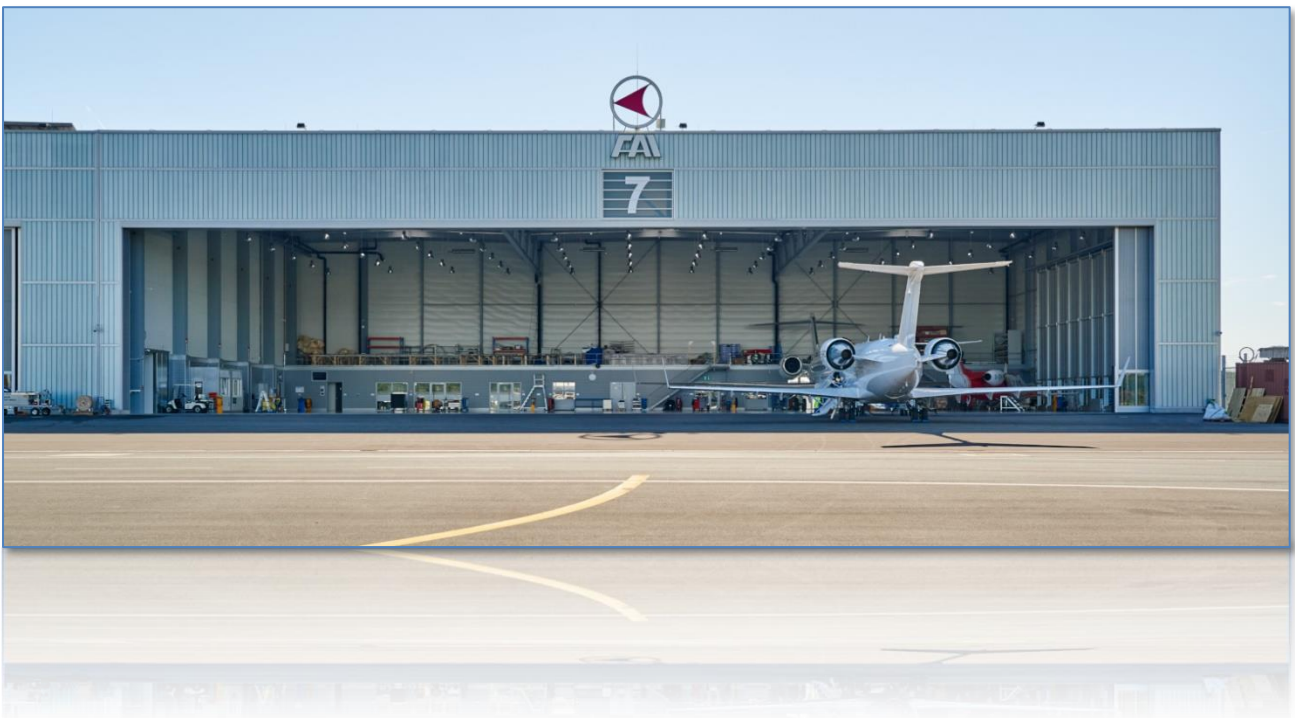
### 102-45 Entities included in the consolidated financial statements

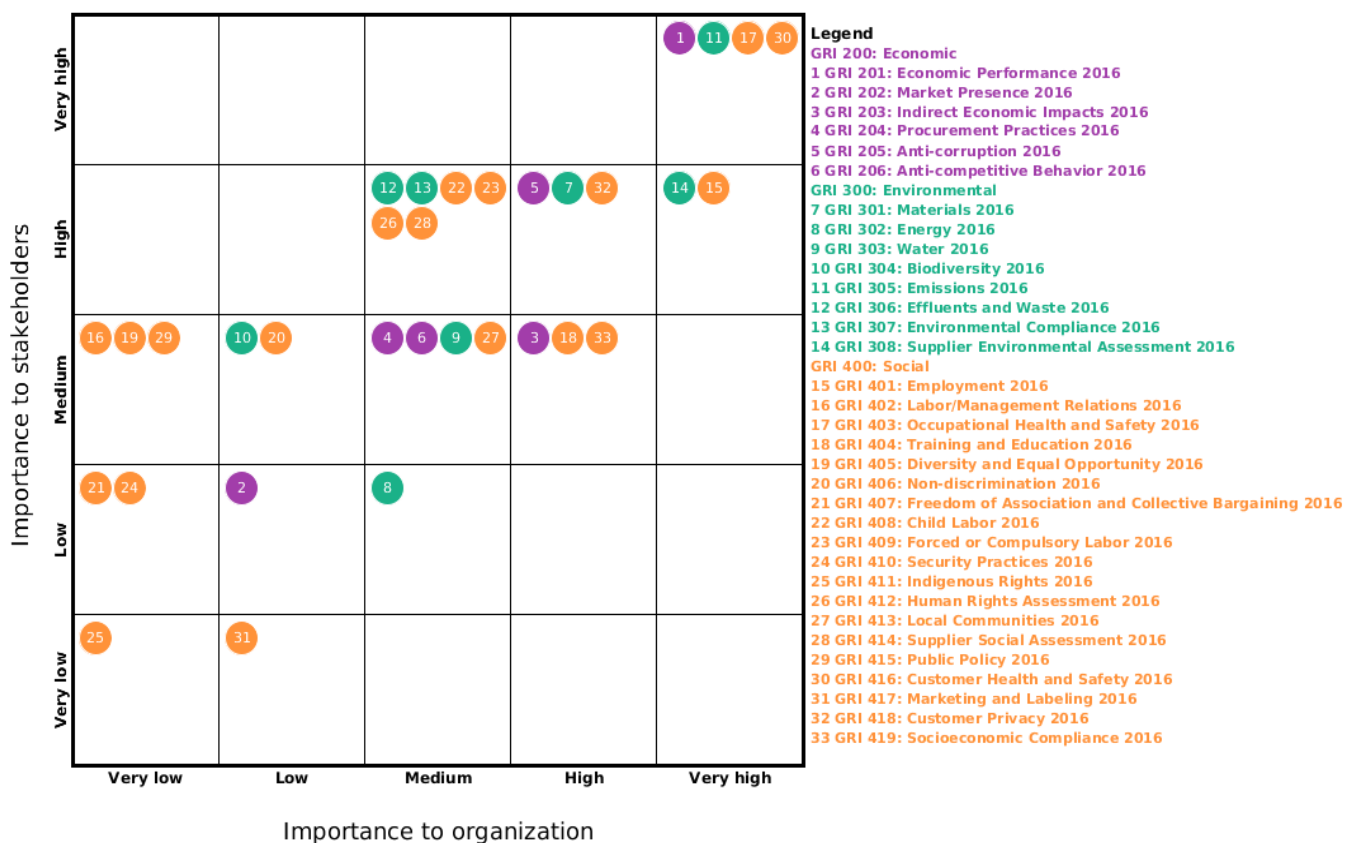
The following information regarding the specified organizational units can be found in these documents: Information on the consolidated business units can be found within the published available audit report-consolidated financial statements. These are published in the Federal Gazette Bundesanzeiger ([www.bundesanzeiger.de](http://www.bundesanzeiger.de)). Enter FAI as a search term. The Company is managed by the Executive Board, consisting of four (4) executive members. The Executive Board is responsible for all decisions regarding economic, environmental and social impacts.

### 102-46 Defining report content and topic boundaries

In order to define the material aspects and boundaries of the report, we used as a foundation the quick check of the sustainability software 360report. In the first step, we evaluated the data base in the GRI stakeholder survey of the sector air transportation (primarily passenger air transportation), in order to take the size of FAI rent-a-jet AG into account. In the second step, we adapted the materiality matrix using an initial selection of indicators and aspects. This adaption as well as the selection of relevant indicators are based on the contribution of the Executive Assistant to Chairman and were carried out in consultation with Members of the Board.

Once the materiality was defined, 360report answered and worked on the questionnaires. This was done in close collaboration with the staff of Human Resources, Operations, Accounting as well as other staff members and the experts from 360report. Aspects and indicators, whose materiality was classified as low or very low and were not taken into consideration in this report.





## 102-48 Restatements of information

Our organization has previously reported on sustainability issues. Compared to the previous Sustainability Report there are changes in the statement of information.

FAI-rent-a-jet AG has published a sustainability report in previous years. As this report becomes more detailed, 360report software gave us the opportunity to comply with this.

## 102-49 Changes in reporting

In comparison to the previous Sustainability Report there have been no changes in the scope of report of material topics and topic boundaries.

Please also refer to 102-48

## 102-51 Date of most recent report

The last sustainability report has been published in the year 2017 for 2016 .

## 102-52 Reporting cycle

Our report is published on a yearly basis.

## 102-54 Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Core option.



## ECONOMIC

### GRI 201: Economic Performance (in ref. to GRI Standard 2016)

#### 201-1 Direct economic value generated and distributed

For determining taxable income our Company uses accruals based accounting method recorded as revenue and expenditures in the income statement. As a result of the internal data management system previously used, the economic business figures required by GRI were not yet available in this format.

We will adjust the system to be able to generate these business figures in the near future in the appropriate format.

The EVG&D cannot be allocated by national, regional or market level. The reason being that the percentage of local supply options depend on routes flown in the air and therefore fluctuates significantly in order to be able to report fixed percentages.

#### 201-2 Financial implications and other risks and opportunities due to climate change

We have not yet verified the risks of natural disasters due to climate change for our business activities. We assume no strong hazard due to our geographical location. FAI rent-a-jet AG does not operate in the classic energy-intensive industries, however, ranks among a growing sector with raising greenhouse gas emissions:

Air-transport CO<sup>2</sup>-regulations apply for all aircraft operators according to European Emissions Trading System (EU-ETS) for intra-European Economic Area (EEA) flights. Due to the Stopping the Clock-decision for international flights from/to the EEA, the EU-ETS is temporarily suspended until the international Civil Aviation Organization ICAO shall have developed and adopted a global model for the regulation of international aviation emissions.

However, we are affected indirectly by climate changes, as we have to pay for higher energy and raw material prices, which in turn result in higher demands on energy management. Nevertheless, we have a CO<sup>2</sup> strategy, which is explained in more depth in the environment section of this report.

We are unable to provide information on a systematic and database-supported analysis of the financial consequences of climate change.

#### 201-3 Defined benefit plan obligations and other retirement plans

Our organization does not have a occupational pension provision for employees. Currently there is no plan to introduce a scheme.

All fixed employees are covered by the German Social Security System which includes a pension scheme. As provided by law, FAI rent-a-jet AG contributes 50 percent to all contributions of the employees into this pension scheme, up to the social security contribution ceiling.



## GRI 202: Market Presence (in ref. to GRI Standard 2016)

### 202-1 Ratios of standard entry level wage by gender compared to local minimum wage

FAI rent-a-jet AG wages are based on the employee's ability, engagement, job performance and commitment. There is no gender bias regarding pay scale and everyone is paid above minimum wage.

## GRI 203: Indirect Economic Impacts (in ref. to GRI Standard 2016)

### 203-1 Infrastructure investments and services supported

We have made the following investments in infrastructure or services supported during the reporting period.

<i>Action and its extent</i>	<i>Current or expected impacts</i>	<i>Type of investment</i>
Alexander v. Humboldt Stiftung	None	Monetary donation
Nürnberger Tafel	None	Monetary donation
Leon Heart Foundation	None	Monetary donation

## GRI 204: Procurement Practices (in ref. to GRI Standard 2016)

### 204-1 Proportion of spending on local suppliers

Our company does not have a specific policy determining that locally-based suppliers shall be given preference. It is currently not planning to introduce such a policy either. Even with such policy in place the main suppliers for aircraft parts and services are in the United States, France and the UK.

## GRI 205: Anti-corruption (in ref. to GRI Standard 2016)

### 205-1 Operations assessed for risks related to corruption

Due to our "zero tolerance" policy, the risk of corruption is very low. Description as such is found in the Company's Code of Conduct.

### 205-2 Communication and training about anti-corruption policies and procedures

Each new staff member receives a FAI rent-a-jet AG's "Code of Conduct" for review and signature the day he/she starts working. It provides instructions, policies and procedures to combat corruption.

### 205-3 Confirmed incidents of corruption and actions taken

During the reporting period there were no incidents of corruption in our organization.

**GRI 206: Anti-competitive Behaviour (in ref. to GRI Standard 2016)**

**206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices**

In the reporting period, our organization was involved in zero legal actions due to anti-competitive behaviour or violations of antitrust law. In the following table you can see the overview of these legal actions.

In the reporting period for the year 2017 FAI rent-a-jet AG has not been involved in any proceedings arising from anti-competitive behaviour or violations of cartel law. We comply with applicable laws and consults legal experts regarding antitrust and completion laws.



## ENVIRONMENTAL

### GRI 301: Materials (in ref. to GRI Standard 2016)

#### 301-1 Materials used by weight or volume

Table 15: Total weight of renewable and non-renewable materials used

Material	Weight
Total weight of renewable material (in t)	0.00
Total weight of non-renewable material (in t)	2.98



#### 301-2 Recycled input materials used

Our organization used no recycled materials in the reporting period.

#### 301-3 Reclaimed products and their packaging materials

Our company offers no reclamation system for our products and/or packaging materials.

### GRI 302: Energy (in ref. to GRI Standard 2016)

#### 302-1 Energy consumption within the organization

In the reporting period energy has been purchased, produced and sold.

Table 16: Consumption of fuels broken down by fuel type

Energy source	Energy (GJ)
<b>Renewable energy sources</b>	
Biogas	3,592.23
Bioethanol	3.92
Biodiesel	31.19
<b>Non-renewable energy sources</b>	
Natural gas	517.46
Petrol	74.55
Diesel	592.52
Aviation turbine fuel (Jet A / Jet A-1)	512,593.63
<b>Total direct energy consumption</b>	<b>517,405.50</b>



**Table 17: Total amount of indirect energy consumption differentiated by indirect renewable and indirect non-renewable energy sources in Gigajoule (GJ)**

Energy source	Energy (GJ)
Renewable energy sources	
Electricity	640.60
Non-renewable energy sources	
Electricity	1,189.68
<b>Total indirect energy consumption</b>	<b>1,830.28</b>

**Table 18: Total amount of self-generated energy broken down by renewable and non-renewable energy source**

Energy source	Energy (GJ)
Renewable energy source	
Electricity	630.06
<b>Total energy produced</b>	<b>630.06</b>

**Table 19: Total amount of energy sold broken down by energy source**

Energy source	Energy (GJ)
Renewable energy sources	
Electricity	163.39
<b>Total energy sold</b>	<b>163.39</b>

**Table 20: Total amount of energy consumption within the organization broken down by renewable and non-renewable energy source**

Energy type	Total (GJ)	of which renewable (GJ)	of which non-renewable (GJ)
Purchased	517,422.10	2,454.27	514,967.84
Produced	630.06	630.06	0.00
Sold	163.39	163.39	0.00
<b>Total energy consumption within the organization</b>	<b>517,888.77</b>	<b>2,920.94</b>	<b>514,967.84</b>

The total amount of self-generated energy for the reporting year 2017 was 175,016.44 kWh (630 GJ). Of those 45,386 kWh (163 GJ) were sold to the Flughafen Nürnberg Energie GmbH.

The energy generated originates from FAI's own photovoltaic system on the roof of Hangar 7.

### 302-2 Energy consumption outside of the organization

We do not provide any information about upstream or downstream energy consumption.

### 302-3 Energy intensity

Table 21: Amount of energy, relevant types and intensity

Amount of energy	Unit energy	Affected types of energy	Value reference size	Unit reference size	Energy intensity	Unit Result
13,915,560.00	l	Kerosene	11,652.00	flight hours	1,194.26	l Kerosene/flight hour

### 302-4 Reduction of energy consumption

Table 22: Initiatives to reduce energy consumption

Initiative	Reduction (in GJ)	Types of energy affected	Base year / reference size	Standards, methods and assumptions
Improved methods, optimal design of the flights	200.00	Kerosene	2017	Establishing standard procedures for the design of flight segments with the greatest fuel consumption, such as climb or longer horizontal flight segments during the climb phase.
Changed employee behaviour in compliance with standard procedures, especially the optimal cruising method	150.00	Kerosene	2017	Choosing the ideal flight plan compliance with these procedures by all crews
Examination of the flight schedules, Check the flight plans, avoid planning mistakes and detour plans by the crews and timely correction of errors	200.00	Kerosene	2017	Review of the flight schedule by crew and timely corrections as needed
Flying with LJ60 with a further reach within the ambulance operations and replacement of older aircrafts and avoidance of landings for fuel purposes only	560.00	Kerosene	2017	Reduction of necessary stopovers for refueling purposes by approximately 100 landings, thus saving additional fuel consumption for a climb of around 150 litres of kerosene per saved stopover; In 2017 this results in a saving of 15,000 litres of kerosene

Precise data on kerosene savings is difficult to retrieve and analyse. We are achieving saving potentials already at the flight scheduling stage and the planning of the minimization of ground run-up of the engines. However, particularly during flights the flight crew optimizes operation of the aircraft with focus on fuel efficiency.

Thanks to the great performance of our technicians, the flight crews and routing planners we were able to save approximately 29.535 litres of fuel in the reporting period for 2017.

### 302-5 Reductions in energy requirements for products and services

Savings by feeding green electricity into a national grid:

The supply of the photovoltaic energy system from Hanger 7 and its performance in 2017 is used as references thereafter.

## GRI 303: Water (in ref. to GRI Standard 2016)

### 0303-1 Water withdrawal by source

The following standards were applied in the measurement:

During the reporting period 2017 a total of 1.193 m<sup>3</sup> of water usage was measured by the calibrated water meter supplied by Flughafen Nürnberg GmbH.

### 303-2 Water sources significantly affected by withdrawal of water

The withdrawal of water by the organization does not affect water sources significantly.

### 303-3 Water recycled and reused

Our organization does not process service-and wastewater through a further cycle before its final treated or before it is redirected into the environment.

## GRI 304: Biodiversity (in ref. to GRI Standard 2016)

### 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

There are owned, leased managed or adjacent facilities to protected areas or in areas of high biodiversity value without protection status.

Table 23: Locations in or adjacent to legally protected area(s) of high biodiversity value outside protected areas

Name of location	Geographic location / address	Type of operation	Subsurface and underground land use	Position in relation to the protected area	Size of operational site (in km <sup>2</sup> )
Nuremberg	Airport - Hangar 6	Headquarters	No	Adjacent to a protected area	0.14
Nuremberg	Airport - Hangar 7	Headquarters	No	Adjacent to a protected area	0.14
Nuremberg	Airport - Hangar 8	Headquarters	No	Adjacent to a protected area	0.14

Table 24: Biodiversity of locations listed in previous table

Name of location	Attribute of the area	Protected status	Name of the area
Nuremberg	Terrestrial	Protected forestry	Landscape protection areas "Kraftshofer Forest"
Nuremberg	Terrestrial	Natura 2000 (FFH area / European bird sanctuary)	Bird Sanctuary "Nürnberger Reichswald"
Nuremberg	Terrestrial	Legally protected biotope	Biotope "Marienberg"

### 304-2 Significant impacts of activities, products, and services on biodiversity

The operations, products or services of our organization result in no impacts on biodiversity in protected or unprotected areas of high biodiversity.

FAI rent-a-jet AG is one of the leading providers of air ambulance and VIP charter services worldwide. The supply of services we offer is surely an exposure for the biodiversity in the nearby protected areas. Although we try our best to minimize the environmental damage, we will not be able to avoid it completely. We can't do much against the turbine exhausts our aircrafts produce, for patients must be brought home and pilots must absolve their training flights. But we do have other methods to save the environment like producing our own electricity, waste separation or investing in projects to reduce greenhouse gas emissions. Our headquarters in Nuremberg are carbon neutral.

There are no apparent dangers to the biodiversity for the locations listed in Table 23.

### 304-3 Habitats protected or restored

Our organization was not involved in rehabilitation, re-naturalization or protection of areas.



## GRI 305: Emissions (in ref. to GRI Standard 2016)

### 305-1 Direct (Scope 1) GHG emissions

Our organization calculates the entire Scope 1 CO<sub>2</sub> emissions with 360report. The emission factors used consistently by 360report are mainly those of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and IFEU Institute. The GWP rates from the IPCC assessment reports are used based on a 100-year timeframe.

Results of the input or calculated Scope 1 CO<sub>2</sub> emissions are shown here.

*Table 25: Scope 1 CO<sub>2</sub>e emissions*

<i>Emission source</i>	<i>t CO<sub>2</sub>e</i>	<i>Percentage (%)</i>
Stationary combustion	26.58	0.1%
Company owned cars	65.59	0.2%
Company owned airplanes	35,329.98	99.7%
Air conditioning installations	12.67	0.0%
Production of energy from renewable energy sources	0.00	0.0%
<b>Total</b>	<b>35,434.82</b>	<b>100.0%</b>

*Table 26: Outside of scopes - Biogenic emissions of CO<sub>2</sub>e from the combustion or biodegradation of biomass*

<i>Emission source</i>	<i>t CO<sub>2</sub>e</i>
Outside of Scopes: Emissions from biomass burning in stationary combustion	98.32
Outside of Scopes: Emissions from biomass burning in company owned cars	2.91

*Table 27: Methods of data collection of direct CO<sub>2</sub>-emissions (Scope 1)*

<i>Emission source</i>	<i>Methodologies for data acquisition</i>
Company owned vehicles	Calculation based on site-specific data
Company owned airplanes	Mass balance calculations
Air conditioning	Calculation based on published criteria
Production of energy from renewable energy sources	Calculation based on published criteria

The data shown in the CO<sub>2</sub>-balance and corresponding indicators refer to the period from Jan 1, 2017 to Dec 31, 2017.

We use as consolidation approach for Scope 1 GHG emissions financial control.

### 305-2 Energy indirect (Scope 2) GHG emissions

Our organization calculates the entire Scope 2 CO<sub>2</sub> emissions with 360report. The emission factors used consistently by 360report are mainly those of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and IFEU Institute. The GWP rates from the IPCC assessment reports are used based on a 100-year timeframe.

Results of the input or calculated Scope 2 CO<sub>2</sub> emissions are shown here.

Table 28: Scope 2 CO<sub>2</sub>e emissions

<i>Emission source</i>	<i>t CO<sub>2</sub>e market-based</i>	<i>t CO<sub>2</sub>e location-based</i>	<i>Percentage (%) market-based</i>	<i>Percentage (%) location-based</i>
Electricity	212.01	240.78	100.00%	100.00%
<b>Total</b>	<b>212.01</b>	<b>240.78</b>	<b>100.00%</b>	<b>100.00%</b>

Table 29: Methods of data collection of direct CO<sub>2</sub>e emissions (Scope 2)

<i>Emission source</i>	<i>Method of data collection</i>
Electricity	Calculation based on published criteria

The data shown in the CO<sub>2</sub>-balance and corresponding indicators refer to the period from Jan 1, 2017 to Dec 31, 2017.

We use as consolidation approach for Scope 2 GHG emissions financial control.

### 305-3 Other indirect (Scope 3) GHG emissions

Our organization calculates the entire Scope 3 CO<sub>2</sub> emissions with 360report. The emission factors used consistently by 360report are mainly those of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and IFEU Institute. The GWP rates from the IPCC assessment reports are used based on a 100-year timeframe.

Results of the input or calculated Scope 3 CO<sub>2</sub> emissions are shown here.

Table 30: Scope 3 CO<sub>2</sub>e emissions

<i>Emission source</i>	<i>t CO<sub>2</sub>e</i>	<i>Percentage (%)</i>
Paper	3.98	0.04%
Water	0.41	0.00%
Waste	57.10	0.62%
Indirect emissions from fuel and energy consumption in Scope 1 and Scope 2	9,176.87	99.33%
<b>Total</b>	<b>9,238.36</b>	<b>100.00%</b>

Table 31: Methods of data collection for direct CO<sub>2</sub>e emissions (Scope 3)

<i>Emission source</i>	<i>Method of data acquisition</i>
Paper	Estimation
Water	Calculation based on site-specific data
Waste	Mass balance calculations

## 305-4 GHG emissions intensity

Table 32: CO<sub>2</sub> emission intensities

CO <sub>2</sub> e emissions (in t)	Included types of GHG	Reference value	Unit of reference value	GHG intensity (in CO <sub>2</sub> e (t) / reference size)	Unit intensity
35,329.98	Scope 1	11,652.00	flight hours	3.03	t CO <sub>2</sub> /flight hour

## 305-5 Reduction of GHG emissions

We haven't implemented initiatives to reduce greenhouse gas emissions yet.

We have done offsets to reduce our GHG emissions.

Table 33: Offsets to reduce GHG emissions

Initiative	Reduction (in t)	Affected GHG	Type of GHG	Base year / reference	Standards, methods, assumptions and/or calculation tools used
Hydro Power Project	620.00	CO <sub>2</sub>	Scope 1+2+3	2017	Gold Standard Project

This year the Gold Standard Project chosen is the "Sayan 14.896 MWe Small Scale Power Project" in Turkey.

The 14,896 MWe Hydro Power Project shall be built close to Emirhan Settlement of Tahta Village of Kadirli district in the province of Osmaniye in Turkey. The project will produce some 48,000 MWh electricity yearly, leading to annual emission reductions of some 30,000 tons CO<sub>2</sub> compared to conventional power generation mix in the country.

Previously projects in Mali and Turkey (Gold Standards as well), were chosen for our contribution for 2013 to 2016.





### 305-6 Emissions of ozone-depleting substances (ODS)

We destroy ODS in our organization through recognized technologies.

At FAI rent-a-jet AG we do not produce, import or export ozone-depleting substances.

### 305-7 Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>) and other significant air emissions

Our organization emits significant air emissions.

Table 34: Significant air emissions

Type of air emission	Amount (in kg)	Method of calculation	Used standards, methods and assumptions
SO <sub>2</sub>	2,226.49	Calculation based on published emission factors	based on published criteria
NH <sub>3</sub>	1,914.78	Calculation based on published emission factors	based on published criteria
Particulate matter (total)	890.60	Calculation based on published emission factors	based on published criteria
<b>Total of air emissions</b>	<b>5,031.87</b>		

The air emission calculation is based on the basis of kerosene consumption. This was multiplied by emission factors for kerosene published by the German Federal Environment Agency in 2012 with the study "Entwicklung eines Modells zur Berechnung der Energieeinsätze und Emissionen des zivilen Flugverkehrs-TREMOD AV" [<< Development of a model for calculating energy consumption and emissions of civil aviation-TREMOD=Transport Emission EstimateModel>>]





## GRI 306: Effluents and Waste (in ref. to GRI Standard 2016)

### 306-1 Water discharge by quality and destination

Our organization has wastewater discharges, which are shown in the table below.

Table 35: Waste water discharges by location, destination and treatment

Location	Volume (in m <sup>3</sup> )	Water quality	Destination	Methodologies	Reuse by another organization
Nuremberg	1,193.00	Treated in the external wastewater treatment plant	Public sewer system	Measurement	No
<b>Total of all wastewater discharges</b>	<b>1,193.00</b>				

We have used the following standards, methods and assumptions: The final numbers for the usage of water was compiled from an annual bill from the Albrecht Dürer Airport Nürnberg.

Water is an increasingly scarce natural resource, and we as a company are aware of the impact we as a unit can have. In all of our facilities water savers are in place to reduce our daily use of fresh water.

### 306-2 Waste by type and disposal method

In our organization both, non-hazardous and hazardous waste is generated.

Table 36: Non-hazardous waste by type and disposal method

Waste type	Amount (in t)	Method of disposal	Information on method of disposal
Paper / cardboard	4.20	Recycling	Information provided by the waste disposal contractor
Batteries	0.56	Recycling	Information provided by the waste disposal contractor
Waste not specified in the list (WCN 16)	2.68	Recycling	Information provided by the waste disposal contractor
Municipal waste including separately collected fractions (WCN 20)	686.65	Recycling	Information provided by the waste disposal contractor
<b>Total of non-hazardous waste</b>	<b>694.09</b>		

Chart 5:

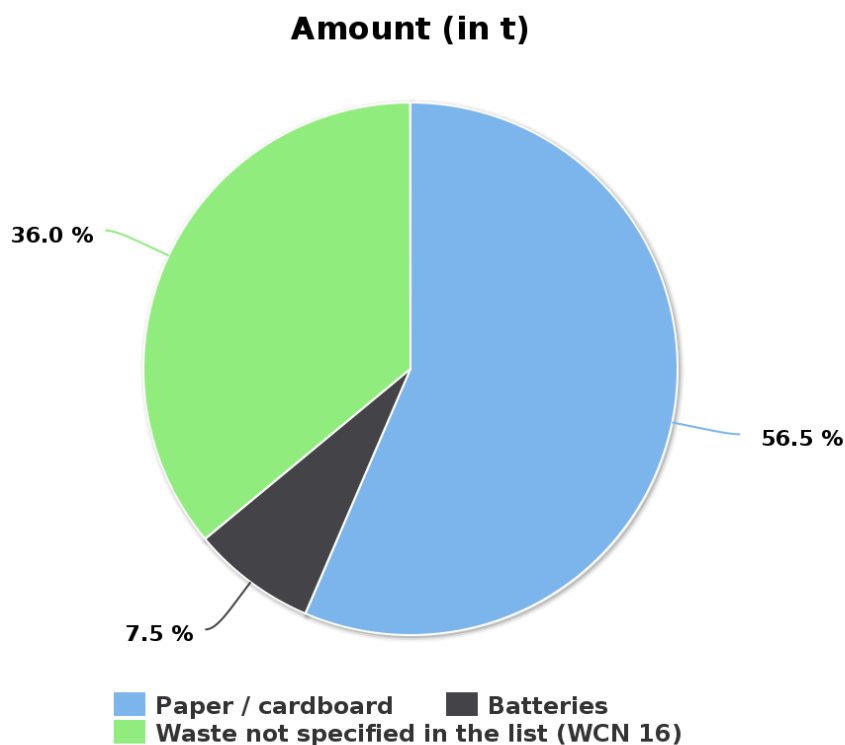


Table 37: Hazardous waste by type and disposal method

Waste type	Amount (in t)	Method of disposal	Information on method of disposal
Oil waste and waste of liquid fuels (except edible oils) (WCN 13)	2.06	Recycling	Information provided by the waste disposal contractor
Waste organic solvents, refrigerants and propellants (WCN 14)	0.13	Recycling	Information provided by the waste disposal contractor
Packaging waste	0.57	Reuse	No information available
<b>Total of hazardous waste</b>	<b>2.76</b>		

All packaging materials and shipping cartons from our suppliers are reused. The 273 tons of municipal waste, including separately collected fractions (WCN 20) is by far the largest amount of waste and consists of waste which has been disposed of as residual waste and paper from the offices, kitchens, etc.

Unfortunately, no exact figures are available concerning the amount and composition. Therefore, the daily volume of around 6 bags with a volume of 240 litres each, composition and hence the weight is an estimate. National and local regulations are exceeded by our company and annually we continue to keep waste to minimum.

### 306-3 Significant spills

Our organization is not aware of incidents that have released significant environmental pollutants.

#### 306-4 Transport of hazardous waste

During the reporting period, our organization has not transported, imported, exported or treated hazardous waste in accordance with the provisions of the Basel Convention, Annexes I, II, III and VIII.

#### 306-5 Water bodies affected by water discharges and/or runoff

The discharge of water by the organization does not significantly affect any water body.

### GRI 307: Environmental Compliance (in ref. to GRI Standard 2016)

#### 307-1 Non-compliance with environmental laws and regulations

No significant fines or non-monetary sanctions imposed on the organization for non-compliance with environmental laws and/or regulations.

### GRI 308: Supplier Environmental Assessment (in ref. to GRI Standard 2016)

#### 308-1 New suppliers that were screened using environmental criteria

Due to the wide scope of the supply chain and the associated complex data we are not able to estimate the impact other supplies have on the environment at this point of reporting. Our hope for the future is that all suppliers we are using will conform to the Global Compact list of requirements.

#### 308-2 Negative environmental impacts in the supply chain and actions taken

Our organization has not yet reviewed any supplier in relation to significant actual and potential negative effects on the environment. We have not currently planned such a project.



## SOCIAL

### GRI 401: Employment (in ref. to GRI Standard 2016)

#### 401-1 New employee hires and employee turnover

Table 38: Employee fluctuations by gender and age group

Criterion	Number of staff by criterion	Number of joiners	Joining rate (in %)	Number of leavers	Turnover rate (in %)
<b>Total staff</b>	<b>175</b>	<b>40</b>	<b>22%</b>	<b>60</b>	<b>34%</b>
<b>By gender</b>					
female	47	11	24%	9	19%
male	128	29	21%	51	40%
<b>Age group</b>					
< 30 years	25	12	49%	11	44%
30 - 50 years	104	20	18%	40	38%
> 50 years	46	8	17%	9	20%

Table 39: Workforce by country / region

Country / region	Number of staff by region	Number of joiners	Joining rate (%)	Number of leavers	Turnover rate (%)
Germany	175	40	22%	60	34%
<b>Total number of employees</b>	<b>175</b>	<b>40</b>		<b>60</b>	

#### 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

We provide our full-time employees with company benefits. The company benefits are the same for all significant business locations.

Our organization provides full-time employees with the following standard company benefits: Christmas bonus and capital-forming investments up to EUR 40.00 per month and a snacks / drinks contribution of EUR 10.00 per month.

Our employees with fixed-term or part-time work contracts are granted the same benefits as full-time employees.

#### 401-3 Parental leave

In the reporting period there were no work returners.

In the reporting period there was 1 termination agreement (female).

More and more fathers are leaving their traditional roles as they stay home to raise their children.

Here at FAI rent-a-jet AG we are no different. Three of our 4 members of the Executive Board have children and therefore are aware how important the first few forming years in a child's life are. So, they support their

employees' decisions for extended maternity/paternity leave. 100% of employees return to work after their paid leave is over and enjoy their work and family balance as we can offer them here at FAI rent-a-jet AG.

## GRI 403: Occupational Health and Safety (in ref. to GRI Standard 2016)

### 403-1 Workers representation in formal joint management–worker health and safety committees

Our organization holds occupational safety and health committees (according to German law). Participants change from meeting to meeting, but most of the time all departments are represented. A specific percentage or number of employees attending is not written down.

### 403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, as well as number of work-related fatalities

Table 40: Accidents more than 1 lost day per different categories

Criterion	Number of female	Number of male	Total
Number of accidents	1	6	7
thereof number of accidents at work	1	6	7
thereof number of commuting accidents	1	1	2
thereof fatal accidents	0	0	0

We have independent, locally-based contractors for whom we are responsible for safety at work, but we do not supply any data for this.

Accidents are written down in a special accident book, provided by our statutory accident insurance (Berufsgenossenschaft für Verkehr, Munich branch). Also, accidents resulting in loss of life or more than 3 days sick note require a special report to the accident insurance.

This list also includes minor (first-aid level) injuries.

For the calculation of 'days' we use 'scheduled work days'.



### 403-3 Workers with high incidence or high risk of diseases related to their occupation

There are no activities with a high rate of disease or risk in our organization.

There are no known cases of work related illnesses to report.

The most common reason for sick days are the common cold/flu and stomach issues that simply happen to be viral infections passed from person to person. Vaccinations are offered to all of the FAI rent-a-jet AG employees free of charge. Special insulation and special window panes make the headquarters building not susceptible to high noise levels.

### 403-4 Health and safety topics covered in formal agreements with trade unions

Our organization has no formal agreements with trade unions concerning safety and health at the workplace.

## GRI 404: Training and Education (in ref. to GRI Standard 2016)

### 404-1 Average hours of training per year per employee

Table 43: Average number of hours of education and training by gender

Gender	Number of employees	Hours for education and training	Hours of training by gender
<b>Total staff</b>	<b>175</b>	<b>7,280</b>	<b>41.6</b>
female	47	272	5.8
male	128	7,008	54.8

Table 44: Average number of hours of education and training by level

Level	Number of employees per Level	Hours for education and training	Hours of training per level
Management	55	824	15.0
<b>Total</b>	<b>55</b>	<b>824</b>	

Table 45: Average number of hours of education and training by level

Function	Number of employees per function	Hours for education and training	Hours of training per function
Administrative	120	6,456	53.8
<b>Total</b>	<b>120</b>	<b>6,456</b>	

At the beginning of the employment relationship all new employees are trained on safety regulations and familiarized with safety instructions and laws.

A continuous training program is in place to make sure knowledge is retained, built and continued. FAI rent-a-jet AG and its employees strive for the utmost professionalism and rely on experts in their field to train our employees to our highest standards.

The continuous training program, available to all employees, guarantees to FAI rent-a-jet AG and its employees that all professional requirements are not only met but exceeded.

## 404-2 Programs for upgrading employee skills and transition assistance programs

We offer education and training programs to our workers to improve their skills and knowledge. These are:

- Internal education and training courses
- Financial contributions for external training and further education programmes
- Sabbatical rules with employment guarantee

We offer no transition assistance programs to our employees, who retire or whose employment relationship ends.

## GRI 405: Diversity and Equal Opportunity (in ref. to GRI Standard 2016)

### 405-1 Diversity of governance bodies and employees

We specify the distribution of the staff and the members of the governance body by diversity category.

Table 46: Composition of the staff divided by gender and age

Diversity category	Number of employees	Percentage of employees (in %)
<b>Total staff</b>	<b>175</b>	<b>100%</b>
By gender		
female	47	27%
male	128	73%
Age group		
< 30 Years	25	14%
30 - 50 Years	104	59%
> 50 Years	46	26%

Table 47: Composition of the members of the governance body divided by gender and age group

Diversity category	Number of members of the governance body	Proportion of members of the governance body (in %)
<b>Total staff</b>	<b>4</b>	<b>100%</b>
By gender		
female	1	25%
male	3	75%
Age group		
< 30 Years	0	0%
30 - 50 Years	3	75%
> 50 Years	1	25%

#### 405-2 Ratio of basic salary and remuneration of women to men

There is no difference between the salaries and remuneration of men and women in our organization.

At FAI rent-a-jet AG, remuneration is not based on gender but on educational level, experience, job performance and by time and service provided to the company.

### **GRI 406: Non-discrimination (in ref. to GRI Standard 2016)**

#### 406-1 Incidents of discrimination and corrective actions taken

During the reporting period no incident of discrimination was reported.

### **GRI 407: Freedom of Association and Collective Bargaining (in ref. to GRI Standard 2016)**

#### 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

In our organization there are no business locations or suppliers where employees' right to freedom of association or collective bargaining is violated or could be seriously threatened.

### **GRI 408: Child Labour (in ref. to GRI Standard 2016)**

#### 408-1 Operations and suppliers at significant risk for incidents of child labour

In our organization there are no operations or suppliers considered as risky with regard to child labour and youth work.

### **GRI 409: Forced or Compulsory Labour (in ref. to GRI Standard 2016)**

#### 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour

In our organization there are no operations or suppliers with a significant risk for incidents of forced or compulsory labour.



## GRI 410: Security Practices (in ref. to GRI Standard 2016)

### 410-1 Security personnel trained in human rights policies or procedures

In our organization there is no directly hired security staff.

The training requirements and procedures of our organization also apply to third parties who provide security personnel to us.



## GRI 411: Indigenous Rights (in ref. to GRI Standard 2016)

### 411-1 Incidents of violations involving rights of indigenous peoples

During the reporting period, no incident was reported regarding violation of the rights of indigenous people.

## **GRI 412: Human Rights Assessment (in ref. to GRI Standard 2016)**

### **412-1 Operations that have been subject to human rights reviews or impact assessments**

The operations in our organization are not examined with regard to human rights or human rights implications. The introduction of a systematic review of our operations in regard to human rights is planned in the short or medium term.

### **412-2 Employee training on human rights policies or procedures**

To our employees of the organization we offer trainings on the aspects of human rights. In total, our employees received 80 hours trainings on human rights in the reporting period. 55 of our employees took part in training courses on human rights. As a result, a proportion of 21-40% of employees were trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.

### **412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening**

Our organization concluded no significant investment agreements and contracts during the reporting period.

## **GRI 413: Local Communities (in ref. to GRI Standard 2016)**

### **413-1 Operations with local community engagement, impact assessments and development programs**

Our organization has no formal programs or systematic procedures for involvement with local communities, impact assessment or development programs. The introduction of such measures is not currently planned.

### **413-2 Operations with significant actual and potential negative impacts on local communities**

In our organization there are no operations in some locations that have significant actual / potential to cause adverse effects on local communities and municipalities or already cause negative effect.

## **GRI 414: Supplier Social Assessment (in ref. to GRI Standard 2016)**

### **414-1 New suppliers that were screened using social criteria**

Our organization did not screen new suppliers in regard to social criteria.

#### 414-2 Negative social impacts in the supply chain and actions taken

Our organization has not reviewed suppliers for significant actual / potential adverse social effects. The introduction of a supplier review of significant actual / potential on negative social impacts is currently not planned.

### GRI 415: Public Policy (in ref. to GRI Standard 2016)

#### 415-1 Political contributions

During the reporting period our organization has made no direct or indirect monetary and non-monetary contributions.

Our company does not directly nor indirectly financially support any political institutions or individuals.

### GRI 416: Customer Health and Safety (in ref. to GRI Standard 2016)

#### 416-1 Assessment of the health and safety impacts of product and service categories

100% of our product and service categories were examined to their effects on health and safety in the entire life cycle.

We are approved by EURAMI (European Aero Medical Institute) and the European Standard EN 13718-2. By this we can guarantee our services have been tested throughout their life cycle with regard to their impact on health and safety.

#### 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

During the reported year 2017 there were no violations of regulations and/or voluntary codes of products and services on health and safety.

### GRI 417: Marketing and Labelling (in ref. to GRI Standard 2016)

#### 417-1 Requirements for product and service information and labelling

FAI rent-a-jet AG does not provide any type of product and service labelling or percentage of significant product and service categories.

## GRI 418: Customer Privacy (in ref. to GRI Standard 2016)

### 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

During the reporting period there were no justified complaints to our organization about the protection of customer privacy or the violation of data protection.

## GRI 419: Socioeconomic Compliance (in ref. to GRI Standard 2016)

### 419-1 Non-compliance with laws and regulations in the social and economic area

No significant fines or non-monetary sanctions imposed on the organization for non-compliance with laws and/or regulations in the social and economic area.

In the reporting period for the year 2017 FAI rent-a-jet AG has not been involved in any proceedings arising from anti-competitive behaviour or violations of cartel law. We comply with all local and federal laws and consult with our legal team regarding antitrust and completion issues.



# GOALS

Table 50: Goals Achievement

Hierarchy level	Goal / Measure	Year of origin	Due Date	Original Value	Target Value	Reached Value	Change Origin value to reached value	Deviation reached value to target value	Responsibility
Category: Environmental									
Materials									
	Reduction of non-renewable waste	2015	2nd half of year/2018	2.84 t	2.5 t	2.98 t	+0.14 t	Not reached: +19.2%	
Emissions									
FAI Sustainability Report 2017	Continuous reducing of emission	2015	2nd half of year/2018	34,644.74 t	33,000 t	35,329.98 t	+685.28 t	Not reached: +7.06%	
The increase of emissions solely is a result of an increase in production of flight hours. Per flight hour, the emission level remained stable.									
FAI Sustainability Report 2017	To further reduce emission	2015	2nd half of year/2018	6,168 kg	6,000 kg	5,031.87 kg	-1,136.13 kg	Reached: -16.14%	
Category: Social									
Sub-Category: Labour Practices and Decent Work									
Employment									
FAI Sustainability Report 2017	Reduce staff turnover	2015	2nd half of year/2017	25.56 %	25 %	34.0 %	+8.44 %	Not reached: -36%	
Training and Education									
FAI Sustainability Report 2017	Continuous training for all employees	2015	2nd quarter/2018	5,696 Hours	6,000 Hours	6,456 Hours	+760 Hours	Reached: +7.6%	





# GRI CONTENT INDEX

Table 50: GRI Content Index - General Disclosures

GRI Standard	Description	Page	Omissions
<b>Organizational profile</b>			
102-1	Name of the organization		
<b>Strategy</b>			
102-2	Activities, brands, products and services		
<b>Organizational profile</b>			
102-3	Location of headquarters		
102-4	Location of operations		
102-5	Ownership and legal form		
102-6	Markets served		
102-7	Scale of the organization		
102-8	Information on employees and other workers		
102-9	Supply chain		
102-10	Significant changes to the organization and its supply chain		
102-11	Precautionary Principle or approach		
102-12	External initiatives		
102-13	Membership of associations		
<b>Strategy</b>			
102-14	Statement from senior decision-maker		
<b>Ethics and integrity</b>			
102-16	Values, principles, standards and norms of behaviour		
102-17	Mechanisms for advice and concerns about ethics		
<b>Governance</b>			
102-18	Governance structure		
102-19	Delegating authority		
102-20	Executive-level responsibility for economic, environmental and social topics		
102-21	Consulting stakeholders on economic, environmental and social topics		
102-22	Composition of the highest governance body and its committees		
102-31	Review of economic, environmental and social topics		
102-32	Highest governance body's role in sustainability reporting		
102-33	Communicating critical concerns		
102-34	Nature and total number of critical concerns		
<b>Stakeholder engagement</b>			
102-40	List of stakeholder groups		
102-41	Collective bargaining agreements		
102-42	Identifying and selecting stakeholders		
102-43	Approach to stakeholder engagement		
102-44	Key topics and concerns raised		



## Reporting practice

102-45	Entities included in the consolidated financial statements
102-46	Defining report content and topic boundaries
102-47	List of material topics
102-48	Restatements of information
102-49	Changes in reporting
102-51	Date of most recent report
102-52	Reporting cycle
102-54	Claims of reporting in accordance with the GRI Standards

Table 51: GRI Content Index - Material Topics

GRI Standard	Description	Page	Omissions
<b>GRI 200: Economic</b>			
<b>GRI 201: Economic Performance (in ref. to GRI Standard 2016)</b>			
201-1	Direct economic value generated and distributed		
201-2	Financial implications and other risks and opportunities due to climate change		
201-3	Defined benefit plan obligations and other retirement plans		
<b>GRI 202: Market Presence (in ref. to GRI Standard 2016)</b>			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage		
<b>GRI 203: Indirect Economic Impacts (in ref. to GRI Standard 2016)</b>			
203-1	Infrastructure investments and services supported		
<b>GRI 204: Procurement Practices (in ref. to GRI Standard 2016)</b>			
204-1	Proportion of spending on local suppliers		
<b>GRI 205: Anti-corruption (in ref. to GRI Standard 2016)</b>			
205-1	Operations assessed for risks related to corruption		
205-2	Communication and training about anti-corruption policies and procedures		
205-3	Confirmed incidents of corruption and actions taken		
<b>GRI 206: Anti-competitive Behaviour (in ref. to GRI Standard 2016)</b>			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		
<b>GRI 300: Environmental</b>			
<b>GRI 301: Materials (in ref. to GRI Standard 2016)</b>			
301-1	Materials used by weight or volume		
301-2	Recycled input materials used		
301-3	Reclaimed products and their packaging materials		
<b>GRI 302: Energy (in ref. to GRI Standard 2016)</b>			
302-1	Energy consumption within the organization		
302-2	Energy consumption outside of the organization		
302-3	Energy intensity		
302-4	Reduction of energy consumption		
302-5	Reductions in energy requirements for products and services		
<b>GRI 303: Water (in ref. to GRI Standard 2016)</b>			

303-1	Water withdrawal by source
303-2	Water sources significantly affected by withdrawal of water
303-3	Water recycled and reused
<b>GRI 304: Biodiversity (in ref. to GRI Standard 2016)</b>	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
304-2	Significant impacts of activities, products, and services on biodiversity
304-3	Habitats protected or restored
<b>GRI 305: Emissions (in ref. to GRI Standard 2016)</b>	
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction of GHG emissions
305-6	Emissions of ozone-depleting substances (ODS)
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions
<b>GRI 306: Effluents and Waste (in ref. to GRI Standard 2016)</b>	
306-1	Water discharge by quality and destination
306-2	Waste by type and disposal method
306-3	Significant spills
306-4	Transport of hazardous waste
306-5	Water bodies affected by water discharges and/or runoff
<b>GRI 307: Environmental Compliance (in ref. to GRI Standard 2016)</b>	
307-1	Non-compliance with environmental laws and regulations
<b>GRI 308: Supplier Environmental Assessment (in ref. to GRI Standard 2016)</b>	
308-1	New suppliers that were screened using environmental criteria
308-2	Negative environmental impacts in the supply chain and actions taken
<b>GRI 400: Social</b>	
<b>GRI 401: Employment (in ref. to GRI Standard 2016)</b>	
401-1	New employee hires and employee turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees
401-3	Parental leave
<b>GRI 403: Occupational Health and Safety (in ref. to GRI Standard 2016)</b>	
403-1	Workers representation in formal joint management-worker health and safety committees
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, as well as number of work-related fatalities
403-3	Workers with high incidence or high risk of diseases related to their occupation
403-4	Health and safety topics covered in formal agreements with trade unions
<b>GRI 404: Training and Education (in ref. to GRI Standard 2016)</b>	
404-1	Average hours of training per year per employee
404-2	Programs for upgrading employee skills and transition assistance programs
<b>GRI 405: Diversity and Equal Opportunity (in ref. to GRI Standard 2016)</b>	

405-1	Diversity of governance bodies and employees
405-2	Ratio of basic salary and remuneration of women to men
<b>GRI 406: Non-discrimination (in ref. to GRI Standard 2016)</b>	
406-1	Incidents of discrimination and corrective actions taken
<b>GRI 407: Freedom of Association and Collective Bargaining (in ref. to GRI Standard 2016)</b>	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
<b>GRI 408: Child Labour (in ref. to GRI Standard 2016)</b>	
408-1	Operations and suppliers at significant risk for incidents of child labour
<b>GRI 409: Forced or Compulsory Labour (in ref. to GRI Standard 2016)</b>	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour
<b>GRI 410: Security Practices (in ref. to GRI Standard 2016)</b>	
410-1	Security personnel trained in human rights policies or procedures
<b>GRI 411: Indigenous Rights (in ref. to GRI Standard 2016)</b>	
411-1	Incidents of violations involving rights of indigenous peoples
<b>GRI 412: Human Rights Assessment (in ref. to GRI Standard 2016)</b>	
412-1	Operations that have been subject to human rights reviews or impact assessments
412-2	Employee training on human rights policies or procedures
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening
<b>GRI 413: Local Communities (in ref. to GRI Standard 2016)</b>	
413-1	Operations with local community engagement, impact assessments and development programs
413-2	Operations with significant actual and potential negative impacts on local communities
<b>GRI 414: Supplier Social Assessment (in ref. to GRI Standard 2016)</b>	
414-1	New suppliers that were screened using social criteria
414-2	Negative social impacts in the supply chain and actions taken
<b>GRI 415: Public Policy (in ref. to GRI Standard 2016)</b>	
415-1	Political contributions
<b>GRI 416: Customer Health and Safety (in ref. to GRI Standard 2016)</b>	
416-1	Assessment of the health and safety impacts of product and service categories
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
<b>GRI 417: Marketing and Labelling (in ref. to GRI Standard 2016)</b>	
417-1	Requirements for product and service information and labelling
<b>GRI 418: Customer Privacy (in ref. to GRI Standard 2016)</b>	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data
<b>GRI 419: Socioeconomic Compliance (in ref. to GRI Standard 2016)</b>	
419-1	Non-compliance with laws and regulations in the social and economic area

## IMPRINT

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