

Report 2018

July 05, 2019, 10:36 AM

FAI Sustainability Report 2018
GRI Standards



INDEX

Specific Standard Disclosures	3
General Disclosures	3
Organizational profile	3
Strategy	10
Ethics and integrity	11
Governance	12
Stakeholder engagement	16
Reporting practice	17
GRI 200: Economic	19
GRI 201: Economic Performance (in ref. to GRI Standard 2016)	19
GRI 202: Market Presence (in ref. to GRI Standard 2016)	20
GRI 203: Indirect Economic Impacts (in ref. to GRI Standard 2016)	20
GRI 204: Procurement Practices (in ref. to GRI Standard 2016)	20
GRI 205: Anti-corruption (in ref. to GRI Standard 2016)	21
GRI 206: Anti-competitive Behaviour (in ref. to GRI Standard 2016)	21
GRI 300: Environmental	22
GRI 301: Materials (in ref. to GRI Standard 2016)	22
GRI 302: Energy (in ref. to GRI Standard 2016)	22
GRI 303: Water (in ref. to GRI Standard 2016)	25
GRI 304: Biodiversity (in ref. to GRI Standard 2016)	25
GRI 305: Emissions (in ref. to GRI Standard 2016)	26
GRI 306: Effluents and Waste (in ref. to GRI Standard 2016)	30
GRI 307: Environmental Compliance (in ref. to GRI Standard 2016)	32
GRI 308: Supplier Environmental Assessment (in ref. to GRI Standard 2016)	32
GRI 400: Social	33
GRI 401: Employment (in ref. to GRI Standard 2016)	33
GRI 402: Labor/Management Relations (in ref. to GRI Standard 2016)	34
GRI 403: Occupational Health and Safety (in ref. to GRI Standard 2016)	34
GRI 404: Training and Education (in ref. to GRI Standard 2016)	36
GRI 405: Diversity and Equal Opportunity (in ref. to GRI Standard 2016)	37
GRI 406: Non-discrimination (in ref. to GRI Standard 2016)	37
GRI 407: Freedom of Association and Collective Bargaining (in ref. to GRI Standard 2016)	38
GRI 408: Child Labor (in ref. to GRI Standard 2016)	38
GRI 409: Forced or Compulsory Labor (in ref. to GRI Standard 2016)	38
GRI 410: Security Practices (in ref. to GRI Standard 2016)	38
GRI 411: Indigenous Rights (in ref. to GRI Standard 2016)	39
GRI 412: Human Rights Assessment (in ref. to GRI Standard 2016)	39
GRI 413: Local Communities (in ref. to GRI Standard 2016)	39
GRI 414: Supplier Social Assessment (in ref. to GRI Standard 2016)	39
GRI 415: Public Policy (in ref. to GRI Standard 2016)	40
GRI 416: Customer Health and Safety (in ref. to GRI Standard 2016)	40
GRI 417: Marketing and Labelling (in ref. to GRI Standard 2016)	40
GRI 418: Customer Privacy (in ref. to GRI Standard 2016)	41
GRI 419: Socioeconomic Compliance (in ref. to GRI Standard 2016)	41
Goals	42
Imprint	43

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 five countries.

Table 4: Countries of operations

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

FAI rent-a-jet AG is operating out of five (5) 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

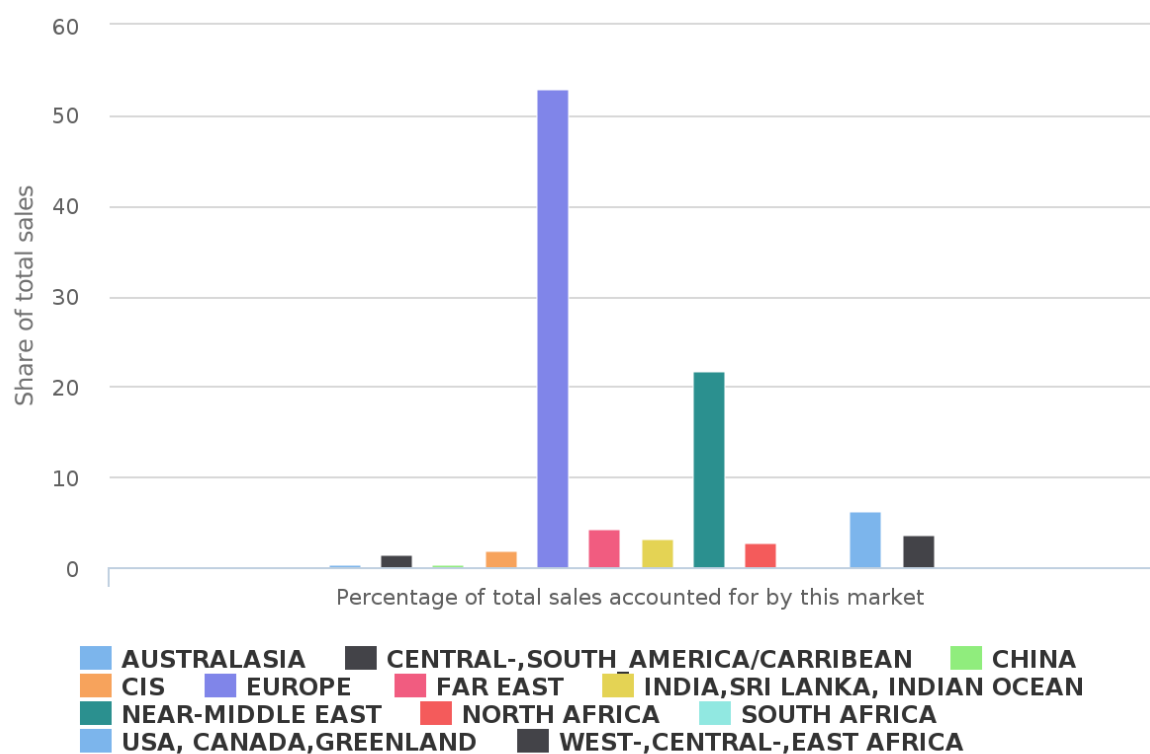
Owner	Share (in %)
Axtmann Aviation Holding GmbH	100.00%

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 patients	care 0.4%
CENTRAL-, SOUTH-AMERICA/CARRIBEAN	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care 1.5%
CHINA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care 0.4%
CIS	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care 1.9%
EUROPE	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care 53.1%
FAR EAST	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care 4.4%
INDIA, SRI LANKA, INDIAN OCEAN	Travel insurance, assistance office, government agencies, health authorities,	Intensive patients	care 3.3%

	humanitarian organization, hospitals, corporate clients, private clients				
NEAR-MIDDLE EAST	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care	21.8%	
NORTH AFRICA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care	2.8%	
SOUTH AFRICA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care	0.3%	
USA, CANADA, GREENLAND	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care	6.3%	
WEST-, CENTRAL-, EAST AFRICA	Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients	Intensive patients	care	3.8%	



102-7 Scale of the organization

Table 7: Information about the organization

Criteria	Values
Number of employees	196
Total number of operations	1
Net sales / revenue (in Euro)	71,620,448
Equity (in Euro)	7,681,159
Loan financing (in Euro)	27,756,985
Number of products / services provided	6

102-8 Information on employees and other workers

Table 8: Employees by gender

Category	Number of employees
Female	54
Male	142
Total number of employees	196

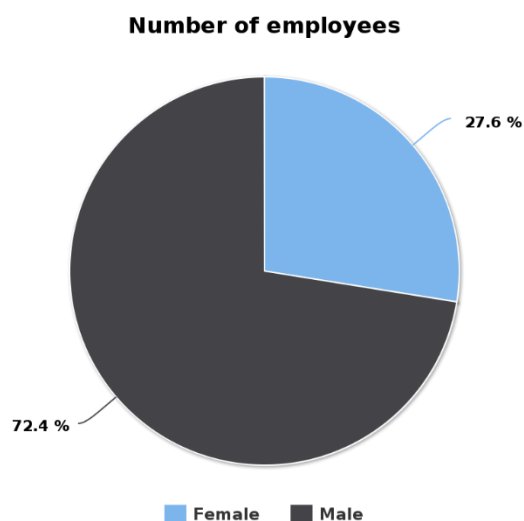


Table 9: Employees by employment contract

Employment type	Number of employees
Permanent contract	
female	37
male	133
Temporary contract	
female	17
male	9
Total number of employees with permanent and temporary contracts	196

Table 10: Employees by employment contract and region

Country / region	Permanent contract	Temporary contract	Total number of workforces
Germany	144	23	167
Austria	3		3
United States of America	6		6
France	1		1
Serbia	1		1
Ukraine	1	3	4
Greece	2		2
Netherlands	2		2
Poland	1		1
Azerbaijan	1		1
Czech Republic	1		1
Brazil	2		2
United Kingdom	1		1
Croatia	1		1
Italy	1		1
Irish	1		1
Tschad	1		1
Total number of employees	170	26	196

Total number of workforce

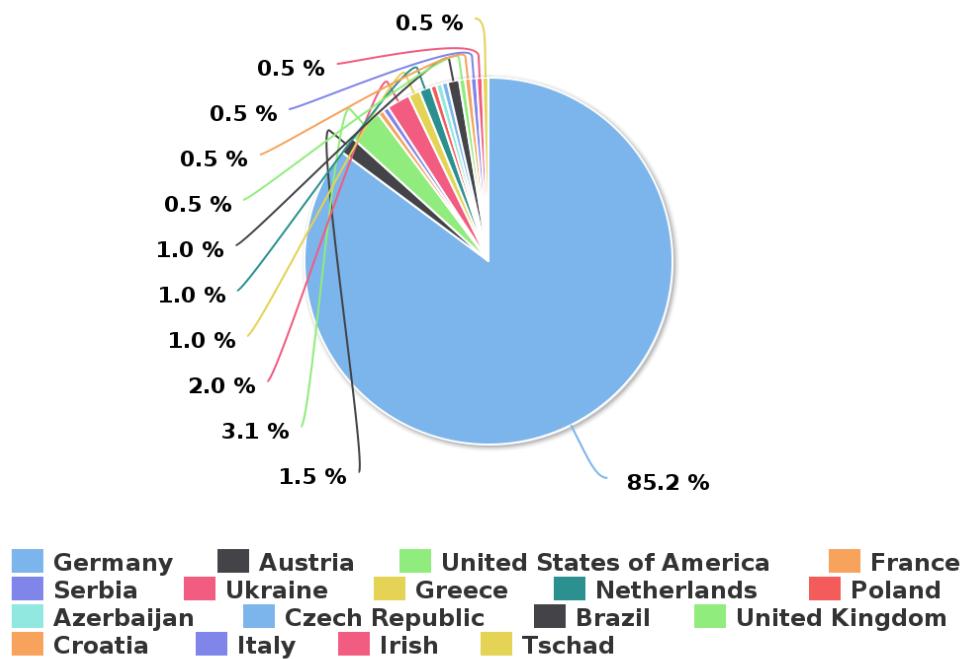


Table 11: Employees by employment type

Employment type	Number of employees
Full-time	
female	37
male	133
Part-time	
female	17
male	9
Total number of employees with full-time and part-time status	196

A substantial portion of the organization's work is performed by permanent employees. There are no significant seasonal variations in the number of employees. The evaluation of the data took place via the HR-Department.

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, the Czech Republic, South Africa, Denmark, Portugal, Croatia, UK, Kenya, Russia, Moldavia, Bosnia, Lithuania, Luxembourg, France 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 EASA ORO PART-CAT, 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 2018 we received parts from approximately 86 suppliers, of those 52% came from companies in the United States of America, 37% came from Germany, 2% came from Canada, 1% came from Spain, 2% came from France, 1% came from Netherlands, 1% came from Norway, 1 came from Austria and 1% came from the United Kingdom.

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

During the reporting period there were no significant changes in terms of the size, structure or ownership of the organization or the supply chain.



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.)
- MEBAAs (Middle East Business Aviation Association)
- 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 Group operates Germany's largest fleet of business jets and utilized ca. 12,900 flight hours in 2018. FAI's group fleet of 24 jet aircraft and one turboprop includes six Bombardier Global Express, five Bombardier Challenger 604s, one Challenger 850, 11 Learjet 60, plus one Premier 1A and one King Air 350.

Headquartered at Albrecht Duerer Intl. Airport in Nuremberg, Germany, FAI runs a 14,000 m² carbon neutral FBO. FAI Group employs a full-time staff of approx. 200 people. The Nuremberg headquarters is supported by a sales and support office in Dubai, offering operational advantages in the Middle East. The company also operates a satellite office in Miami.

FAI was the recipient of the Diamond Safety of Flight Award from the European Business Aviation Association (EBAA) in May 2018 marking the highest safety recognition awarded by EBAA to member companies operating business aircraft for 50 years or 100,000 hours without an accident.

In 2018 FAI recorded an operational income of approximately € 71 Mio.

In 2018 FAI Aviation Group, has been awarded the accolade of 'Deutschlands Beste Fluggesellschaften' (Germany's Best Airline) by German language business magazine, Focus Money. The award comes as FAI continues to experience consistent growth and success.

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 and CEO

102-15 Key impacts, risks and opportunities

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.

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: In 2018 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

Table 13: Composition of the highest governance body and its committees by independence

	Independent	Non-independent
Number	3	0

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.

102-23 Chair of the highest governance body

In our organization the Chair of the highest governance body isn't an executive officer.

102-24 Nominating and selecting the highest governance body

The supervisory board consists of 3 members.

The members of the supervisory board are elected by the general shareholders' meeting.

102-25 Conflicts of interest

We don't have implemented processes for the highest governance body to ensure conflicts of interest are avoided and managed.

Conflicts of interest of the highest governance body aren't disclosed to stakeholders.

102-27 Collective knowledge of highest governance body

Measures have been taken to further develop and improve the competencies of the highest governance body in economic, environmental and social issues

102-28 Evaluating the highest governance body's performance

Our organization doesn't carry out processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.

102-29 Identifying and managing economic, environmental and social impacts

In dealing with economic, environmental and social impacts, risks and opportunities, regular audits are taking place to see if the incorporated procedures are still timely and effective.

This is done in close dialogue with stakeholders and the members of the supervisory board.

102-30 Effectiveness of risk management processes

The highest governance body does not review the effectiveness of the organization's risk management processes for economic, environmental and social topics.

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 doesn't review the effectiveness of the organization's risk management processes for economic, environmental and social topics.

In the reporting period 01.01.2018 - 31.12.2018 no critical concerns were reported.

102-35 Remuneration policies

No information is provided on the company's remuneration policy.

102-36 Process for determining remuneration

At FAI rent-a-jet AG remuneration is based on educational level, experience, job performance and by time and service provided to the company.

No remuneration consultants are involved in determining remuneration.

102-37 Stakeholders' involvement in remuneration

No remuneration consultants are involved in determining remuneration.

102-38 Annual total compensation ratio

No information is provided on the annual remuneration of any or all employees of the company.

102-39 Percentage increase in annual total compensation ratio

No information is provided on the annual remuneration of any or all employees of the company.



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 14: Stakeholder involvement and frequency

Procedure	Stakeholder groups	Frequency of engagement
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 15: Key topics and concerns through stakeholder engagement and organisation's response

Topic / Concern	Stakeholder groups that raised the topics and concerns	Response of the organization
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). Enter FAI as a search term. The Company is managed by the Executive Board, consisting of four (4) executive members in 2018. The Executive Board is responsible for all decisions regarding economic, environmental and social impacts.

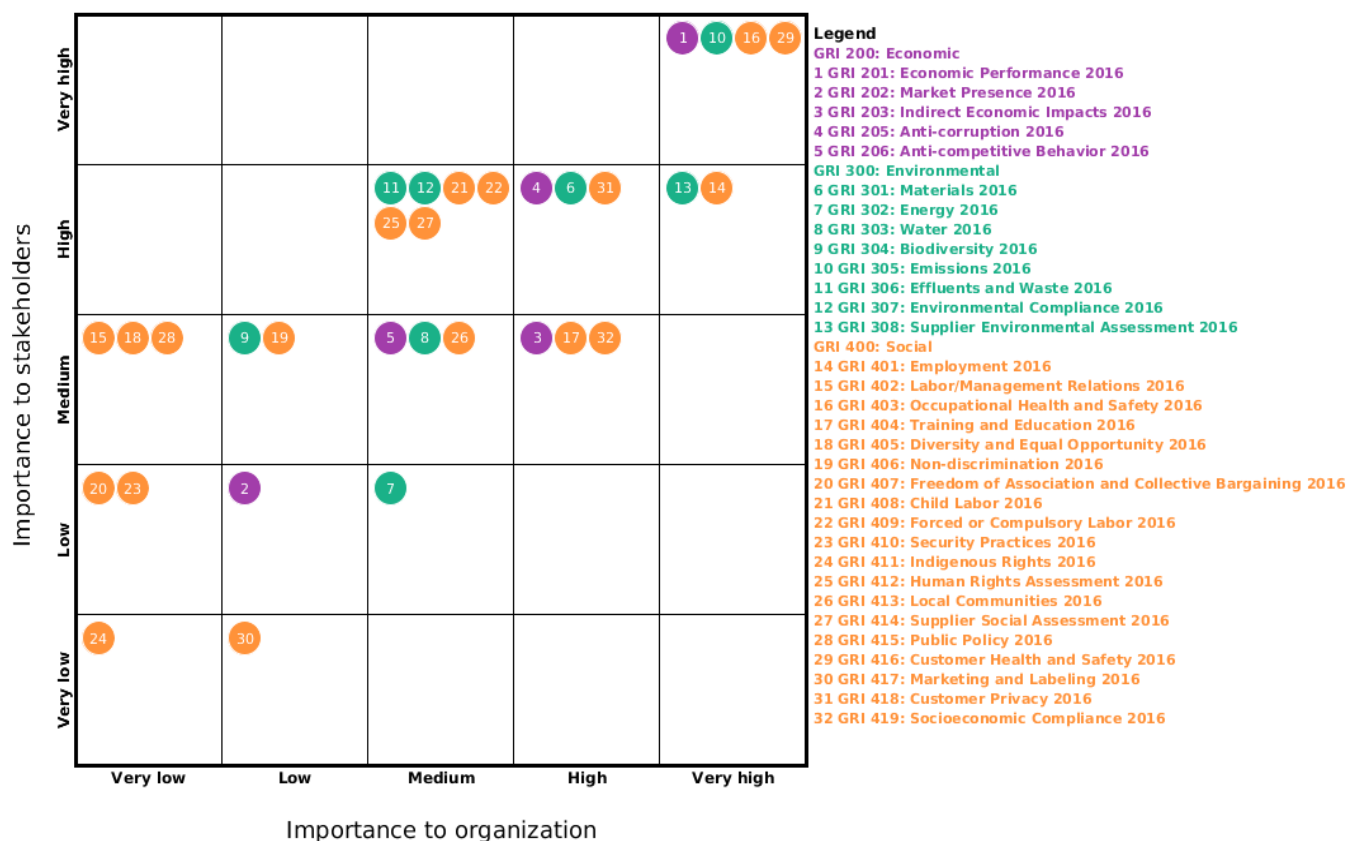
102-46 Defining report content and topic boundaries

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.



102-47 List of essential topics (in ref. to GRI Standard 2016)



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

102-50 Reporting period

The information shown in the report covers the fiscal year from Jan 1, 2018 to Dec 31, 2018.

102-51 Date of most recent report

The last Sustainability Report was published on 2018 for 2017.

102-52 Reporting cycle

Our report is published at periods of one year.

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

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

102-56 External assurance

The sustainability report has not and will not been externally audited.

GRI 200: 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 CO₂-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 CO₂ 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 an 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.

201-4 Financial assistance received from government

During the reporting period we have not received any financial assistance from governments.

A government is involved as a shareholder of our organisation to the following extent:

No government is involved as a shareholder in our organisation.

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 employees' ability, engagement, job performance and commitment. There is no gender bias regarding pay scale and everyone is paid above minimum wage.

202-2 Proportion of senior management hired from the local community

Employees in the senior management as well as all other employees are hired according to our requirements and their qualifications.

We do not distinguish between geographic differences. Likewise, no geographic profiles are created.

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

203-1 Infrastructure investments and services supported

We have made no investment in infrastructure or services supported during the reporting period.

203-2 Significant indirect economic impacts

An indirect economic impact for third parties due to the activities of our organization is not known to us.

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 2018 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.



GRI 300: ENVIRONMENTAL

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

301-1 Materials used by weight or volume

Table 17: 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)	3.13



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 18: 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
Total indirect energy consumption	1,830.28

Table 19: Total amount of self-generated energy broken down by renewable and non-renewable energy source

Energy source	Energy (GJ)
Renewable energy source	
Electricity	732.24
Total energy produced	732.24

Table 20: Total amount of energy sold broken down by energy source

Energy source	Energy (GJ)
Renewable energy sources	
Electricity	147.33
Total energy sold	147.33

Table 21: 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	1,830.28	640.60	1,189.68
Produced	732.24	732.24	0.00
Sold	147.33	147.33	0.00
Total energy consumption within the organization	2,415.19	1,225.51	1,189.68

The total amount of self-generated energy for the reporting year 2018 was 203,399.00 kWh (732.24 GJ). Of those, 40,926.00 kWh (147,33 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 22: Amount of energy, relevant types and intensity

Amount energy	of	Unit energy	Affected types of energy	Value reference size	Unit reference size	Energy intensity	Unit Result
14,478,605.00	I		Kerosene	12,891.10	flight hours	1,123.15	I Kerosene/flight hour



302-4 Reduction of energy consumption

Table 23: 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	2016	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	2016	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	2016	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	2016	Reduction of necessary stopovers for refuelling purposes by approximately 100 landings, thus saving additional fuel consumption for a climb of around 150 liters of kerosene per saved stopover; In 2018 this results in a saving of 15,000 liters 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 2018.

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 2018 is used as references thereafter.

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

303-1 Water withdrawal by source

The following standards were applied in the measurement:

During the reporting period 2018 a total of 1.126 m³ 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 24: 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 ²)
Nuremberg	Airport - Hangar 6	Headquarters	No	Adjacent to protected area	a 0.14
Nuremberg	Airport - Hangar 7	Headquarters	No	Adjacent to protected area	a 0.14
Nuremberg	Airport - Hangar 8	Headquarters	No	Adjacent to protected area	a 0.14

Table 25: 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 Sactuary 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, renaturalization 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 CO₂ 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 CO₂ emissions are shown here.

Table 26: Scope 1 CO₂e emissions

Emission source	t CO ₂ e	Percentage (%)
Stationary combustion	36.80	0.1%
Company owned cars	91.32	0.2%
Company owned airplanes	36,758.72	99.7%
Air conditioning installations	0.00	0.0%
Production of energy from renewable energy sources	0.00	0.0%
Total	36,886.84	100.0%

Table 27: Outside of scopes - Biogenic emissions of CO₂e from the combustion or biodegradation of biomass

Emission source	t CO ₂ e
Outside of Scopes: Emissions from biomass burning in stationary combustion	88.81
Outside of Scopes: Emissions from biomass burning in company owned cars	5.16

Table 28: Methods of data collection of direct CO₂-emissions (Scope 1)

Emission source	Methodologies for data acquisition
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 CO₂-balance and corresponding indicators refer to the period from Jan 1, 2018 to Dec 31, 2018.

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 CO₂ 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 CO₂ emissions are shown here.

Table 29: Scope 2 CO₂e emissions

Emission source	t CO₂e market-based	t CO₂e location-based	Percentage (%) market-based	Percentage (%) location-based
Electricity	0.00	235.88	0.00%	100.00%
Total	0.00	235.88	0.00%	100.00%

Table 30: Methods of data collection of direct CO₂e emissions (Scope 2)

Emission source	Method of data collection
Electricity	Calculation based on published criteria

The data shown in the CO₂-balance and corresponding indicators refer to the period from Jan 1, 2018 to Dec 31, 2018.

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 CO₂ 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 CO₂ emissions are shown here.

Table 31: Scope 3 CO2e emissions

Emission source	t CO ₂ e	Percentage (%)
Paper	1.96	0.02%
Water	0.39	0.01%
Waste	59.95	0.76%
Indirect emissions from fuel and energy consumption in Scope 1 and Scope 2	7,848.96	99.21%
Total	7,911.26	100.00%

Table 32: Methods of data collection for direct CO2e emissions (Scope 3)

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

305-4 GHG emissions intensity

Table 33: CO2 emission intensities

CO ₂ e emissions (in t)	Included types of GHG	Reference value	Unit of reference value	GHG intensity (in CO ₂ e (t) / reference size)	Unit intensity
36,758.72	Scope 1	12,891.10	flight hours	2.85	t CO ₂ /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	645.00	CO ₂	Scope 1+2+3	2018	Gold Standard Project

This year the Gold Standard Project chosen is the "Hamzali Low Impact Hydro Project" in Turkey.

The "Hamzali Hydroelectric Power Plant" climate protection project, which is under the responsibility of the General Directorate of State Hydrolic Works (DSI), is located in Kizilirmak, Turkey's longest river, in Ankara and Kirikkale provinces.

As part of the climate protection project, a run-of-river hydropower plant was built which uses the difference in altitude of geography to generate electricity. There are two generators with a capacity of 16.7 megawatts, which generate about 127 gigawatt of electricity per year. This increases the share of hydro energy at the expense of electricity from fossil fuels.

Previously projects in Mali and Turkey (Gold Standards as well), were chosen for our contribution from 2013 to 2017.



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 (NOx), sulphur oxides (SOx) and other significant air emissions

Our organization emits significant air emissions.

Table 35: Significant air emissions

Type of air emission	Amount (in kg)	Method of calculation	Used standards, methods and assumptions
SO ₂	2,317.00	Calculation based on published emission factors	based on published criteria
NH ₃	1,922.00	Calculation based on published emission factors	based on published criteria
Particulate matter (total)	927.00	Calculation based on published emission factors	based on published criteria
Total of air emissions	5,166.00		

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 36: Waste water discharges by location, destination and treatment

Location	Volume (in m³)	Water quality	Destination	Methodologies	Reuse by another organization
Nuremberg	1,126.00	Treated in the external wastewater treatment plant	Public sewer system	Measurement	No
Total of all wastewater discharges	1,126.00				

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 Durer 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 37: Non-hazardous waste by type and disposal method

Waste type	Amount (in t)	Method of disposal	Information on method of disposal
Paper / cardboard	4.35	Recycling	Information provided by the waste disposal contractor
Batteries	0.58	Recycling	Information provided by the waste disposal contractor
Waste not specified in the list (WCN 16)	2.78	Recycling	Information provided by the waste disposal contractor
Municipal waste including separately collected fractions (WCN 20)	300.30	Recycling	Information provided by the waste disposal contractor
Total of non-hazardous waste	308.01		

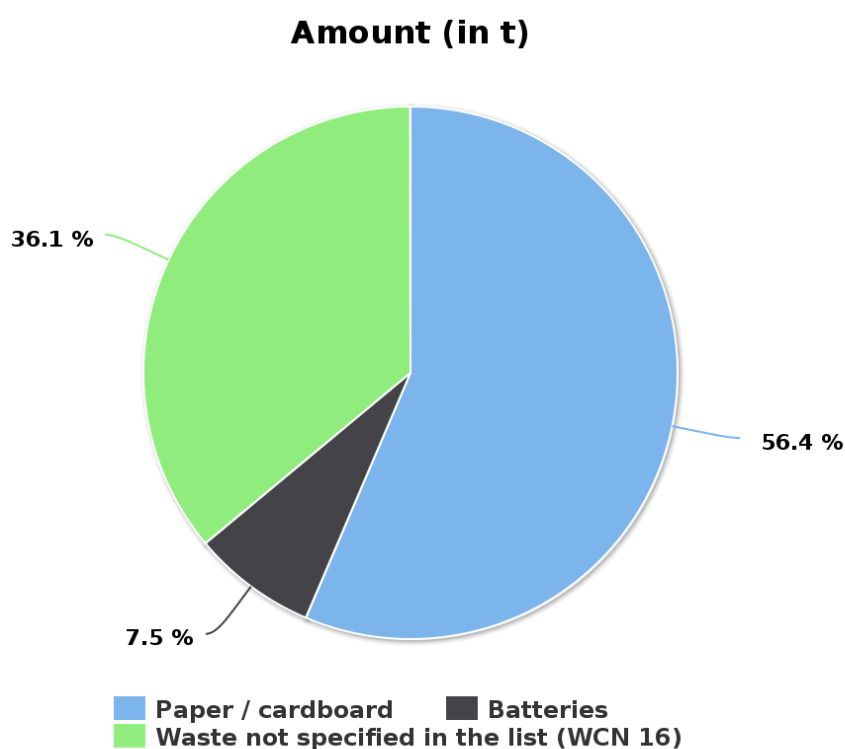


Table 38: Hazardous waste by type and disposal method

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
Total of hazardous waste	2.76		

All packaging materials and shipping cartons from our suppliers are re-used. The 308.1 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.



GRI 400: SOCIAL

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

401-1 New employee hires and employee turnover

Table 39: Employee fluctuations by gender and age group

Criterion	Number of staffs by criterion	Number of joiners	Joining rate (in %)	Number of leavers	Turnover rate (in %)
Total staff	196	52	28%	31	16%
By gender					
female	54	14	27%	8	15%
male	142	38	28%	23	16%
Age group					
< 30 years	33	14	48%	6	18%
30 - 50 years	112	32	30%	21	19%
> 50 years	51	6	12%	4	8%

Table 40: Workforce by country / region

Country / region	Number of staffs by region	Number of joiners	Joining rate (%)	Number of leavers	Turnover rate (%)
Germany	196	52	28%	31	16%
Total number of employees	196	52		31	

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).

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 402: Labour/Management Relations (in ref. to GRI Standard 2016)

402-1 Minimum notice periods regarding operational changes

The typical notice period, for employees and their representatives, for significant operational changes that could fundamentally affect them, is three months. Co-determination is in our company not regulated by collective bargaining agreements. The introduction of notice periods for collective bargaining agreements and operational co-determination is not currently planned.

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 41: Accidents more than 1 lost day per different categories

Criterion	Number of females	Number of males	Total
Number of accidents	1	0	1
thereof number of accidents at work	0	0	0
thereof number of commuting accidents	1	0	1
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) which will be replaced by accident notes to fulfil data protection law. 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 is 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.

Since this year FAI is also providing occupational healthcare examinations by our company physician.

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 44: Average number of hours of education and training by gender

Gender	Number of employees	Hours for education and training	Hours of training by gender
Total staff	196	3,743	19.1
female	54	198	3.7
male	142	3,545	25.0

Table 45: 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	10	296	29.6
Total	10	296	

Table 46: 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	150	3,447	23.0
Total	150	3,447	

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

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

404-3 Percentage of employees receiving regular performance and career development reviews

The performance assessment of each employee is carried out at regular intervals.

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 47: Composition of the staff divided by gender and age

Diversity category	Number of employees	Percentage of employees (in %)
Total staff	196	100%
By gender		
female	54	28%
male	142	72%
Age group		
< 30 Years	33	17%
30 - 50 Years	112	57%
> 50 Years	51	26%

Table 48: 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 %)
Total staff	4	100%
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

Table 49: Operations that have been subject to human rights reviews or human rights impact assessments, by country

Country	Number of operations	of Number of operations assessed regarding human rights	Percentage of operations assessed regarding human rights (in %)
Germany	1	1	100%

The operations in our organization are 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.

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

100,00% 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 2018 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.

417-2 Incidents of non-compliance concerning product and service information and labelling

There were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling.

417-3 Incidents of non-compliance concerning marketing communications

During the reporting period our organization complied with all regulations or voluntary codes related to marketing communications, including advertising, promotion and sponsorship.

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 competition 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/2019	2.84 t	2.5 t	3.13 t	+0.29 t	Not reached: +10.21%	
Emissions									
FAI Sustainability Report 2018	Continuous reducing of emission	2015	2nd half of year/2019	34,644.7 t	33,000 t	36,758.7 t	+2,113.9 t	Not reached: +6.10%	
The increase of emissions solely is a result of an increase in production of flight hours. Per flight hour, the emission level remained stable.									
Category: Social									
Sub-Category: Labour Practices and Decent Work									
Employment									
FAI Sustainability Report 2018	Reduce staff turnover	2015	2nd half of year/2019	25.56 %	25 %	16.0 %	-9.56 %	Reached: -37.40%	
Training and Education									
FAI Sustainability Report 2018	Continuous training for all employees	2015	2nd quarter/2019	5,696 Hours	6,000 Hours	3,743 Hours	-1,953 Hours	Not reached: -34.29%	





IMPRINT

FAI rent-a-jet AG

Flughafenstr. 124

90411 Nürnberg

Germany

info@fai.ag

Phone: 0911-36009-0

Created with

360report