



# GRI STANDARDS CONTENT INDEX



This Sustainability Report has been prepared in accordance with the GRI Standards: Comprehensive option. The following GRI Standards Content Index documents where disclosures related to each of the GRI requirements can be found within the 2017 TAKKT Sustainability Report.

The GRI Content Index also forms the basis for the Communication on Progress (COP) als part of the TAKKT's membership in the Global Compact Initiative of the United Nations. The corresponding references are found in the column "Global Compact Advanced Level Criteria" of the GRI Standards Content Index.

An independent audit of the 2017 TAKKT Sustainability Report was completed.

Table = partly = completely (nr) = not relevant

	GLOBAL COMPACT ADVANCED LEVEL CRITERIA	GRI-INDICATOR	LINK	REPORTED	
<b>GRI 101: FOUNDATION 2016</b>		101 Foundation	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 102: GENERAL DISCLOSURES 2016 ORGANIZATIONAL PROFILE</b>		102-1 Name of the organization	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-2 Activities, brands, products, and services	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-3 Location of headquarters	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-4 Location of operations	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-5 Ownership and legal form	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
			↓	↓	
		102-6 Markets served	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-7 Scale of the organization	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-8 Information on employees and other workers	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	2	102-9 Supply chain	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-10 Significant changes to the organization and its supply chain	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-11 Precautionary Principle or approach	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	16-18	102-12 External initiatives	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	17	102-13 Membership of associations	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 102: GENERALE DISCLOSURES 2016 STRATEGY</b>	19	102-14 Statement from senior decision-maker	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	19	102-15 Key impacts, risks, and opportunities	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 102: GENERAL DISCLOSURES 2016 ETHICS AND INTEGRITY</b>	12	102-16 Values, principles, standards, and norms of behavior	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	12-14	102-17 Mechanisms for advice and concerns about ethics	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 102: GENERAL DISCLOSURES 2016 GOVERNANCE</b>		102-18 Governance structure	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	1	102-19 Delegating authority	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	1; 20	102-20 Executive-level responsibility for economic, environmental, and social topics	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-21 Consulting stakeholders on economic, environmental, and social topics	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-22 Composition of the highest governance body and its committees	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-23 Chair of the highest governance body	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-24 Nominating and selecting the highest governance body	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	2	102-25 Conflicts of interest	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	1	102-26 Role of highest governance body in setting purpose, values, and strategy	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-27 Collective knowledge of highest governance body	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-28 Evaluating the highest governance body's performance	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
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			102-29 Identifying and managing economic, environmental, and social impacts	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>	
		102-30 Effectiveness of risk management processes	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-31 Review of economic, environmental, and social topics	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	1; 20	102-32 Highest governance body's role in sustainability reporting	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	1	102-33 Communicating critical concerns	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-34 Nature and total number of critical concerns	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-35 Remuneration policies	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-36 Process for determining remuneration	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-37 Stakeholders' involvement in remuneration	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-38 Annual total compensation ratio	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-39 Percentage increase in annual total compensation ratio	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 102: GENERAL DISCLOSURES 2016 STAKEHOLDER ENGAGEMENT</b>	21	102-40 List of stakeholder groups	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	21	102-41 Collective bargaining agreements	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	21	102-42 Identifying and selecting stakeholders	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	21	102-43 Approach to stakeholder engagement	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	21	102-44 Key topics and concerns raised	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 102: GENERAL DISCLOSURES 2016 REPORTING PRACTICE</b>		102-45 Entities included in the consolidated financial statements	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	15; 16	102-46 Defining report content and topic Boundaries	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-47 List of material topics	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-48 Restatements of information	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-49 Changes in reporting	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-50 Reporting period	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-51 Date of most recent report	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-52 Reporting cycle	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-53 Contact point for questions regarding the report	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		↓	↓		
		102-54 Claims of reporting in accordance with the GRI Standards	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-55 GRI content index	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		102-56 External assurance	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 103: MANAGEMENT APPROACH 2016</b>	1-21	103-1 Explanation of the material topic and its Boundary	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	1-21	103-2 The management approach and its components	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	1-21	103-3 Evaluation of the management approach	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>		201-1 Direct economic value generated and distributed	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		201-2 Financial implications and other risks and opportunities due to climate change	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		201-3 Defined benefit plan obligations and other retirement plans	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
		201-4 Financial assistance received from government	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 202: MARKET PRESENCE 2016</b>		202-1 Ratios of standard entry level wage by gender compared to local minimum wage	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>	(nr)	
		202-2 Proportion of senior management hired from the local community	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>	(nr)	
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>		203-1 Infrastructure investments and services supported	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>	(nr)	
		203-2 Significant indirect economic impacts	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>	(nr)	
<b>GRI 204: PROCUREMENT PRACTICES 2016</b>	2	204-1 Proportion of spending on local suppliers	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
<b>GRI 205: ANTI-CORRUPTION 2016</b>	13	205-1 Operations assessed for risks related to corruption	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	13	205-2 Communication and training about anti-corruption policies and procedures	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		
	14	205-3 Confirmed incidents of corruption and actions taken	→ <a href="http://takkt.de/sr17/gri">takkt.de/sr17/gri</a>		



	GLOBAL COMPACT ADVANCED LEVEL CRITERIA	GRI-INDICATOR	LINK	REPORTED
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016</b>		206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	→ takkt.de/sr17/gri
<b>GRI 301: MATERIALS 2016</b>		301-1	Materials used by weight or volume	→ takkt.de/sr17/gri (nr)
		301-2	Recycled input materials used	→ takkt.de/sr17/gri (nr)
		301-3	Reclaimed products and their packaging materials	→ takkt.de/sr17/gri (nr)
<b>GRI 302: ENERGY 2016</b>	11	302-1	Energy consumption within the organization	→ takkt.de/sr17/gri
		302-2	Energy consumption outside of the organization	→ takkt.de/sr17/gri (nr)
	11	302-3	Energy intensity	→ takkt.de/sr17/gri
	11	302-4	Reduction of energy consumption	→ takkt.de/sr17/gri
		302-5	Reductions in energy requirements of products and services	→ takkt.de/sr17/gri (nr)
<b>GRI 303: WATER 2016</b>		303-1	Water withdrawal by source	→ takkt.de/sr17/gri (nr)
		303-2	Water sources significantly affected by withdrawal of water	→ takkt.de/sr17/gri (nr)
		303-3	Water recycled and reused	→ takkt.de/sr17/gri (nr)
<b>GRI 304: BIODIVERSITY 2016</b>		304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	→ takkt.de/sr17/gri (nr)
		304-2	Significant impacts of activities, products, and services on biodiversity	→ takkt.de/sr17/gri (nr)
		304-3	Habitats protected or restored	→ takkt.de/sr17/gri (nr)
		304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	→ takkt.de/sr17/gri (nr)
<b>GRI 305: EMISSIONS 2016</b>	11	305-1	Direct (Scope 1) GHG emissions	→ takkt.de/sr17/gri
	11	305-2	Energy indirect (Scope 2) GHG emissions	→ takkt.de/sr17/gri
	11	305-3	Other indirect (Scope 3) GHG emissions	→ takkt.de/sr17/gri
			↓	↓
	11	305-4	GHG emissions intensity	→ takkt.de/sr17/gri
	11	305-5	Reduction of GHG emissions	→ takkt.de/sr17/gri
		305-6	Emissions of ozone-depleting substances (ODS)	→ takkt.de/sr17/gri (nr)
		305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	→ takkt.de/sr17/gri (nr)
<b>GRI 306: EFFLUENTS AND WASTE 2016</b>		306-1	Water discharge by quality and destination	→ takkt.de/sr17/gri (nr)
	11	306-2	Waste by type and disposal method	→ takkt.de/sr17/gri
	11	306-3	Significant spills	→ takkt.de/sr17/gri
		306-4	Transport of hazardous waste	→ takkt.de/sr17/gri (nr)
		306-5	Water bodies affected by water discharges and/or runoff	→ takkt.de/sr17/gri (nr)
<b>GRI 307: ENVIRONMENTAL COMPLIANCE 2016</b>	11	307-1	Non-compliance with environmental laws and regulations	→ takkt.de/sr17/gri
<b>GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016</b>	2; 9; 11	308-1	New suppliers that were screened using environmental criteria	→ takkt.de/sr17/gri
	2; 9; 11	308-2	Negative environmental impacts in the supply chain and actions taken	→ takkt.de/sr17/gri
<b>GRI 401: EMPLOYMENT 2016</b>	8	401-1	New employee hires and employee turnover	→ takkt.de/sr17/gri
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	→ takkt.de/sr17/gri
		401-3	Parental leave	→ takkt.de/sr17/gri
<b>GRI 402: LABOR / MANAGEMENT RELATIONS 2016</b>		402-1	Minimum notice periods regarding operational changes	→ takkt.de/sr17/gri
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016</b>	7	403-1	Workers representation in formal joint management-worker health and safety committees	→ takkt.de/sr17/gri
	2; 8	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	→ takkt.de/sr17/gri
		403-3	Workers with high incidence or high risk of diseases related to their occupation	→ takkt.de/sr17/gri
		403-4	Health and safety topics covered in formal agreements with trade unions	→ takkt.de/sr17/gri
			↓	↓
<b>GRI 404: TRAINING AND EDUCATION 2016</b>	7	404-1	Average hours of training per year per employee	→ takkt.de/sr17/gri
	7	404-2	Programs for upgrading employee skills and transition assistance programs	→ takkt.de/sr17/gri
	8	404-3	Percentage of employees receiving regular performance and career development reviews	→ takkt.de/sr17/gri
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>	8	405-1	Diversity of governance bodies and employees	→ takkt.de/sr17/gri
		405-2	Ratio of basic salary and remuneration of women to men	→ takkt.de/sr17/gri (nr)
<b>GRI 406: NON-DISCRIMINATION 2016</b>	5	406-1	Incidents of discrimination and corrective actions taken	→ takkt.de/sr17/gri
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016</b>	2; 5	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	→ takkt.de/sr17/gri
<b>GRI 408: CHILD LABOR 2016</b>	5	408-1	Operations and suppliers at significant risk for incidents of child labor	→ takkt.de/sr17/gri
<b>GRI 409: FORCED OR COMPULSORY LABOR 2016</b>	2; 5	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	→ takkt.de/sr17/gri
<b>GRI 410: SECURITY PRACTICES 2016</b>		410-1	Security personnel trained in human rights policies or procedures	→ takkt.de/sr17/gri (nr)
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016</b>	4	411-1	Incidents of violations involving rights of indigenous peoples	→ takkt.de/sr17/gri (nr)
<b>GRI 412: HUMAN RIGHTS ASSESSMENT 2016</b>	4	412-1	Operations that have been subject to human rights reviews or impact assessments	→ takkt.de/sr17/gri (nr)
		412-2	Employee training on human rights policies or procedures	→ takkt.de/sr17/gri (nr)
		412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	→ takkt.de/sr17/gri (nr)
<b>GRI 413: LOCAL COMMUNITIES 2016</b>		413-1	Operations with local community engagement, impact assessments, and development programs	→ takkt.de/sr17/gri
		413-2	Operations with significant actual and potential negative impacts on local communities	→ takkt.de/sr17/gri
			↓	↓
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016</b>	2; 4; 5; 7; 8	414-1	New suppliers that were screened using social criteria	→ takkt.de/sr17/gri
	2; 5; 6; 7	414-2	Negative social impacts in the supply chain and actions taken	→ takkt.de/sr17/gri
<b>GRI 415: PUBLIC POLICY 2016</b>		415-1	Political contributions	→ takkt.de/sr17/gri
<b>GRI 416: CUSTOMER HEALTH AND SAFETY 2016</b>		416-1	Assessment of the health and safety impacts of product and service categories	→ takkt.de/sr17/gri (nr)
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	→ takkt.de/sr17/gri
<b>GRI 417: MARKETING AND LABELING 2016</b>		417-1	Requirements for product and service information and labeling	→ takkt.de/sr17/gri
		417-2	Incidents of non-compliance concerning product and service information and labeling	→ takkt.de/sr17/gri
		417-3	Incidents of non-compliance concerning marketing communications	→ takkt.de/sr17/gri
<b>GRI 418: CUSTOMER PRIVACY 2016</b>		418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	→ takkt.de/sr17/gri
<b>GRI 419: SOCIOECONOMIC-COMPLIANCE 2016</b>		419-1	Non-compliance with laws and regulations in the social and economic area	→ takkt.de/sr17/gri