

# GRI-Standards-Tabelle

## GRI Content Index

The Global Reporting Initiative (GRI) is an institution aimed at developing and disseminating globally applicable guidelines for sustainability reporting. In accordance with GRI, companies report on the principles and indicators they apply to their economic, environmental and social commitments and render them measurable.

Information about the GRI Content Index is made available to investors and analysts on our website [www.deka.de/deka-group/our-responsibility/how-we-practice-sustainability/sustainability-reports-and-ratings](http://www.deka.de/deka-group/our-responsibility/how-we-practice-sustainability/sustainability-reports-and-ratings). The Content Index is an overview of all reported GRI indicators and includes references to DekaBank's respective publications, where the relevant information is provided. In addition, the GRI Content Index comprises an annual presentation of the progress made in respect of the UN Global Compact principles.

The GRI Content Index indicates where (reference) and in which publications DekaBank provides the standard disclosures under the current GRI Guidelines (standards) and the supplementary disclosures for financial service providers (Financial Services Sector Supplement – FSSS).

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### CONTACTS FOR QUESTIONS RELATING TO CORPORATE SUSTAINABILITY

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GRI Standards	ASPECTS / INDICATOR	PAGES SUSTAINABILITY REPORT 2020 (SR) / ANNUAL REPORT 2020 (AR)	GLOBAL-COMPACT-PRINCIPLE
<b>GENERAL DISCLOSURES</b>			
<b>STRATEGY AND ANALYSIS</b>			
102-14	Statement from senior decision-maker	SR p. 2–3	1–10
102-15	Key impacts, risks, and opportunities	SR p. 2–3; 6–8; 12–14; 54–55; 59; 64–67 AR p. 4–5; 50–103	
<b>ORGANIZATIONAL PROFILE</b>			
102-1	Name of the organization	SR p. 6	
102-2	Activities, brands, products, and services	AR p. 13–27	
102-3	Location of headquarters	AR p. 252	
102-4	Location of operations	AR p. 13–14; 238–239; 252	
102-5	Ownership and legal form	AR p. 13	
102-6	Markets served	AR p. 20–26; 28–33; 50–55; 90–91; 116–120	
102-7	Scale of the organization	AR cover page; p. 107–109	
102-8	Information on employees and other workers	SR cover page; p. 37–38; 41; 43	6
102-9	Supply chain	SR p. 15–16	5
102-10	Significant changes to the organization and its supply chain	AR cover page; p. 15; 25–26; 46–48	
102-11	Precautionary principle or approach	SR p. 56–59	
102-12	External initiatives	SR p. 29	
102-13	Membership of associations	SR p. 29–32 no memberships in lobbying associations	
<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	SR p. 9–11	
102-41	Collective bargaining agreements	SR p. 47; 100 %	3
102-42	Identifying and selecting stakeholders	SR p. 9	
102-43	Approach to stakeholder engagement	SR p. 9–11	
102-44	Key topics and concerns raised	SR p. 13–14; 17; 20–21; 23–25; 37; 54–55; 58–59; 60–61; 64–67	
<b>REPORTING PRACTICE</b>			
102-45	Entities included in the consolidated financial statements	SR p. 66 AR p. 215–216; 220–222	
102-46	Defining report content and topic boundaries	SR p. 9–11; 66–68	
102-47	List of material topics	SR p. 10–11	
102-48	Restatements of information	SR p. 6–7; 66	
102-49	Changes in reporting	SR cover page; p. 7–11; 66–68	
102-50	Reporting period	SR p. 68	
102-51	Date of most recent report	31.12.2019	
102-52	Reporting cycle	annually	
102-53	Contact point for questions regarding the report	SR p. 70	
102-54	Claims of reporting in accordance with the GRI Standards	SR p. 66	
102-55	GRI content index	published on the internet <sup>1</sup>	
102-56	External assurance	SR p. 66–70	
<b>GOVERNANCE</b>			
102-18	Governance structure	SR p. 7–8 AR p. 15; 240–249	

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	<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	SR p. 56–59	10
	<b>SPECIFIC STANDARD DISCLOSURES</b>		
	<b>CATEGORY ECONOMIC</b>		
	<b>INDIRECT ECONOMIC IMPACTS</b>		
103	Management approach	SR p. 22; 33–35	
203-1	Infrastructure investments and services supported	SR p. 33–35	
203-2	Significant indirect economic impacts	SR p. 33–35; 56	
	<b>TAXES</b>		
103	Management approach	SR p. 58–59	
207-1	Approach to tax	SR p. 58–59	
207-2	Tax governance, control, and risk management	SR p. 58–59	
207-3	Stakeholder engagement and management of concerns related to tax	SR p. 58–59	
207-4	Country-by-country reporting	SR p. 59	
	<b>CATEGORY ENVIRONMENTAL</b>		
	<b>MATERIALS, ENERGY, WATER AND EMISSIONS</b>		
103	Management approach	SR p. 15	7, 8, 9
301-1	Materials used by weight or volume	SR cover page; p. 19	
302-1	Energy consumption within the organization	SR cover page; p. 16; 19	7, 8
302-2	Energy consumption outside of the organization	SR p. 16–19	8
302-3	Energy intensity	SR p. 16–19	8
302-4	Reduction of energy consumption	SR p. 15–19	8, 9
302-5	Reductions in energy requirements of products and services	SR p. 15–19; 30–31;	8, 9
303-1	Interactions with water as a shared resource	SR cover page; p. 19	
305-1	Direct GHG emissions (Scope 1)	SR cover page; p. 19	7, 8
305-2	Energy indirect GHG emissions (Scope 2)	SR cover page; p. 19	7, 8
305-3	Other indirect GHG emissions (Scope 3)	SR cover page; p. 19	7, 8
305-5	Reduction of GHG emissions	SR cover page; p. 15–19	8, 9
	<b>CATEGORY SOCIAL</b>		
	<b>LABOUR PRACTICES AND DECENT WORK</b>		
103	Management approach	SR p. 36	
401-1	New employee hires and employee turnover	SR p. 38	6
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR p. 17; 42–43; 46	
401-3	Parental leave	SR p. 42–44	6
403-1	Occupational health and safety management system	SR p. 46	
403-2	Hazard identification, risk assessment, and incident investigation	SR p. 46–47	
403-3	Occupational health services	SR p. 46	
403-4	Worker participation, consultation, and communication on occupational health and safety	SR p. 46 regularly via occupational health and safety committee	
403-5	Worker training on occupational health and safety	SR p. 46	
403-6	Promotion of worker health	SR p. 45–47	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	not relevant to Deka Group's business model	
403-8	Workers covered by an occupational health and safety management system	100 % via occupational health and safety committee	

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403-9	Work-related injuries	SR p. 47	
403-10	Work-related ill health	SR p. 47	
404-1	Average hours of training per year per employee	SR p. 40	
405-1	Diversity of governance bodies and employees	SR p. 41	
<b>HUMAN RIGHTS</b>			
103	Management approach	SR p. 67	
412-2	Employee training on human rights policies or procedures	SR p. 40; no explicit evaluation in respect of trainings on topic Human Rights	
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	SR p. 33–34; 56	2
414-1	New suppliers that were screened using social criteria	SR p. 15–16	
<b>NON-DISCRIMINATION</b>			
103	Management approach	SR p. 40–45	
406-1	Incidents of discrimination and corrective actions taken	no incidents	6
<b>SOCIETY</b>			
103	Management approach	SR p. 33–34; 57–58; 67	
205-1	Operations assessed for risks related to corruption	SR p. 57–59; 100 %	10
205-2	Communication and training about anti-corruption policies and procedures	SR p. 57–58	10
205-3	Confirmed incidents of corruption and actions taken	no incidents	10
413-1	Operations with local community engagement, impact assessments, and development programs	100 %	
413-2	Operations with significant actual and potential negative impacts on local communities	SR p. 33–34	
<b>PRODUCT RESPONSIBILITY</b>			
103	Management approach	SR p. 22–35; 61–62	
416-1	Assessment of the health and safety impacts of product and service categories	no violations (0)	7
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	no violations (0)	
417-1	Requirements for product and service information and labeling	SR p. 22–34; 100 % of the funds	
417-2	Incidents of non-compliance concerning product and service information and labeling	no violations (0)	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	one complaint (1)	
FS6	Percentage of the portfolio for business lines by specific region, size (e.g. micro/SME/large) and by sector	AR p. 34–45; 91; 120	
FS8	Monetary value of products and services designed to deliver a specific environmental benefit for each business line broken down by purpose <sup>2</sup>	SR p. 22–27; 30–35	
FS11	Percentage of assets subject to positive and negative environmental or social screening	SR p. 34	

<sup>1</sup> [www.deka.de/deka-group/our-responsibility/how-we-practice-sustainability/sustainability-reports-and-ratings](http://www.deka.de/deka-group/our-responsibility/how-we-practice-sustainability/sustainability-reports-and-ratings).

<sup>2</sup> All essential information relating to products are available on the website [www.deka.de](http://www.deka.de) (fund descriptions, key investor information, sales brochures, semi-annual and annual reports, contract modifications). Disclosure according to SFDR/Disclosure Regulation is only available in German: [www.deka.de/deka-gruppe/unser-verantwortung/wie-wir-nachhaltigkeit-leben/nachhaltigkeitsbezogene-offenlegung](http://www.deka.de/deka-gruppe/unser-verantwortung/wie-wir-nachhaltigkeit-leben/nachhaltigkeitsbezogene-offenlegung).