

LEVEL D			
Criteria	THEMATIC (what should be reported)	Indicative Performance Indicators according to GRI G4	Indicative Performance Indicators according to EFFAS
3. Objectives			
The Organization discloses what qualitative and/or quantitative Sustainable Development & Corporate responsibility goals are set and operationalized, and how their level of achievement is monitored.	<ul style="list-style-type: none"> Whether long-term goals are pursued for the Organization's material activities with regard to Sustainable Development & Corporate Responsibility and if so, which ones. How the objectives are rated and prioritized and how their achievement is monitored. How these objectives are classified in the context of the social challenges that the Organization is confronted with. 	Not applicable	Not applicable
7. Monitoring			
The Organization discloses how and what performance indicators (KPI's) on sustainable development & corporate responsibility are integrated into its periodical internal planning and control and how the reliability, comparability and consistency of the data applied to internal controls and external communication are safeguarded through appropriate processes.	<ul style="list-style-type: none"> If the Organization has already determined performance indicators generally starting with specific environmental parameters that describe consumption of energy or emissions per employee or per ton of product; in this respect, the range of possible answers extends from a simple reference to regularly reported environmental data to control systems. If the Organization submits repeated reports, it is important to select the same reference figures in each case, such as whether an indicator is calculated on per employee (head count) or full-time equivalent basis, and adhere to the selected method. If the Organization chooses to change the method of calculation of an index, it should be described clearly and proceed to the recalculation (if possible) of the subject index for previous periods for comparison purposes. 	Not applicable	Not applicable

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9. Stakeholder Engagement			
The Organization discloses how the socially and economically relevant stakeholders are identified and integrated into the Sustainable Development & Corporate Responsibility process. It is disclosed whether and how an ongoing dialogue takes place with them and how the results are integrated into the Sustainable Development & Corporate Responsibility process and strategy.	<ul style="list-style-type: none"> How the most important stakeholders for the Organization are identified. Who these stakeholders are. Whether and how the Organization is in dialogue with these interest groups. 	<p>G4-24: List of stakeholder groups engaged</p> <p>G4-27: Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.</p>	Not applicable
11. Usage of Natural Resources			
The Organization discloses the extent to which natural resources are used for its activities, providing information even for energy controls. Possible options here are materials, the input and output of water, soil, waste, energy, emissions, land and biodiversity as well as emissions for the life cycles of products and services.	<ul style="list-style-type: none"> To what extent the Organization uses the natural resources that are of key importance for its activity. Ideally, provide data to back this up regarding the use of natural resources (non-renewable material, water, energy sources etc) Whether the Organization knows what environmental impacts caused by its firm's activity. Whether the Organization keeps an eye on the effects that arise throughout its products life cycle and where the Organization exerts its influence here. 	<p>G4-EN1 Materials used by weight or volume.</p> <p>G4-EN3 Energy consumption within the organization.</p> <p>G4-EN7: Reduction in energy requirements of products and services.</p> <p>G4-EN23: Total weight of waste by type and disposal method.</p>	<p>EFFAS E04-01: Total Waste in tones.</p> <p>EFFAS E05-01: Percentage of total waste which is recycled.</p> <p>EFFAS E01-01: Total energy consumption.</p>

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16. Qualifications			
The Organization discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and to adapt it to demographic change.	<ul style="list-style-type: none"> Whether the Organization keeps an eye on demographic changes. What the Organization does to ensure that its employees can contribute their services in the enterprise in the best possible way in the long term (e.g. programmes relating to health management or age-appropriate job design). 	<p>G4-LA1: Total number and rates of new employee hires and employee turnover by age group, gender and region.</p> <p>G4-LA9: Average hours of training per year per employee, by gender and by employee category.</p>	<p>EFFAS S03-01: Age structure/distribution (number of FTEs per age group, 10-year intervals).</p>