

An abstract digital illustration on a dark blue background. It features a man in a suit standing on a glowing blue path that leads towards a large, glowing blue cube. The scene is filled with various digital elements like lines, dots, and squares in different colors (red, yellow, green, blue). In the bottom left, there are silhouettes of people working together. The overall theme is technology and digital connectivity.

ACTING RESPONSIBLY

GRI CONTENT INDEX

SUSTAINABILITY REPORT 2018

The Sustainability Report 2018 has been prepared in accordance with the standards of the Global Reporting Initiative in the version GRI Standards: Core option.

This index provides an overview showing where to find the contents relating to the general and specific standard details in the sustainability report, and additionally provides comments in as far as necessary.

Disclosures	Reference Sustainability Report 2018	Comments	
GENERAL DISCLOSURES			
Organizational profile			
102-1	Name of the organization	Profile p. 6	BLG LOGISTICS GROUP AG & Co. KG
102-2	Activities, brands, products, and services	Profile p. 6/7	–
102-3	Location of headquarters	Profile p. 6	Germany, Bremen
102-4	Location of operations	Profile p. 6-7 + world map	–
102-5	Ownership and legal form	Profile p. 6	–
102-6	Markets served	Profile p. 6/7	–
102-7	Scale of the organization	Profile p. 6/7	See Financial Report 2018 for a more detailed breakdown of sales and earnings.
102-8	Information on employees and other workers	Profile p. 7 Fair working conditions p. 28	The regional breakdown consists of the distinction between Germany and locations abroad. Because the share of our foreign employees in the fully consolidated companies is only 6.5 percent, we do not systematically evaluate the foreign locations at present.
102-9	Supply chain	Sustainable supply chain p. 15	–
102-10	Significant changes to the organization and its supply chain	Profile p. 7	See Group Situation Report in the Financial Report 2018 for more details.
102-11	Precautionary Principle or approach	Sustainability management p. 8/9 Risk management p. 10	–
102-12	External initiatives	Sustainability management p. 10	–
102-13	Membership in associations and stakeholder groups	Sustainability management p. 10	–
Strategy			
102-14	Statement from senior decision-maker	Foreword of the CEO p. 5	–
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	Sustainability management p. 8/9 Compliance p. 44/45	–
Governance			
102-18	Governance structure	Profile p. 6 Sustainability management p. 8-10	–
Stakeholder engagement			
102-40	List of stakeholder groups	Sustainability management p. 9/10	–
102-41	Collective bargaining agreements	Fair working conditions p. 29	–
102-42	Identifying and selecting stakeholders	Sustainability management p. 9/10	–
102-43	Approach to stakeholder engagement	Sustainability management p. 10	–
102-44	Key topics and concerns raised	Sustainability management p. 10 Materiality analysis p. 11-13	–

Disclosures

Reference
Sustainability Report 2018

Comments

GENERAL DISCLOSURES

Reporting practice

102-45	Entities included in the consolidated financial statements	Profile p. 6/7	Condensed list of share ownership in the consolidated financial statement in the Financial Report 2018.
102-46	Defining report content and topic Boundaries	Materiality analysis p. 11-13	–
102-47	List of material topics	Materiality matrix p. 13	–
102-48	Restatements of information	Profile p. 6/7	–
102-49	Changes in reporting	-	–
102-50	Reporting period	-	Financial year 2018 (January 1 to December 31, 2018)
102-51	Date of most recent report	-	April 2018
102-52	Reporting cycle	Materiality analysis p. 11	annually
102-53	Contact point for questions regarding the report	Contact p. 59	Email: green-logistics@blg.de
102-54	Claims of reporting in accordance with the GRI Standards	Materiality analysis p. 11 CSR index p. 57	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	See Index Link under Materiality analysis on p. 11	www.blg-logistics.com/sustainability
102-56	External assurance	–	The Sustainability Report 2018 has not been externally assured.

ECOLOGICAL

Energy and emissions

103-1/2/3	Management Approach	Energy and emissions p. 18-23	–
302-1	Energy consumption within the organization	Energy and emissions p. 20	No evaluation in the system according to renewable and non-renewable energy sources because so far there is no significant use of renewables.
302-3	Energy intensity	Energy and emissions p. 20	–
302-4	Reduction of energy consumption	Energy and emissions p. 21-23	Examples of initiatives are presented.
305-1/2/3	Direct (Scope 1) GHG emissions	Energy and emissions p. 19	Details on gases included are given in the glossary, p. 56. No biogenic CO ₂ emissions.
305-4	GHG emissions intensity	Energy and emissions p. 23	Mentioned in the report: percentage reduction in GHG emissions from 2011 to 2018 in g CO ₂ e/EUR sales, calculated for Scopes 1-3.
305-5	Reduction of GHG emissions	Energy and emissions p. 22/23	Examples of initiatives are presented.

Disclosures	Reference Sustainability Report 2018	Comments	
SOCIAL			
Fair working conditions			
103-1/2/3	Management Approach	Fair working conditions p. 28/29	–
102-41	Collective bargaining agreements	Fair working conditions p. 28	Compliance with collective bargaining agreements is a major indicator of fair working conditions. See also general standard details.
102-8	Information on employees and other workers	Profile p. 7 Fair working conditions p. 28/29	Relevant information in this context are details of our employees' employment relationships and scope as well as the percentage breakdown of our workforce (own BLG employees, employees from personnel service providers)
Training and education			
103-1/2/3	Management Approach	Training and education p. 30/31	–
404-1	Average hours of training per year per employee	Training and education p. 31	Described here are quality statements on training programs and the number of centrally organized and implemented training courses. Currently, due to the system used, an evaluation of the training hours per employee according to gender and employee category is not possible.
404-2	Programs for upgrading employee skills and transition assistance programs	Training and education p. 30/31	–
404-3	Percentage of employees receiving regular performance and career development reviews	Training and education p. 31	The system is currently being set up. Currently, due to the system used, an evaluation of the training hours per employee according to gender and employee category is not possible.
	Number of trainees	Training and education p. 30	–
Employer attractiveness			
103-1/2/3	Management Approach	Employer attractiveness p. 32/33	–
401-1	New employee hires and employee turnover	Employer attractiveness p. 33	Stated in the report: Real fluctuation (employee fluctuation) = 3.25 percent. Also captured: Complete personnel requirement quotation (considers re-staffing) = 9.4 percent. Due to the system used, there is currently no option of showing the „real“ recruitment, i.e. excluding transfers between the companies. The system also does not provide details of age and gender.
Occupational safety and health management			
103-1/2/3	Management Approach	Occupational safety and health management p. 34/35	–
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational safety and health management p. 34/35	Stated in the report: reportable work accidents, work-related fatalities, quota of continued remuneration. The figures are not broken down according to gender for data protection reasons. Currently, the following details cannot be evaluated at group level due to the system used: type of injury, occupational diseases, rate of lost days, rate of absenteeism

Disclosures		Reference Sustainability Report 2018	Comments
SOCIAL			
Diversity and equal opportunity			
103-1/2/3	Management Approach	Diversity and equal opportunity p. 36/37	–
405-1	Diversity of governance bodies and employees	Diversity and equal opportunity p. 36/37	Age distribution within the functional levels on request.
Social commitment			
103-1/2/3	Management Approach	Social commitment p. 40/41	Currently there is no specific or systematic management approach for this issue.
ECONOMIC			
Compliance			
103-1/2/3	Management Approach	Compliance p. 44/45	–
205-2	Communication and training about anti-corruption policies and procedures	Compliance p. 44/45	Breakdown by function level on request.
Economic value creation			
103-1/2/3	Management Approach	Economic value creation p. 48/49	–
201-1	Direct economic value generated and distributed	Economic value creation p. 49	The representation form was chosen for reasons of better comparability. Further information on request.
Customer satisfaction			
103-1/2/3	Management Approach	Customer satisfaction p. 50/51	Currently there is no group-wide management approach for this issue. We report on our activities to support customer satisfaction in the areas quality, efficiency, and innovation.
203-2	Significant indirect economic impacts	Customer satisfaction p. 50/51	–