



GRI Content Index 2022

GRI disclosures		Reference Sustainability Report 2022	Comments
GRI 2: General Disclosures			
The Organisation and its Reporting practices			
2-1	Organizational details	Profile pp. 7-9 World map	BLG LOGISTICS GROUP AG & Co. KG Headquarter: Germany, Bremen
2-2	Entities included in the organization's sustainability reporting	Profile pp. 7-9 Materiality Analysis p. 18	Explanatory notes and list of shareholdings to the Group Financial Statements in the Financial Report 2022
2-3	Reporting period, frequency and contact point	Materiality Analysis p. 18 Contact and Publishing Information p. 73	Financial year 2022 (January 1 to December 31, 2022) Publication at the annual press conference (26.04.2023) Mail: green-logistics@blg.de
2-4	Restatements of information	Profile pp. 7-9	-
2-5	External assurance	-	The Sustainability Report 2022 has not been externally assured.
Activities and employees			
2-6	Activities, value chain and other business relationships	Profile pp. 6-9	-
2-7	Employees	Profile pp. 7-9 Fair Working Conditions and Human Rights p. 42	No employees with non-guaranteed working hours
2-8	Workers who are not employees	Fair Working Conditions and Human Rights pp. 42-44	-
Company management			
2-9	Governance structure and composition	Profile p. 7 Sustainability Management pp. 12/13 Governance pp. 20/21	-
2-10	Nomination and selection of the highest governance body	Governance pp. 20/21	-
2-11	Chair of the highest governance body	-	Chairman of the Board of Directors: Dr. Klaus Meier, No employment relationship with the BLG LOGISTICS GROUP
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Management pp. 12/13 Governance pp. 20/21	-
2-13	Delegation of responsibility for managing impacts	Sustainability Management pp. 12/13 Governance p. 21	-
2-14	Role of the highest governance body in sustainability reporting	Governance p. 21	The contents of the non-financial report are approved by the Executive Board and the Supervisory Board. The internal audit department carries out an audit to validate the methods used to collect and process data.
2-15	Conflicts of interest	Compliance p. 59	Detailed description in the internal BLG Compliance Guideline and content in the associated training courses
2-16	Communication of critical concerns	Governance p. 21 Compliance pp. 58/59	-

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2-17	Collective knowledge of the highest governance body	Sustainability Management pp. 12/13 Governance pp. 20/21	See also explanations on corporate governance in the Financial Report 2022
2-18	Evaluation of the performance of the highest governance body	Governance pp. 20/21	See also explanations on corporate governance in the Financial Report 2022 and in the Remuneration Report (at www.blg-logistics.com/en/investor-relations)
2-19	Remuneration policies	Governance p. 21	See Remuneration Report at www.blg-logistics.com/en/investor-relations
2-20	Process to determine remuneration	Governance p. 21	See Remuneration Report at www.blg-logistics.com/en/investor-relations
2-21	Annual total compensation ratio	-	For a comparison of the annual change in the remuneration of the members of the Board of Management with the development of earnings and the average remuneration of employees of the BLG Group, see the Remuneration Report at www.blg-logistics.com/en/investor-relations
Strategy, Policies and Practices			
2-22	Statement on sustainable development strategy	Foreword of the CEO p. 5	-
2-23	Policy commitments	Sustainability Management pp. 12-17 Risk Management pp. 22/23 Fair Working Conditions and Human Rights pp. 42-45 Compliance pp. 58-60	-
2-24	Embedding policy commitments	Sustainability Management pp. 12-17 Risk Management pp. 22/23 Sustainable Supply Chain pp. 24/25 Fair Working Conditions and Human Rights pp. 42-45 Compliance pp. 58-60	-
2-25	Processes to remediate negative impacts	Governance p. 21 Risk Management pp. 22/23 Compliance pp. 58-60	-
2-26	Mechanisms for seeking advice and raising concerns	Governance p. 21 Compliance pp. 58-60	-
2-27	Compliance with laws and regulations	Governance p. 21 Compliance pp. 58-60	-
2-28	Membership associations	Sustainability Management p. 17	-
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Sustainability Management pp. 16/17	-
2-30	Collective bargaining agreements	Fair Working Conditions and Human Rights p. 43	-

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GRI 3: Key topics 2021			
3-1	Process to determine material topics	Sustainability Management pp. 12-17 Materiality Analysis pp. 18/19	-
3-2	List of material topics	Materiality Analysis pp. 18/19	-
Environmental			
Climate Protection (GRI 305: Emissions 2016)			
3-3	Management of material topics	Climate Protection pp. 30-32	-
305-1/2/3	Direct (Scope 1), Energy indirect (Scope 2) and other indirect (Scope 3) GHG emissions	Climate Protection pp. 30-32	A detailed explanation of gases is included in the Glossary p. 58. No occurrence of biogenic CO ₂ emissions. 153 gCO ₂ e/€ sales, calculation with Scope 1-3 and total sales of BLG LOGISTICS GROUP AG & Co. KG
305-4	GHG emissions intensity	-	-
305-5	Reduction of GHG emissions	Climate Protection pp. 28-32	Exemplary presentation of initiatives.
Energy Management (GRI 302: Energy 2016)			
3-3	Management of material topics	Energy Management pp. 33-36	-
302-1	Energy consumption within the organization	Energy Management pp. 34-36	-
302-3	Energy intensity	-	0.215 kWh/sales in EUR, calculation with the total sales of BLG LOGISTICS GROUP AG & Co. KG.
302-4	Reduction of energy consumption	Energy Management pp. 33-36	Exemplary presentation of initiatives.
Resource Conservation and Waste Management (GRI 306: Waste 2020)			
3-3	Management of material topics	Resource Conservation and Waste Management pp. 37-39	-
306-1	Waste generation and significant waste-related impacts	Resource Conservation and Waste Management pp. 37-39	-
306-2	Management of significant waste-related impacts	Resource Conservation and Waste Management pp. 37-39	The fully comprehensive management approach and data acquisition process to this standard is currently under development.
306-3	Waste generated	Resource Conservation and Waste Management p. 38	-
Social			
Fair Working Conditions and Human Rights			
3-3	Management of material topics	Fair Working Conditions and Human Rights pp. 42-45	-

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2-30	Collective bargaining agreements	Fair Working Conditions and Human Rights p. 43	Compliance with collective bargaining agreements is a significant indicator of fair working conditions and human rights. See also general standard disclosures.
2-7	Employees	Fair Working Conditions and Human Rights pp. 42-44	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) Stated in the report: Real fluctuation (employee fluctuation) = 5.0 percent. Also captured: Complete personnel requirement quotation (considers restaffing) = 12.7 percent. Currently, there is no option to report "real" recruits due to system constraints, i.e. excluding inter-organizational transfers. The system also does not provide data on age and gender.
401-1	New employee hires and employee turnover	Fair Working Conditions and Human Rights pp. 44/45	
Training and education (GRI 404: Training and Education 2016)			
3-3	Management of material topics	Training and Education pp. 46-48	-
404-1	Average hours of training per year per employee	Training and Education pp. 46-48	Described are qualitative statements on training programs and the number of centrally organized and conducted training courses. Currently, there is no option to report the number of training hours per employee by gender and employee category due to system constraints.
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education pp. 46-48	-
	Number of trainees	Training and Education p. 46	-
Occupational Health and Safety Management (GRI 403: Occupational Health and Safety 2018)			
3-3	Management of material topics	Occupational Health and Safety Management pp. 49-51	-
403-1	Occupational Health and Safety management system	Occupational Health and Safety Management pp. 49-51	-
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Management pp. 49/50	-
403-3	Occupational health services	Occupational Health and Safety Management p. 49	-
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Management pp. 49-51	-
403-5	Worker training on occupational health and safety	Occupational Health and Safety Management pp. 49-51	-
403-6	Promotion of worker health	Occupational Health and Safety Management p. 51	Exemplary presentation of initiatives.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Management pp. 49-51	-

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403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety Management p. 49	-
403-9	Work-related injuries	Occupational Health and Safety Management pp. 49/50	The system is currently being set up. Main types of work-related injuries: cuts, stumbling, falling, slipping, twisting of a joint, Contusions, injuries caused by uncontrolled moving parts.
Diversity and Equal Opportunities (GRI 405: Diversity and Equal Opportunities 2016)			
3-3	Management of material topics	Diversity and Equal Opportunities pp. 52/53	-
405-1	Diversity of governance bodies and employees	Diversity and Equal Opportunities pp. 52/53 Governance p. 20	Age distribution within management levels on request.
Social commitment			
3-3	Management of material topics	Social Commitment pp. 54/55	Currently, there is no specific or systematic management approach for this issue.
Economic			
Compliance (GRI 205: Anti-corruption 2016)			
3-3	Management of material topics	Compliance pp. 58-60	-
205-2	Communication and training about anti-corruption policies and procedures	Compliance pp. 58-60	Breakdown by management level on request.
Economic value creation (GRI 201: Economic Performance 2016)			
3-3	Management of material topics	Economic Value Creation pp. 61/62	-
201-1	Direct economic value generated and distributed	Economic Value Creation p. 62	Further information on request
Customer satisfaction (GRI 203: Indirect Economic Impacts 2016)			
3-3	Management of material topics	Customer Satisfaction pp. 63/64	Currently there is no group-wide management approach for this issue. We report on our activities to support customer satisfaction in the areas of quality, efficiency and innovation.
203-2	Significant indirect economic impacts	Customer Satisfaction pp. 63/64	-

