

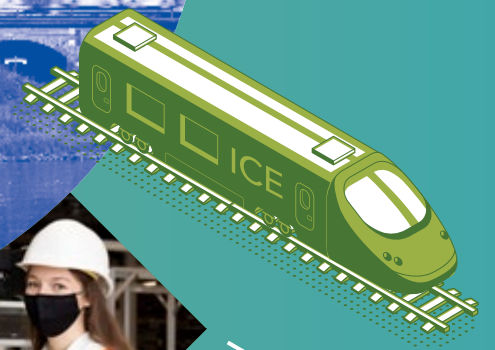


BLG  LOGISTICS

2020

**Clear
Course:
Future**

GRI Content Index



GRI disclosures		Reference Sustainability Report 2020	Comments
General Disclosure			
Organizational profile			
102-1	Name of the organization	Company profile p. 7	BLG LOGISTICS GROUP AG & Co. KG
102-2	Activities, brands, products, and services	Profile p. 6-9	-
102-3	Location of headquarters	Company profile p. 7	Germany, Bremen
102-4	Location of operations	Company profile p. 7-9	-
102-5	Ownership and legal form	Company profile p. 7	-
102-6	Markets served	Company profile p. 7-9	-
102-7	Scale of the organization	Company profile p. 7-9	For a further breakdown of sales and earnings, please refer to the Financial Report 2020.
102-8	Information on employees and other workers	Company profile p. 9 Materiality analysis p. 15 Fair working conditions and human rights p. 32/33	The regional breakdown consists of the distinction between Germany and location sites abroad. As our foreign employees' share in the fully consolidated companies holds only 6.2 percent, we do not systematically evaluate the foreign locations at present.
102-9	Supply chain	Sustainable supply chain p. 19	-
102-10	Significant changes to the organization and its supply chain	Company profile p. 7/8	For further details, please refer to the Group Management Report in the Financial Report 2020.
102-11	Precautionary Principle or approach	Sustainability management p. 12-14 Risk management p. 18	-
102-12	External initiatives	Sustainability management p. 12-14	-
102-13	Membership in associations	Sustainability management p. 13	-
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. 12-14 Compliance p. 46	-

GRI disclosures		Reference Sustainability Report 2020	Comments
General Disclosure			
Governance			
102-18	Governance Structure	Company profile p. 7 Sustainability management p. 12/13	-
Stakeholder Engagement			
102-40	List of stakeholder groups	Sustainability management p. 13/14	-
102-41	Collective bargaining agreements	Fair working conditions and human rights p. 32	-
102-42	Identifying and selecting stakeholders	Sustainability management p. 13	-
102-43	Approach to stakeholder engagement	Sustainability management p. 13/14	-
102-44	Key topics and concerns raised	Sustainability management p. 13/14 Materiality analysis p. 15-17	-
Reporting Practice			
102-45	Entities included in the consolidated financial statements	Company profile p. 7-9	A condensed list of shareholdings for the consolidated financial statements can be found in the Financial Report 2020.
102-46	Defining report content and topic Boundaries	Materiality analysis p. 15-17	-
102-47	List of material topics	Materiality analysis p. 17	-
102-48	Restatements of information	Company profile p. 7-9	-
102-49	Changes in reporting	-	-
102-50	Reporting period	-	Financial year 2020 (January 1 to December 31, 2020)
102-51	Date of most recent report	-	April 2020
102-52	Reporting cycle	Materiality analysis p. 15	yearly
102-53	Contact point for questions regarding the report	Contact p. 61	Mail: green-logistics@blg.de
102-54	Claims of reporting in accordance with the GRI Standards	Materiality analysis p. 15 CSR-Index p. 60	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	see index at hand Reference at materiality analysis p. 15	www.reporting.blg-logistics.com
102-56	External assurance	-	The Sustainability Report 2020 has not been externally assured.

GRI disclosures		Reference Sustainability Report 2020	Comments
Ecological			
Climate protection			
103-1/2/3	Management approach	Climate protection p. 22-26	-
305-1/2/3	Direct (Scope 1), Energy indirect (Scope 2) and other indirect (Scope 3) GHG emissions	Climate protection p. 24-26	A detailed explanation of gases is included in the Glossary p. 58. No occurrence of biogenic CO ₂ emissions.
305-4	GHG emissions intensity	-	168 g CO ₂ e/EUR sales, calculation with Scope 1-3 and total sales of BLG LOGISTICS GROUP AG & Co. KG; change in calculation basis identical to 302-3.
305-5	Reduction of GHG emissions	Climate protection p. 26	Exemplary presentation of initiatives.
Energy management			
103-1/2/3	Management approach	Energy management p. 27-29	-
302-1	Energy consumption within the organizations	Energy management p. 27-29	An initial assessment of captive power generation from renewable energy sources has taken place on the system side.
302-3	Energy intensity	-	0.247 kWh/sales in EUR, calculation with the total sales of BLG LOGISTICS GROUP AG & Co. KG; change in the basis of calculation since the 2020 reporting year, from total sales of individual location sites into total sales of BLG LOGISTICS GROUP AG & Co. KG.
302-4	Reduction of energy consumption	Energy management p. 28/29	Exemplary presentation of initiatives.
Social			
Fair working conditions and human rights			
103-1/2/3	Management Approach	Fair working conditions and human rights p. 32-34	-
102-41	Collective bargaining agreements	Fair working conditions and human rights p. 32/33	Compliance with collective bargaining agreements is a significant indicator of fair working conditions and human rights. See also general standard disclosures.
102-8	Information on employees and other workers	Company profile p. 7-9 Fair working conditions and human rights p. 32/33	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)
401-1	New employee hires and employee turnover	Fair working conditions and human rights p. 34	Stated in the report: Real fluctuation (employee fluctuation) = 2.1 percent. Also captured: Complete personnel requirement quotation (considers restaffing) = 14.9 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.

GRI disclosures		Reference Sustainability Report 2020	Comments
Social			
Training and education			
103-1/2/3	Management Approach	Training and education p. 35/36	-
			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.
404-1	Average hours of training per year per employee	Training and education p. 36	-
404-2	Programs for upgrading employee skills and transition assistance programs	Training and education p. 35/36	-
404-3	Percentage of employees receiving regular performance and career development reviews	Training and education p. 35	The system is currently being set up. Due to system constraints, there is currently no option to report on employees by gender and employee category.
	Number of trainees	Training and education p. 35	-
Occupational health and safety			
103-1/2/3	Management Approach	Occupational health and safety management p. 37-39	-
403-1	Occupational health and safety management system	Occupational health and safety management p. 37-39	-
403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety management p. 37-39	-
403-3	Occupational health services	Occupational health and safety management p. 37	-
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety management p. 37-39	-
403-5	Worker training on occupational health and safety	Occupational health and safety management p. 37/38	-
403-6	Promotion of worker health	Occupational health and safety management p. 39	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 p. 37-39	-
403-8	Workers covered by an occupational health and safety management system	Occupational health and safety management p. 38	-
403-9	Work-related injuries	Occupational health and safety management p. 38	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.

GRI disclosures		Reference Sustainability Report 2020	Comments
Social			
Diversity and equal opportunity			
103-1/2/3	Management Approach	Diversity and equal opportunity p. 40/41	-
405-1	Diversity of governance bodies and employees	Diversity and equal opportunity p. 40/41	Age distribution within management levels on request.
Social commitment			
103-1/2/3	Management Approach	Social commitment p. 42/43	Currently, there is no specific or systematic management approach for this issue.
Economic			
Compliance			
103-1/2/3	Management Approach	Compliance p. 46-48	-
205-2	Communication and training about anti-corruption policies and procedures	Compliance p. 46-48	Breakdown by management level on request.
Economic value creation			
103-1/2/3	Management Approach	Economic value creation p. 49/50	-
201-1	Direct economic value generated and distributed	Economic value creation p. 50	Further information on request
Customer satisfaction			
103-1/2/3	Management Approach	Customer satisfaction p. 51/52	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 p. 51/52	-

