

GIZ PROGRESS REPORT ON SUSTAINABILITY 2015

Reporting tables in line with the Sustainability Code, the UN Global Compact and the G4 Sustainability Reporting Guidelines of the Global Reporting Initiative







These tables complement the [➔ GIZ Progress Report on Sustainability 2015](#) and the [Integrated Company Report 2014 \(ICR\)](#). They include cross-references to the relevant pages in these reports, additional information and explanations, thus complying with the requirements of the reporting frameworks of the G4 Sustainability Reporting Guidelines of the Global Reporting Initiative (core option), the UN Global Compact Advanced Level and the Sustainability Code. Parts of the G4 guidelines not identified as material and unreported indicators are only mentioned where they are relevant for other reporting frameworks.

GRI G4 – General Standard Disclosures

Abbreviation	Brief description	Page	Further information	Explanations
Strategy and analysis				
G4-1	Statement by the Management Board	6f.	➔ Corporate Principles	
G4-2	Key sustainability impacts, risks and opportunities	6f., 11–15	➔ Annual Statement of Accounts 2014 , p. 2ff. ➔ Annual Statement of Accounts 2013 , p. 3ff.	
Organisational profile				
G4-3	Name of the organisation	1	⚙️ ICR , p. 60	
G4-4	Primary brands, products and services	8	⚙️ ICR , ➔ GIZ profile and ➔ products	
G4-5	Location of the organisation's headquarters	8, 59, 60	⚙️ ICR , p. 60	
G4-6	Number/names of countries of operations and focus of business activities	8	⚙️ ICR , p. 61f. (cover), ➔ Worldwide A detailed overview of our country offices and local projects	
G4-7	Ownership structure and legal form	8	⚙️ ICR , p. 1, 60 ➔ Shareholder	
G4-8	Markets served	8	⚙️ ICR , p. 61f. (cover) On the sectors: see G4-4 and G4-6 ➔ Annual Statement of Accounts 2014 , p. 2ff. ➔ Annual Statement of Accounts 2013 , p. 3ff.	
G4-9	Scale of the organisation	8	⚙️ ICR , p. 1, 52ff. ➔ Annual Statement of Accounts 2014 , p. 2ff. ➔ Annual Statement of Accounts 2013	
G4-10	Structure of the workforce	33ff., 54f.	⚙️ ICR , p. 52f. ➔ Annual Statement of Accounts 2014 , p. 12, 16 ➔ Annual Statement of Accounts 2013	
G4-11	Employees covered by collective bargaining agreements	51		These figures are subject to confidentiality restrictions. No concrete figures are given to preserve data privacy.
G4-12	Supply chain of the organisation	25, 26f.	Further details of sub-contractors, suppliers and procurement procedures in the ➔ Procurement Report 2014 and ➔ Procurement Report 2013	
G4-13	Significant changes during the reporting period in the organisation's size, structure, ownership and supply chain			No material changes during the reporting period
Commitments to external initiatives				
G4-14	How the organisation addresses the precautionary approach or principle	6f., 20–23, 26, 40f.		
G4-15	Subscribing to and support of external initiatives	6, 9, 41f.	⚙️ ICR , p. 14f., 44, 51 Participation in the ➔ Global Compact , ➔ SC Declaration of Compliance (in German only) , ➔ GIZ Orientation on Human Rights	
G4-16	Membership of associations and advocacy organisations	42, 50	See G4-15 ➔ Strategic alliances and partnerships	
Identified material aspects and boundaries				
G4-17	List of all entities included in the annual statement of accounts		➔ Stakeholdings Consortia: Annual Statement of Accounts , p. 30	
G4-18	Processes for defining the report content	11–15	➔ Dialogue with our stakeholders	
G4-19	Material aspects identified in the process for defining report content	11–15		
G4-20	Material aspect within the organisation	11–15		
G4-21	Material aspect outside the organisation	11–15		

Abbreviation	Brief description	Page	Further information	Explanations
G4-22	Restatement of information provided in previous reports, giving reasons			Where the calculation methods have changed, this is indicated at the relevant places.
G4-23	Changes from previous reporting periods in the scope and aspect boundaries	2, 12, 14		Where the calculation methods have changed, this is indicated at the relevant places.
Stakeholder engagement				
G4-24	Stakeholder groups engaged by the organisation	12-14, 49-51	⚙️ ICR, p. 56ff. Composition of our advisory bodies, the ➡️ Board of Trustees and the Private Sector Advisory Board Overview of our ➡️ commissioning parties Overview of ➡️ Strategic alliances and partnerships , see also G4-18	
G4-25	Basis for identification and selection of stakeholders	12-14, 49-52		
G4-26	Frequency and type of stakeholder engagement	12-14, 49-51	⚙️ ICR, p. 42	
G4-27	Key topics and concerns raised by stakeholders and response of the organisation	12-15, 49-55	➡️ Press portal with press releases, contact points, etc.	
Report profile				
G4-28	Reporting period	2		
G4-29	Date of previous report			The GIZ Sustainability Report 2013 was published in November of that year.
G4-30	Reporting cycle			To complement the Integrated Company Report, reports in line with the GRI guidelines are to be published every two years. Progress reports for the Global Compact will be drawn up annually.
G4-31	Contact point for questions regarding the report	59	⚙️ ICR, p. 60 Contact ➡️ sustainabilityoffice@giz.de , ➡️ info@giz.de	
G4-32	GRI core option or "in accordance"	2		
G4-33	External assurance for the report	57f.		
Governance				
G4-34	Governance structure and responsibility for sustainability	9-10	⚙️ ICR, p. 9, 56ff. ➡️ Organisation chart of GIZ	
G4-35	Process for delegating authority for sustainability	9-10	⚙️ ICR, p. 9	
G4-36	Responsibilities	9-10	⚙️ ICR, p. 9	
G4-37	Processes for consultation	9-10	⚙️ ICR, p. 9, 42, 58f.	
G4-38	Composition of highest governance body and its committees	54	⚙️ ICR, p. 58 ➡️ Composition of management bodies List of members of the ➡️ Supervisory Board and the organisation represented on it ➡️ Corporate Governance Report 2014 (in German only) ➡️ Corporate Governance Report 2013 (in German only)	For data privacy reasons, it is not possible to collect data on other criteria such as social minorities.
G4-39	Chair of the highest governance body		⚙️ ICR, p. 58 The Chair of the Supervisory Board is the State Secretary at the Federal Ministry of Economic Cooperation and Development (BMZ) and has no executive function within GIZ.	
G4-40	Nomination and selection process for the highest governance body	52f.	➡️ Corporate Governance Report 2014 ➡️ Corporate Governance Report 2013	

Abbreviation	Brief description	Page	Further information	Explanations
G4-41	Processes to avoid conflicts of interest	9	➔ Corporate Governance Report 2014 ➔ Corporate Governance Report 2013	
G4-42	Role of the highest governance body and senior executives in producing mission statements, strategies, guidelines, etc. related to sustainability	9-11	 ICR, p. 9	
G4-44	Processes to evaluate the performance of the highest governance body with respect to sustainability topics	36f.	➔ Annual Statement of Accounts 2014 , p. 32 ➔ Corporate Governance Report 2014 ➔ Corporate Governance Report 2013	
G4-45	Role of the highest governance body in the identification and management of sustainable impacts, risks and opportunities	6ff., 30ff.		
G4-46	Role of the highest governance body in reviewing the effectiveness of risk management processes for sustainability topics	30ff.		
G4-47	Frequency of the highest governance body's reviews of sustainability-specific impacts, risks and opportunities	9, 30f.		
G4-48	Highest committee or position that reviews and approves sustainability report and ensures full coverage of material aspects	9-11		
G4-49	Process for communicating critical concerns to the highest governance body	9, 30f.		
G4-51	Remuneration policies for the highest governance body and senior executives	36f.	➔ Annual Statement of Accounts 2014 , p. 32 ➔ Annual Statement of Accounts 2013 , p. 32 ➔ Corporate Governance Report 2014 ➔ Corporate Governance Report 2013	
G4-52	Process for determining remuneration	36f.	 ICR, p. 52 See also G4-51	
G4-54	Ratio of annual total compensation		Staff numbers and personnel costs: ➔ Annual Statement of Accounts 2014 , p. 12, 20 ➔ Annual Statement of Accounts 2013 , p. 12, 20 Managerial salaries: ➔ Corporate Governance Report 2014 , p. 32 ➔ Corporate Governance Report 2013 , p. 32 ➔ Corporate Governance Bericht 2014 ➔ Corporate Governance Bericht 2013	Not reported in more detail because of confidentiality restrictions and because of the potential impacts on the personal safety of the individuals concerned.
Ethics and integrity				
G4-56	Organisation's values, principles, standards and norms of behaviour	3, 6-9, 21-23, 54	 ICR, p. 1, 8f., 14f., 20, 36f., 40, 44, 51 ➔ Corporate Principles (Vision, Mission Statement and Corporate Values) ➔ Code of Conduct ➔ GIZ Orientation on Human Rights ➔ Policy on Transparency and Information ➔ Gender Strategy	
G4-57	Internal and external mechanisms for seeking advice on ethical and lawful behaviour and matters related to integrity	21f., 29f., 54	 ICR, p. 40	
G4-58	Internal and external mechanisms for reporting unethical or unlawful behaviour and matters related to integrity	22, 29f.	 ICR, p. 20, 40	

GRI G4 – Specific Standard Disclosures

Abbreviation	Brief description	Page	Further information	Explanations
Category: Economic				
Aspect Economic performance				Material
G4-EC1	Direct economic value generated and distributed	25	⚙️ ICR, p. 6f., 54f.	We use our generated surpluses for so-called GIZ-financed measures in the context of public-benefit, statutory purposes (see ➔ Annual Statement of Accounts 2014 , p. 23). The public-benefit business area is exempted from paying taxes on earnings; for other taxes and personnel costs, see ➔ Annual Statement of Accounts 2014 , p. 20. This information cannot be broken down by region due to our accounting systems.
G4-EC2	Material, financial and other business risks and opportunities due to climate change	43f.	⚙️ ICR, p. 11f., 17	
G4-EC3	Coverage of liabilities arising from the pension plan	37	➔ Annual Statement of Accounts 2014 , p. 19, 23, 25f. ➔ Annual Statement of Accounts 2013 , p. 7, 17, 19, 25f.	
G4-EC4	Financial assistance received from government		⚙️ ICR, p. 4f., 54f. ➔ Annual Statement of Accounts 2014 , p. 9ff. ➔ Annual Statement of Accounts 2013 , p. 9ff.	The public-benefit area is not taxable on earnings. Grants are listed in the Annual Statement of Accounts.
Aspect: Indirect economic impacts				Material
G4-EC8	Significant identified positive and negative indirect economic impacts of the organisation	21	➔ Our services ➔ Monitoring- and Evaluation Report 2012–2014	
Aspect: Procurement practices				Material
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	26	➔ Procurement Report 2014 ➔ Procurement Report 2013	
Category: Environmental				
Aspect Materials				Material
G4-EN1	Materials used by weight or volume	44, 47	➔ Environmental Audit 2014 (in German only)	
G4-EN2	Percentage of materials used that are recycled materials	44, 47	➔ Environmental Audit 2014	
Aspect Energy				Material
G4-EN3	Energy consumption broken down by renewable and non-renewable energies; electricity consumption, heating consumption, cooling consumption, steam consumption	44f.	⚙️ ICR, p. 14 ➔ Environmental Audit 2014	
G4-EN6	Amount of reduction of energy consumption, types of energy included, basis for calculating reductions, standards	44f.	➔ Environmental Audit 2014	
G4-EN7	Reduction in energy requirements of services	44f.	➔ Environmental Audit 2014	
Aspect Water				Material
G4-EN8	Total water withdrawal by source and standards used	44, 46f.	➔ Environmental Audit 2014	
G4-EN10	Percentage of water recycled and reused	44, 46f.	➔ Environmental Audit 2014	

Abbreviation	Brief description	Page	Further information	Explanations
Aspect Emissions				Material
G4-EN15	Direct greenhouse gas (GHG) emissions	43, 45	→ Environmental Audit 2014	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions	45		
G4-EN18	Greenhouse gas (GHG) emissions intensity	45		
G4-EN19	Scope of reduction of greenhouse gas (GHG) emissions	43, 45	→ Environmental Audit 2014	
G4-EN20	Emissions of ozone-depleting substances			Not applicable: no manufacturing plants
G4-EN21	NO _x , SO _x and other significant air emissions	45		
Aspect Effluents and waste				Material
G4-EN23	Total weight of waste by type and disposal method	46f.	→ Environmental Audit 2014	
Aspect Products and services				Material
G4-EN27	Extent of measures to mitigate the environmental impact of services	9-11, 41ff.	🔗 ICR, p. 14f., 27	
G4-EN28	Percentage of reclaimed products and their packaging materials for each product category			Not applicable: Our products are services.
Aspect Compliance				Material
G4-EN29	Fines and non-monetary sanctions for non-compliance with environmental laws and regulations	29		Head Office has not been notified of any such grievances or complaints in the reporting period.
Aspect Transport				Material
G4-EN30	Environmental impacts of the transport of goods and persons, and methodology used to calculate impacts	43-45		
Aspect Supplier environmental assessment				Material
G4-EN32	Percentage of suppliers screened using environmental criteria	26f., 29-31		All our procurement activities are required to comply with the principles of economic efficiency, transparency, competitive tendering, equal treatment of all bidders and social and environmental compatibility. Quality assurance tests are required for larger-scale procurements (worth over EUR 207,000); environmental factors can also be included in this.
G4-EN33	Negative environmental impacts in the supply chain and actions taken	26f., 29-31, 43-45		All our procurement activities are required to comply with the principles of economic efficiency, transparency, competitive tendering, equal treatment of all bidders and social and environmental compatibility. Quality assurance tests are required for larger-scale procurements (worth over EUR 207,000); environmental factors can also be included in this.
Aspect Environmental grievance mechanisms				Material
G4-EN34	Number of grievances about environmental impacts filed, addressed and resolved			Head Office has not been notified of any such grievances or complaints in the reporting period.

Abbreviation	Brief description	Page	Further information	Explanations
Category: Social				
Sub-category: Labour practices and decent work				
Aspect Employment				Material
G4-LA1	Total number and rates of new employees hired and employee turnover by age group, gender and region	35		
G4-LA2	Benefits provided to full-time employees but not to temporary or part-time employees	37, 39	<p>➔ Corporate Governance Report 2014</p> <p>➔ Corporate Governance Report 2013</p>	
Aspect Labour/Management Relations				Material
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	51		There is no employer/central staff council agreement dealing specifically with notice periods. In line with co-determination and other participation rights, employees are informed in detail in good time through a number of bodies including the staff council, the field staff representation and employee representatives on the Supervisory Board. Their views are obtained, and agreements are reached. In addition, all employees are informed regularly about changes in the company via our intranet news and reports issued by the Management Board.
Aspect Occupational Health and Safety				Material
G4-LA5	Percentage of total workforce represented on employer-employee committees that monitor and advise on occupational health and safety		The Occupational Health and Safety Committee carries out regular inspections of our locations inside and outside Germany. Two members of the staff council are on this committee. The safety engineers are supported by safety officers.	
G4-LA6	Injuries, diseases, lost days, fatalities by region and gender	37, 39		
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	38		
G4-LA8	Health and safety topics covered in formal agreements with trade unions	38f.	In the GIZ collective bargaining agreement, GIZ and ver.di specify sickness benefits and group accident insurance provisions. These benefits apply to all staff in Germany and to seconded staff covered by the collective bargaining agreement for the public sector (TVöD).	
Aspect Training and education				Material
G4-LA9	Hours of training and education	34f.		
G4-LA10	Programmes to support employability and assist employees in managing career endings	33-35, 37, 39, 53-55	⚙️ ICR, p. 25, 37, 52f.	
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and employee category	34	⚙️ ICR, p. 52	All employees receive annual performance reviews during the staff assessment and development talks.

Abbreviation	Brief description	Page	Further information	Explanations
Aspect Diversity and Equal Opportunity				Material
G4-LA12	Composition of governance bodies and employees, by employee category, gender, age, minority group membership and other indicators of diversity	33-36, 54f.	<p>⚙️ ICR, p. 58</p> <p>➔ Composition of management bodies</p> <p>➔ List of members of the Supervisory Board and organisations represented on it</p>	Additional criteria such as minority group membership are subject to confidentiality restrictions and are not recorded for reasons of data privacy.
Aspect Equal Remuneration for Women and Men				Material
G4-LA13	Ratio of basic salary and remuneration of women to men and between employee categories		Assignment to the pay groups is based on function and type of work (see p. 36). The percentage of women in the salary bands is relevant in this context (see p. 54-55). Regarding the pay structure of the Management Board see ➔ Corporate Governance Report 2014 and ➔ Corporate Governance Report 2013	
Aspect Supplier Assessment for Labour Practices				Material
G4-LA14	Percentage of new suppliers screened for labour practices	29-31	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity Advisors and quarterly identification of risks relating to ethical standards.	All our procurement activities are required to comply with the principles of economic efficiency, transparency, competitive tendering, equal treatment of all bidders and social and environmental compatibility. Our General Terms and Conditions of Contract and our General Purchase Conditions include the commitment to comply with the core labour standards of the International Labour Organization (ILO) and to respect our own Code of Conduct. Quality assurance tests are required for larger-scale procurements (worth over EUR 207,000); labour practices can also be included in this.
G4-LA15	Negative impacts for labour practices in the supply chain and actions taken	26f., 29-31	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct ; business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity Advisors and quarterly identification of risks relating to ethical standards.	All our procurement activities are required to comply with the principles of economic efficiency, transparency, competitive tendering, equal treatment of all bidders and social and environmental compatibility. Our General Terms and Conditions of Contract and our General Purchase Conditions include the commitment to comply with the core labour standards of the International Labour Organization (ILO) and to respect our own Code of Conduct. Quality assurance tests are required for larger-scale procurements (worth over EUR 207,000); labour practices can also be included in this.
Aspect labour Practices Grievance Mechanisms				Material
G4-LA16	Number of grievances about labour practices filed, addressed and resolved			Head Office has not been notified of any such grievances or complaints in the reporting period. GIZ has a differentiated contact structure for specific concerns (e.g. officers for gender equality, integrity, persons with disabilities). Consultations are confidential and always anonymous. Multiple contacts through different contact points cannot be ruled out, making it impossible to record the total number of grievances.

Abbreviation	Brief description	Page	Further information	Explanations
Sub-category: Human rights				
Aspect Investment				Material
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	26f., 37		We use our generated surpluses for so-called GIZ-financed measures in the context of public-benefit, statutory purposes (cf. ➔ Annual Statement of Accounts 2014 , p. 23). We invest our capital in special securities funds mainly with government bonds and securities backed up by a cover pool and surplus liquidity as overnight and time deposits on the money market. A total of about five per cent of our staff inside and outside Germany have been trained in various aspects of human rights. This percentage will rise in future thanks to a training system within the framework of the implementation of the UN Guiding Principles on Business and Human Rights (see Interim Sustainability Programme 2016, p. 56).
G4-HR2	Total hours of employee training on human rights, and percentage of employees trained	22		A total of about five per cent of our staff inside and outside Germany have been trained in various aspects of human rights. This percentage will rise in future thanks to a training system within the framework of the implementation of the UN Guiding Principles on Business and Human Rights (see Interim Sustainability Programme 2016, p. 56).
Aspect Non-Discrimination				Material
G4-HR3	Total number of incidents of discrimination and corrective actions taken			Consultations are confidential and always anonymous. Multiple contacts through different contact points (e.g. officers for gender equality, integrity, persons with disabilities) cannot be ruled out, making it impossible to record the total number of grievances.
Aspect Freedom of Association and Collective Bargaining				Material
G4-HR4	Locations and suppliers without the right to exercise freedom of association and collective bargaining, and measures taken to support these rights	21f., 27, 51	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct ; business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity Advisors and quarterly identification of risks relating to ethical standards.	
Aspect Child Labour				Not material
G4-HR5	Locations and suppliers with risks of child labour, and measures taken to help abolish child labour	27	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct ; business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity Advisors and quarterly identification of risks relating to ethical standards.	Covered due to UN Global Compact reporting requirements

Abbreviation	Brief description	Page	Further information	Explanations
Aspect Forced or Compulsory Labour				Not material
G4-HR6	Locations and suppliers with risks of forced or compulsory labour, and measures taken to help abolish these	27	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct ; business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity Advisors and quarterly identification of risks relating to ethical standards.	Covered due to UN Global Compact reporting requirements
Aspect Security Practices				Material
G4-HR7	Percentage of security personnel trained in human rights	29f.		There is no standardised training for staff guarding buildings outside Germany. Our staff can access training that meets their personal training needs. Information on individual training courses cannot be collected retrospectively. Our internal guidelines on personal safety when working outside Germany contain compulsory rules for the behavior of our staff in unstable and unsafe contexts. This includes, for example, a ban on firearms.
Aspect Assessment				Not material
G4-HR9	Total number and percentage of locations that have been subject to human right reviews or impact assessments	21f.	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct ; business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity Advisors and quarterly identification of risks relating to ethical standards.	Covered due to both UN Global Compact and Sustainability Code reporting requirements
Aspect Supplier Human Rights Assessment				Material
G4-HR10	Percentage of new suppliers screened for human rights	21f., 27, 30f.	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct ; business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity Advisors and quarterly identification of risks relating to ethical standards.	All our procurement activities are required to comply with the principles of economic efficiency, transparency, competitive tendering, equal treatment of all bidders and social and environmental compatibility. Quality assurance tests are required for larger-scale procurements (worth over EUR 207,000); human rights factors can also be included in this.
G4-HR11	Negative human rights impacts in the supply chain and actions taken	27	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct ; business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity	Head Office has not been notified of any such grievances or complaints in the reporting period.

Abbreviation	Brief description	Page	Further information	Explanations
Aspect Human Rights Grievance mechanisms				Material
G4-HR12	Number of grievances about human rights impacts filed, addressed and resolved	22, 29		Head Office has not been notified of any such grievances or complaints in the reporting period. Our Integrity Advisors can be contacted at humanrights@giz.de .
Sub-category: Society				
Aspect: Anti-corruption				Material
G4-S03	Business locations assessed for risks related to corruption and risks identified	30		The country reports produced once a year by our country offices list risks relating to corruption. Since 2014, internal assessments are to be conducted regularly in all country offices, although the rule has not yet been introduced on a mandatory basis. In African country offices, for example, 11 internal assessments were conducted in 2014.
G4-S04	Communication and training on anti-corruption measures and procedures	30	➔ Code of Conduct	
G4-S05	Confirmed incidents of corruption and actions taken	30		
Aspect: Public Policy				Not material
G4-S06	Total value of political contributions by country and recipient/beneficiary			Taken into account in the Sustainability Code: As a federal company, we implement sustainable development projects in international cooperation on behalf of the German Government. GIZ does not receive any political donations.
Aspect Anti-competitive Behaviour				Material
G4-S07	Total number of legal actions for anti-competitive behaviour, anti-trust or monopoly practices and their outcome	29		Head Office has not been notified of any such grievances or complaints in the reporting period.
Aspect: Compliance				Material
G4-S08	Fines and non-monetary sanctions for non-compliance with laws and regulations	29		During the reporting period, Head Office was not aware of any monetary fines or non-monetary sanctions imposed for non-compliance with legal provisions.
Aspect: Supplier assessment for impacts on society				Material
G4-S09	Supplier screening	27	Several mechanisms are in place to monitor labour practices and human rights: ILO core labour standards in the ➔ General Purchase Conditions , ➔ General Terms and Conditions of Contract and the ➔ Code of Conduct ; business partner screening; our main suppliers are listed in our Procurement Reports and our procurement procedures are transparent and based on value limits (see ➔ Procurement Reports); via the central office of the Integrity Advisors and quarterly identification of risks relating to ethical standards.	All our procurement activities are required to comply with the principles of economic efficiency, transparency, competitive tendering, equal treatment of all bidders and social and environmental compatibility. Our General Terms and Conditions of Contract and our General Purchase Conditions include the commitment to comply with the core labour standards of the International Labour Organization (ILO) and to respect our own Code of Conduct.
G4-S010	Negative impacts on society in the supply chain and actions taken	27, 29f.		

Abbreviation	Brief description	Page	Further information	Explanations
Aspect Grievance Mechanisms for Impacts on Society				Material
G4-S011	Number of grievances about impacts on society filed, addressed and resolved	29		Head Office has not been notified of any such grievances or complaints in the reporting period.
Sub-category: Product responsibility				
Aspect: Customer privacy				Material
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and data protection	30f.		<p>One case in 2013: The complaint regarded the use of Google Analytics in a GIZ website, which was not mentioned in our data privacy statement. This was the result of a programming error. Google Analytics was immediately deleted.</p> <p>Three cases in 2014: One case in which an unauthorised data transfer to a cooperation partner took place (one person affected). The data was transferred manually; no further action was required. The second case involved the non-permissible duplicated gathering of data. The data gathering that was the subject of the complaint was stopped immediately. The third case involved an incorrect statement in a data privacy statement on a GIZ website. The statement was corrected without delay.</p>
Aspect: Compliance				Material
G4-PR9	Fines for non-compliance with laws and regulations concerning the provision and use of products and services	29		During the reporting period, Head Office was not aware of any monetary fines or non-monetary sanctions imposed for non-compliance with legal provisions.

UN Global Compact Advanced Level

Criterion	Brief description	Page	Further information	G4 indicators
Strategies and operations				
1	Description of mainstreaming the ten principles into corporate functions and business units	9-11, 21, 29f, 41f.		G4-34, G4-55
2	Description of implementation of the Global Compact values in the value chain	9, 26-28, 29-31, 50	➔ Procurement Report 2014 ➔ Procurement Report 2013	G4-12, G4-13, G4-41, G4-EC9, G4-EN4, G4-EN17, G4-EN32, G4-EN33, G4-LA6, G4-LA14, G4-LA15, G4-HR4 to G4-HR6, G4-HR10, G4-S09, G4-S010
Robust human rights management policies and procedures				
3	Description of robust commitments, strategies or policies in the area of human rights	3, 6-7, 9-11	➔ GIZ Orientation on Human Rights ➔ Code of Conduct	G4-HR
4	Description of effective management systems to integrate human rights	6f, 9-11, 21f, 27, 29-31, 37f., 51-54	➔ GIZ Orientation on Human Rights ➔ BMZ Strategy Paper, ➔ Human Rights in German Development Policy Contact ➔ humanrights@giz.de GIZ is not only a member of Global Compact, but has also run the Focal Point of the ➔ German Global Compact Network since 2001 on behalf of BMZ	G4-HR
5	Description of effective monitoring and evaluation mechanisms of human rights integration	21f, 28-31	Contact ➔ humanrights@giz.de	G4-HR
Robust labour management policies and procedures				
6	Description of robust commitments, strategies or policies in the area of labour	9-11, 15, 21f, 27f., 33, 38, 54	➔ GIZ Orientation on Human Rights ➔ Code of Conduct ➔ General Purchase Conditions ➔ General Terms and Conditions of Contract ➔ Gender Strategy	G4-LA
7	Description of effective management systems to integrate the labour principles	16-19, 21f., 27f., 30f., 36, 51-54	➔ General Purchase Conditions ➔ General Terms and Conditions of Contract ➔ Gender Strategy	G4-LA
8	Description of effective monitoring and evaluation mechanisms of labour principles integration	16, 27, 34-37, 51-54	See G4-LA11, G4-LA15, G4-HR4-G4-HR6	G4-LA
Robust environmental management policies and procedures				
9	Description of robust commitments, strategies or policies in the area of environmental stewardship	6f, 9, 14f., 18, 26f., 41f.	➔ Environmental Audit 2014	G4-EN
10	Description of effective management systems to integrate the environmental principles	18, 22, 41f., 45, 47	Contact ➔ sustainabilityoffice@giz.de	G4-EN
11	Description of effective monitoring and evaluation mechanisms for environmental stewardship	26f, 30f., 41f., 45, 47	See G4-EN indicators	G4-EN
Robust anti-corruption management policies and procedures				
12	Description of robust commitments, strategies or policies in the area of anti-corruption	6-7, 9, 16, 23, 27, 30	➔ Code of Conduct ➔ General Purchase Conditions ➔ General Terms and Conditions of Contract ➔ Corporate Governance Report 2014 ➔ Corporate Governance Report 2013 ➔ BMZ Strategy Paper, ➔ Anti-Corruption and Integrity in German Development Policy	G4-S0 G4-56 to G4-58

Criterion	Brief description	Page	Further information	G4 indicators
13	Description of effective management systems to integrate the anti-corruption principle	16, 23, 29f.	➔ Corporate Governance Report 2014 ➔ Corporate Governance Report 2013 ; Contact ➔ integrity-mailbox@giz.de ➔ Services in the field of good governance	G4-S0 G4-56 to G4-59
14	Description of effective monitoring and evaluation mechanisms for the integration of anti-corruption	16, 23, 30	See G4-S05	G4-S0 G4-56 to G4-60
Taking action in support of broader UN goals and issues				
15	Description of core business contributions to UN goals and issues	6-9, 20-23	➔ Services for sustainable development	
16	Description of strategic social investments and philanthropy	20-23, 25, 41, 50	➔ GIZ Orientation on Human Rights ➔ Gender Strategy	
17	Description of advocacy and public policy engagement	6-9, 19	➔ GIZ Orientation on Human Rights We connect actors ➔ worldwide , to foster sustainable development.	
18	Description of partnerships and collective action	19, 25, 50	➔ Strategic alliances and partnership	
Corporate sustainability governance and leadership				
19	Description of CEO commitment and leadership	6-7, 9-11, 41		G4-1 G4-2
20	Description of Supervisory Board adoption and oversight	9-11		G4-34 to G4-55
21	Description of the dialogue with stakeholders	9-15, 19, 21-23, 29f., 41f., 49-51, 55	➔ GIZ Orientation on Human Rights	G4-24 to G4-27
Business and peace				
I	Description of policies and procedures relating to key operations in high-risk or conflict-affected areas	6-8, 21f., 26f., 29-31, 33, 28	GIZ is bound by the relevant precepts of its main commissioning party BMZ as set out in the ➔ BMZ Strategy Paper, Development for Peace and Security and the mandatory implementation agreements. GIZ provides its staff with guidance, information and training on the use of these.	
II	Description of policies and procedures relating to the company's relations to government in high-risk or conflict-affected areas	9, 21-23, 26f., 30	See I Services in the fields of ➔ security reconstruction and peace as well as ➔ good governance	
III	Description of the dialogue with local stakeholders and strategic social investment activities of the company in high-risk or conflict-affected areas	23, 49-51	See I Services in the fields of ➔ security reconstruction and peace as well as ➔ good governance Results of projects in the field of crisis prevention and peace building in ➔ Monitoring and Evaluation Report 2012-2014 , p. 13	

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Criterion	Brief description	Page	Further information
Strategy			
1	Strategic analysis and action	6f., 9-11, 29f., 41	➔ Annual Statement of Accounts 2014 , p. 2ff. ➔ Annual Statement of Accounts 2013 , p. 3ff.
2	Materiality	6-19, 20-23, 28f.	➔ Corporate Principles ➔ GIZ Orientation on Human Rights ➔ Gender Strategy
3	Objectives	9-11, 16-19, 41, 49	Overview of GIZ's ➔ official bodies ➔ Cooperation with national, European and international organisations and institutions
4	Depth of the value chain	8, 22, 25-27	Overview of ➔ Our services see GRI G4-LA15 ➔ Code of Conduct ➔ General Purchase Conditions ➔ General Terms and Conditions of Contract
Process management			
5	Responsibility	9-11	
6	Rules and processes	9-11	
7	Control	9-11, 16-19, 45, 47	
Performance indicator G4-56	Values, principles, standards and norms of behaviour (codes of conduct, codes of ethics)	3, 6-9, 21-23, 54	➔ Corporate Principles (Vision, Mission Statement and Corporate Values) ➔ Code of Conduct ➔ GIZ Orientation on Human Rights ➔ Policy on Transparency and Information ➔ Gender Strategy
8	Incentive schemes		
Performance indicator G4-51a	Remuneration for the highest governance body and senior executives		➔ Annual Statement of Accounts 2014 , p. 32 ➔ Annual Statement of Accounts 2013 , p. 32 ➔ Corporate Governance Report 2014 ➔ Corporate Governance Report 2013
Performance indicator G4-54	Ratio of annual total compensation for the highest paid individual in each country of significant operations to the median annual total compensation of all employees (not including the highest paid individual) in the same country		Staff numbers and personnel costs: ➔ Annual Statement of Accounts 2014 , p. 12, 20 ➔ Annual Statement of Accounts 2013 , p. 12, 20 Managerial salaries: ➔ Annual Statement of Accounts 2014 , p. 32 ➔ Annual Statement of Accounts 2013 , p. 32 ➔ Corporate Governance Report 2014 ➔ Corporate Governance Report 2013
9	Stakeholder engagement	12, 14, 49-55	See GRI G4-24 to G4-27 Composition of our official bodies, the ➔ Board of Trustees and the Private Sector Advisory Board : Overview of our ➔ Commissioning parties ➔ Overview of cooperation arrangements with national, European and international organisations and institutions ➔ Press portal with press releases, contacts, etc.
Performance indicator G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organisation has responded to these key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.	12-15, 49-55	➔ Press portal with press releases, contacts, etc.
10	Innovation and product management	20-23, 28f., 50	➔ Services in the field of the environment and climate change
Performance indicator G4-EN6	Reduction of energy consumption	22, 44-47	See GRI G4-EN6
Performance indicator G4-FS11	Percentage of financial investments subject to a positive and negative environmental or social screening	22, 44-47	See also G4-EC1

Criterion	Brief description	Page	Further information
Environment			
11	Usage of natural resources	22, 41-47	
12	Resource management	16-19, 41-47	
Performance indicator G4-EN1	Materials used by weight or volume	47	
Performance indicator G4-EN3	Energy consumption within the organisation	45	
Performance indicator G4-EN8	Total water withdrawal by source	47	
Performance indicator G4-EN23	Total weight of waste by type and disposal method	47	
13	Climate-relevant emissions	45	
Performance indicator G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	45	
Performance indicator G4-EN16	Indirect greenhouse gas (GHG) emissions (Scope 2)	45	
Performance indicator G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)		
Performance indicator G4-EN19	Reduction of greenhouse gas (GHG) emissions	41-45	
14	Employment rights	33, 36f., 50f.	
15	Equal opportunities	36-39, 52-54	
16	Qualifications	33-36	➔ Working for GIZ
Performance indicator G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, absenteeism and total number of work-related fatalities, by region and by gender	37, 39	
Performance indicator G4-LA8	Health and safety topics covered in formal agreements with trade unions	38f.	See G4-LA8 und IUB
Performance indicator G4-LA9	Average hours of training per year per employee, by gender and by employee category	34f.	See G4-LA9
Performance indicator G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership and other indicators of diversity	33-36, 54f.	See G4-LA12 ✳ ICR, p. 58 ➔ Composition of governance bodies ➔ List of members of the Supervisory Board and the organisations represented on it
Performance indicator G4-HR3	Total number of incidents of discrimination and corrective actions taken		We do not record the total number of cases of discrimination in the company, because consultations are always anonymous and individual cases may be reported to several officers.
Society			
17	Human rights	21f., 26-28	See GRI G4-LA15 ➔ GIZ Orientation on Human Rights In our commissions we implement the ➔ BMZ Strategy Paper, Human Rights in German Development Policy, which is binding for us.
Performance indicator G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		See G4-HR1
Performance indicator G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments		In our commissions we implement the ➔ Orientation on Human Rights and the ➔ BMZ Strategy Paper, Human Rights in German Development Policy, which is binding for us.
Performance indicator G4-HR10	Percentage of new suppliers that were screened using human rights criteria		See G4-LA15
Performance indicator G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken		See G4-LA15

Criterion	Brief description	Page	Further information
18	Corporate citizenship	8, 54f.	<p>➔ Monitoring- and Evaluation Report 2012-2014</p> <p>➔ Company Report 2013</p> <p>➔ Integrated Company Report 2014</p>
Performance indicator G4-EC1	Direct economic value generated and distributed		<p>We use our generated surpluses for so-called GIZ-financed measures in the context of public-benefit, statutory purposes (cf. ➔ Annual Statement of Accounts 2014, p. 23).</p> <p>The public-benefit business area is exempted from paying taxes on earnings; for other taxes and personnel costs ➔ Annual Statement of Accounts 2014, p. 20. Our accounting system precludes breaking down this data by region.</p>
19	Political influence		
Performance indicator G4-S06	Total value of political contributions by country and recipient/beneficiary		<p>See GRI G4-S06</p> <p>As a federal company, we implement sustainable development projects in international cooperation on behalf of the German Government. GIZ does not receive any political donations.</p>
20	Compliance with laws and regulations	23, 29f.	
Performance indicator G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified		➔ Code of Conduct
Performance indicator G4-S05	Confirmed incidents of corruption and actions taken		➔ Code of Conduct
Performance indicator G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	29f.	Head Office has not been notified of any such grievances or complaints in the reporting period.

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