

## G4 content index of the Global Reporting Initiative (GRI) including the ten principles of the UN Global Compact (UNGC)

For 2015, we have applied the G4 guidelines of the Global Reporting Initiative for the first time in accordance with the “core” option. The index also refers to the corresponding principles of the UN Global Compact.

The Sustainability Report 2015 was submitted to the GRI Materiality Disclosures Service. The GRI has verified that the materiality disclosures in accordance with G4 (G4-17–G4-27) are correctly located.



### T47 GRI index and UN Global Compact

AR = Annual report

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UNGC principle	G4 Standard Disclosures	Reference	Page	Comments
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UNGC principle	G4 Standard Disclosures	Reference	Page	Comments	
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	G4-36	Executive-level responsibility for economic, environmental and social topics	Overview of the Executive Board	5 (AR)	
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			Remuneration report	132–133 (AR)	
	G4-45	Highest governance body's role with regard to opportunities and risks of relevance to sustainability	Corporate Governance Report, Supervisory Board committees	63–64 (AR)	

UNGC principle	G4 Standard Disclosures	Reference	Page	Comments	
	G4-46	Highest governance body's role in reviewing the effectiveness of risk management	Corporate Governance Report, Supervisory Board committees	63–64 (AR)	
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			Opportunity and risk report	113 (AR)	
	G4-48	Highest committee that approves the sustainability report	Foreword	2–3	
	G4-49	Process for communicating critical concerns to the highest governance body	www.evonik.com/annual-shareholders-meeting		
			Sustainability management and bodies	27	
			Employee survey	31, 52	
	G4-50	Critical concerns that were communicated to the highest governance body	www.evonik.com/annual-shareholders-meeting		
			Report of the Supervisory Board	50–51 (AR)	
	G4-51	Remuneration policies for the highest governance body and senior executives	Remuneration report	132–133 (AR)	
			Performance-related remuneration	34, 192–194 (AR)	
	G4-52	Process for determining remuneration	Remuneration report	125–133 (AR)	
			Performance-related remuneration	192–194 (AR)	
			Perform	57–58	
	G4-53	Stakeholders' views regarding remuneration	Corporate Governance Report	61, 63 (AR)	
			www.evonik.com/annual-shareholders-meeting		
	G4-54	Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees			Evonik believes it is very important to offer specialists and executives market-oriented and performance-related salaries based on uniform global evaluation criteria. Remuneration is therefore based on objective criteria such as the required knowledge and skills, and performance. Personal characteristics do not have any impact. We do not consider this to be a relevant indicator to assess the appropriateness of our remuneration systems. It is not available.
	G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country to the median percentage increase in annual total compensation for all employees			Evonik believes it is very important to offer specialists and executives market-oriented and performance-related salaries based on uniform global evaluation criteria. Remuneration is therefore based on objective criteria such as the required knowledge and skills, and performance. Personal characteristics do not have any impact. We do not consider this to be a relevant indicator to assess the appropriateness of our remuneration systems. It is not available.

UNGC principle	G4 Standard Disclosures		Reference	Page	Comments
<b>Ethics and integrity</b>					
10	G4-56	Values, principles, standards and norms of behavior	Obligations and commitments	27–28	
			What we stand for	32–33	
10	G4-57	Mechanisms for seeking advice on ethical and lawful behavior	Corporate governance	33–34	
			House of Compliance	34–35	
10	G4-58	Mechanisms for reporting concerns about unethical or unlawful behavior	Corporate governance	34–35	
			House of Compliance	34–37	
<b>Specific Standard Disclosures</b>					
<b>Category: Economic</b>					
<b>Aspect: Economic performance</b>					
7	G4-DMA	Management approach	An excellent performance in 2015	38	
	G4-EC1	Economic value generated and distributed	Total value added	40	
7	G4-EC2	Risks and opportunities posed by climate change and their financial implications	Carbon Disclosure Project	69	
			Opportunity and risk report	117 (AR), 119 (AR)	
			Perspective change	12–13 (AR), 20–21 (AR), 44–45 (AR)	
	G4-EC3	Defined benefit plan obligations	Defined benefit obligations	180–184 (AR)	
	G4-EC4	Financial assistance received from government	Research & development	47	Evonik is involved in research activities that receive government assistance
<b>Aspect: Market presence</b>					
6	G4-DMA	Management approach	Employees	52–53	
6	G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Remuneration—Uniform global evaluation criteria	58	This indicator is not relevant for our sector. Evonik believes it is very important to offer specialists and executives market-oriented and performance-related salaries based on uniform global evaluation criteria. Remuneration is therefore based on objective criteria such as the required knowledge and skills, and performance. Personal characteristics do not have any impact.
6	G4-EC6	Proportion of senior management hired locally	Attract	55–56	

UNGC principle	G4 Standard Disclosures		Reference	Page	Comments
<b>Aspect: Indirect economic impacts</b>					
	G4-DMA	Management approach	Business model, sustainability management, dialogue with stakeholders	25, 27–28, 31	
	G4-EC7	Development and impact of infrastructure investments and services supported	Total value added	40	
			Research & development	47–48	
			Vocational training	57	
			Society/Donations and sponsorship	84–87	
	G4-EC8	Significant indirect economic impacts, including extent of impacts	Total value added	40	
			Regional development	88–89 (AR)	
			Biodiversity and ecosystem services	73–74	
<b>Aspect: Procurement practices</b>					
	G4-DMA	Management approach	Supply chain management	29–30, 44	
	G4-EC9	Proportion of spending on local suppliers	Procurement in 2015	44	
<b>Category: Environmental</b>					
<b>Aspect: Materials</b>					
7, 8	G4-DMA	Management approach	The environment	29–30, 62–64	
7, 8	G4-EN1	Materials used by weight or volume	Production inputs and output	64	
<b>Aspect: Energy</b>					
7, 8	G4-DMA	Management approach	The environment	29–30, 62–64	
7, 8	G4-EN3	Energy consumption within the organization	Energy inputs	64–65	
<b>Aspect: Water</b>					
7, 8	G4-DMA	Management approach	The environment	29–30, 62–64	
7, 8	G4-EN8	Total water withdrawals by source	Water data and emissions into water	70–71	
8	G4-EN10	Water recycled and re-used	Water data and emissions into water	70–71	
<b>Aspect: Biodiversity</b>					
8	G4-DMA	Management approach	The environment	62–64	
8	G4-EN11	Operational sites owned/leased in or adjacent to protected areas and areas of high biodiversity outside protected areas	Biodiversity and ecosystem services	73–74	
<b>Aspect: Emissions</b>					
	G4-DMA	Management approach	The environment	29–30, 62–64	
7, 8	G4-EN15	Direct GHG emissions (Scope 1)	Emissions into the air	66	
7, 8	G4-EN16	Energy indirect GHG emissions (Scope 2)	Emissions into the air	66	
7, 8	G4-EN17	Other indirect GHG emissions (Scope 3)	Emissions into the air	66	
			Evonik Carbon Footprint	67–69	
8	G4-EN18	GHG emissions intensity	Emissions into the air	66	
8, 9	G4-EN19	Reduction of GHG emissions	Emissions into the air	66–67	
7, 8	G4-EN20	Emissions of ozone-depleting substances	Other emissions into the air	69	
7, 8	G4-EN21	NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions	Other emissions into the air	69	

UNGC principle	G4 Standard Disclosures		Reference	Page	Comments
<b>Aspect: Effluents and waste</b>					
8	G4-DMA	Management approach	The environment	29–30, 62–64	
8	G4-EN22	Total water discharge by quality and destination	Water data and emissions into water	70–71	
8	G4-EN23	Total weight of waste by type and disposal method	Waste	72	
<b>Aspect: Products and services</b>					
7, 8, 9	G4-DMA	Management approach	The environment, safety	29–30, 62–64	
7, 8, 9	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Product stewardship	81–83	
<b>Aspect: Compliance</b>					
8	G4-DMA	Management approach	House of Compliance	29–30, 34–35	
8	G4-EN29	Sanctions for non-compliance with environmental laws and regulations		120 (AR), 185 (AR)	Risks relating to legal disputes and legal proceedings are disclosed in the annual report.
<b>Aspect: Transport</b>					
8	G4-DMA	Management approach	Safety	29–30, 75–76, 79–80	
8	G4-EN30	Significant environmental impacts of transporting products	Transportation safety and logistics	79–81	
<b>Aspect: Overall</b>					
8	G4-DMA	Management approach	The environment	29–30, 62–64	
8	G4-EN31	Total environmental protection expenditures and investments by type	Environmental protection investment and operating costs	64	
<b>Aspect: Supplier environmental assessment</b>					
8	G4-DMA	Management approach	Supply chain management	29–30, 44–45	
8	G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Sustainability in the selection of suppliers	45, 46	
<b>Aspect: Environmental grievance mechanisms</b>					
8	G4-DMA	Management approach	The environment	29–30, 34, 36	
8	G4-EN34	Formal grievance mechanisms for environmental impacts	House of Compliance		We do not report the number of grievances about environmental impacts. We report within the compliance and ESHQ management system. A meaningful statistical evaluation of the questions and complaints submitted to our sites by local residents via telephone hotlines is not possible as they cannot be assigned clearly to Evonik.

UNGC principle	G4 Standard Disclosures		Reference	Page	Comments
<b>Category: Social</b>					
<b>Sub-category: Labor practices and decent work</b>					
<b>Aspect: Employment</b>					
6	G4-DMA	Management approach	Employees	29–30, 52, 54	
6	G4-LA1	New hires and employee turnover	Attract	55	
			Retain	58	
	G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Perform	57–58	
			Work/life balance	60	
6	G4-LA3	Return to work after parental leave	Work/life balance	61	
<b>Aspect: Labor/management relations</b>					
3	G4-DMA	Management approach	Employees	29–30, 52–53	
6	G4-LA4	Minimum notice periods regarding operational changes	Trustful collaboration	59	
<b>Aspect: Occupational health and safety</b>					
1, 6	G4-DMA	Management approach	Safety	29–30, 75–76	
	G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Trustful collaboration	59–60	
Health protection			77		
	G4-LA6	Injury, occupational diseases, days lost and fatalities	Occupational safety	76–77	Reporting injuries by gender is not material to us and is not permitted in some regions. Our focus is on general prevention, analyzing incidents and the lessons that can be learned.
			Health protection	77	
	G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	Workplace-related preventive healthcare	78	
			Product stewardship	81–82	
	G4-LA8	Health and safety topics covered in formal agreements with trade unions	Safety	75–76, 78	
<b>Aspect: Training and education</b>					
6	G4-DMA	Management approach	Employees	29–30, 52, 54	
6	G4-LA9	Average hours of training	Vocational and further training	57	Our data on advanced training currently cover around 85 percent of our employees. Drawing a distinction by gender or employee category is not significant for us. The data on average hours of training do not include the hours of vocational training provided to our around 1,800 in-house apprentices.
	G4-LA10	Programs to support the continued employability of employees	Vocational and further training, talent management	57	



UNGC principle	G4 Standard Disclosures		Reference	Page	Comments
6	G4-LA11	Percentage of employees receiving regular performance and career development reviews	Employee performance and development review	60	The systematic performance and development reviews introduced by Evonik are not restricted by gender or employee category.
<b>Aspect: Diversity and equal opportunity</b>					
6	G4-LA12	Composition of governance bodies and breakdown of employees by indicators of diversity	Employees worldwide	54–55	Differentiation by minority groups is not relevant for our management practices.
			Diversity	59	
			Corporate Governance Report	60–65 (AR)	
<b>Aspect: Equal remuneration for women and men</b>					
6	G4-LA13	Ratio of basic salary and remuneration of women to men	Remuneration—Uniform global evaluation criteria	58	Evonik believes it is very important to offer specialists and executives market-oriented and performance-related salaries based on uniform global evaluation criteria. Remuneration is therefore based on objective criteria such as the required knowledge and skills, and performance. Personal characteristics do not have any impact.
<b>Aspect: Supplier assessment for labor practices</b>					
	G4-DMA	Management approach	Supply chain management	29–30, 44–45	
	G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	Sustainability in the selection of suppliers	45–46	
	G4-LA15	Significant negative impacts for labor practices in the supply chain and actions taken	Sustainability in the selection of suppliers	45–46	We do not report in detail on negative impacts on labor practices identified in the assessment of our suppliers. We report on the findings as part of the evaluation process.
<b>Aspect: Labor practices grievance mechanisms</b>					
	G4-DMA	Management approach	Code of Conduct and Global Social Policy	27–28, 29–30, 33	
	G4-LA16	Formal grievances relating to labor practices	House of Compliance	34–35	
			Respecting workers' and human rights	59	
<b>Sub-category: Human rights</b>					
<b>Aspect: Non-discrimination</b>					
6	G4-DMA	Management approach	Global Social Policy, employees	27–28, 29–30	
6	G4-HR3		Respecting workers' and human rights	59	
<b>Aspect: Freedom of association and collective bargaining</b>					
2, 3	G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk and measures taken	What we stand for	32–33	In the reporting period, we did not become aware of any restrictions on freedom of association or collective bargaining.
			Trustful collaboration	59–60	
			Respecting workers' and human rights	59	
			Sustainability in the selection of suppliers	45	

UNGC principle	G4 Standard Disclosures		Reference	Page	Comments
<b>Aspect: Child labor</b>					
2, 5	G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor and measures taken	What we stand for	32–33	
			Employees worldwide	48	
			Respecting workers' and human rights	59	
			Sustainability in the selection of suppliers	45–46	
<b>Aspect: Forced or compulsory labor</b>					
2, 4	G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor and measures taken	Respecting workers' and human rights	59	
<b>Aspect: Security practices</b>					
1	G4-HR7	Percentage of security personnel trained in human rights policies or procedures	Corporate security	36	
			Workplace-related preventive healthcare	78	
			Respecting workers' and human rights	59	
<b>Aspect: Supplier human rights assessment</b>					
2	G4-DMA	Management approach	Supply chain management	29–30, 43–44	
2	G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Sustainability in the selection of suppliers	45–46	We do not report on the percentage of suppliers that were specifically screened using human rights criteria. We report on the screening procedure.
2	G4-HR11	Significant negative human rights impacts in the supply chain and actions taken	Sustainability in the selection of suppliers	45–46	We do not report in detail on negative impacts on any violation of human rights criteria identified in the assessment of our suppliers. We report on the findings as part of the evaluation process.
<b>Aspect: Human rights grievance mechanisms</b>					
1	G4-DMA	Management approach	House of Compliance, Code of Conduct, Global Social Policy	29–30, 33–35	
1	G4-HR12	Formal grievance on human rights violations	Code of Conduct and Global Social Policy	33	We do not report on the number of complaints on human rights violations received through formal grievance mechanisms. We take up the reason for the grievance in internal procedures and take appropriate action in line with our corporate policies.
<b>Sub-category: Society</b>					
<b>Aspect: Local communities</b>					
1	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Close dialogue with stakeholders	31–32	Given heterogeneous size of our sites, percentage data would not be meaningful. Therefore, we do not calculate a percentage.
			Dialogue with our neighbors	87	
			Corporate security	36	

UNGC principle	G4 Standard Disclosures		Reference	Page	Comments
1	G4-SO2	Operations with possible negative impacts on local communities	Plant safety	78	
			Transportation safety and logistics	79	
			Emissions into the air	65	
			Emissions into water	71	
			Biodiversity and ecosystem services	73–74	
<b>Aspect: Anti-corruption</b>					
10	G4-DMA	Management approach	House of Compliance	29–30, 34–35	
10	G4-SO3	Number and percentage of operations assessed for risks related to corruption and the risks identified	Fighting corruption	37	Given the heterogeneous size of our sites, data on the number or percentage of operations would not be meaningful. The procedure is described in the uniform Group-wide compliance management system.
10	G4-SO4	Communication and training on anti-corruption policies and procedures	Fighting corruption and the Code of Conduct	36	
			Compliance training	37	
			Fighting corruption	37	
10	G4-SO5	Confirmed incidents of corruption and actions taken	Fighting corruption and the Code of Conduct	36	
			Fighting corruption	37	
<b>Aspect: Public policy</b>					
10	G4-SO6	Total value of political contributions by country and recipient/beneficiary	Donations	84	
<b>Aspect: Anti-competitive behavior</b>					
	G4-DMA	Management approach	House of Compliance	29–30, 34–35	
	G4-SO7	Legal actions for anti-competitive behavior, anti-trust and monopoly practices		120 (AR), 185 (AR)	Risks relating to legal disputes and legal proceedings are disclosed in the annual report.
<b>Aspect: Compliance</b>					
2, 3	G4-DMA	Management approach	House of Compliance	29–30, 34–35	
	G4-SO8	Fines and sanctions for non-compliance with laws and regulations		120 (AR), 185 (AR)	Risks relating to legal disputes and legal proceedings are disclosed in the annual report.
<b>Aspect: Supplier assessment for impacts on society</b>					
	G4-DMA	Management approach	Supply chain management	29–30, 43–44	
	G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Sustainability in the selection of suppliers	45–46	We do not report on the percentage of suppliers that were specifically screened for impacts on society. We report on the screening procedure.

UNGC principle	G4 Standard Disclosures		Reference	Page	Comments
<b>Aspect: Grievance mechanisms for impacts on society</b>					
	G4-DMA	Management approach	Sustainability management, House of Compliance	27, 29–30, 34–35	
2, 3	G4-SO11	Grievances on social impacts received through formal mechanisms	Dialogue with stakeholders	31–32	We do not report on the number of complaints on impacts on society received through formal grievance mechanisms. We take up the reason for the grievance in internal procedures and take appropriate action in line with our corporate policies.
<b>Sub-category: Product responsibility</b>					
<b>Aspect: Customer health and safety</b>					
	G4-DMA	Management approach	Safety	29–30, 75–76, 81–82	
	G4-PR1	Percentage of significant products and services for which health and safety impacts are assessed	Product stewardship	81–83	Our assessments focus on products not services.
	G4-PR2	Incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products		120–121 (AR)	We do not report on the number of incidents of non-compliance with regulations and voluntary codes of conduct relating to the health and safety impact of products and services. Any incidents and proceedings are reported in the section on legal risks in the annual report.
<b>Aspect: Product and service labeling</b>					
7	G4-DMA	Management approach	Safety	29–30, 75–76, 81–82	
7	G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	Product stewardship	81–83	
	G4-PR4	Non-compliance with regulations and voluntary codes concerning product and service information and labeling			Risks relating to legal disputes and legal proceedings are disclosed in the annual report.
<b>Aspect: Compliance</b>					
	G4-DMA	Management approach	House of Compliance	29–30, 34–35	
	G4-PR9	Significant fines for non-compliance with laws and regulations concerning the provision and use of products and services			Risks relating to legal disputes and legal proceedings are disclosed in the annual report.