

GRI Index






thyssenkrupp provides continuous and fully integrated reporting on its sustainability performance in its annual report and on its corporate website, based a set of national and international standards like the Global Reporting Initiative (GRI), the UN Global Compact, Greenhouse Gas Protocol, Task Force on Climate-related Financial Disclosures (TCFD), International Integrated Reporting Council (IIRC), IFRS and others as well as applicable regulations like the German Commercial Code (HGB), the EU CSR Directive and the German Accounting Standards (DRS).









General Standard Disclosures

	Indicator	Status	Link
Strategy and Analysis			
G4-1	Statement from the CEO	●	Letter to shareholders Sustainability strategy and targets
Organizational Profile			
G4-3	Name of the organization	●	Company
G4-4	Primary brands, products, and/or services	●	Company Products
G4-5	Location of organization's headquarters	●	Company Imprint
G4-6	Countries where the organization operates	●	Company
G4-7	Nature of ownership and legal form	●	Shareholder structure
G4-8	Markets served	●	Company Products Key figures employees Consolidated statement of income Consolidated statement of cash flows
G4-9	Scale of the reporting organization	●	Company Products Key figures employees Annual Report
G4-10	Number of employees	●	Key figures employees Annual Report - Employees
G4-11	Employees covered by collective bargaining agreements	●	Close to 100% of the total workforce in Germany is covered by collective agreements. In addition employees worldwide are covered by an international framework agreement on labor conditions. Responsible employer
G4-12	Organization's supply chain	●	As a diversified industrial, thyssenkrupp has several hundreds of thousands of suppliers from all around the world in hundreds of sectors. Procurement















G4-13	Significant changes	●	Annual Report
G4-14	Approach towards precautionary principle	●	Risk Report Sustainability strategy and targets
G4-15	Organization's subscription for economic, environmental and social charters, principles or other initiatives	●	Charter of Diversity Dialogue and Commitment
G4-16	Memberships in associations or international advocacy	●	Dialogue and Commitment
Identified material aspects and boundaries			
G4-17	Consolidated entities	●	Sustainability strategy and targets List of the Group's equity interests
G4-18	Process for defining report content and aspect boundaries	●	Sustainability strategy and targets
G4-19	Material aspects identified	●	Sustainability strategy and targets Dialogue and Commitment
G4-20	Boundaries of material aspects	●	Sustainability strategy and targets
G4-21	Boundaries outside the organization	●	Sustainability strategy and targets
G4-22	Restatements of information provided in previous reports	●	Sustainability strategy and targets
G4-23	Changes in scope and boundaries	●	Sustainability strategy and targets
Stakeholder Engagement			
G4-24	Stakeholder groups	●	Dialogue and Commitment
G4-25	Stakeholder identification	●	Dialogue and Commitment
G4-26	stakeholder engagement	●	Dialogue and Commitment
G4-27	Key topics and concerns of stakeholders	●	Sustainability strategy and targets Dialogue and Commitment
Report Profile			
G4-28	Reporting period	●	Sustainability strategy and targets
G4-29	Previous reports	●	Sustainability strategy and targets
G4-30	Reporting cycle	●	Sustainability strategy and targets

G4-31	Contact point		Sustainability strategy and targets
G4-32	GRI option and external assurance		<p>The integrated reporting of thyssenkrupp references to the GRI guidelines and includes the GRI Content Index. Orientation for referencing is the "in accordance – Core" option of the G4 reporting guidelines.</p> <p>Independent Auditors' Report Sustainability strategy and targets Environment, climate and energy - Audit statement</p> <p>For viewing the Audit statement, click on the respective document to download on this page.</p>
G4-33	External assurance		<p>Environment, climate and energy - Audit statement</p> <p>For viewing the Audit statement, click on the respective document to download on this page.</p>
Governance			
G4-34	Organization's governance structures		<p>Company structure Sustainability strategy and targets Corporate governance</p>
Ethics and integrity			
G4-56	Values, principles, standards and norms of behavior		<p>Company structure What we stand for Corporate governance Code of Conduct</p>

Economic indicators













	Indicator	Status	Link
Aspect: Economic Performance			
DMA	Management approach		thyssenkrupp at a glance Combined management report Sustainability strategy and targets
G4-EC1	Direct economic value generated and distributed		Annual Report
G4-EC2	Risks and opportunities from climate change		Environment, climate and energy Risk Report
G4-EC3	Benefit plan obligations		Consolidated financial statements
Aspect: Procurement Practices			
DMA	Management approach		Responsible procurement Sustainability strategy and targets
G4-EC9	Local suppliers		Procurement Responsible procurement

Environmental indicators



	Indicator	Status	Link
Aspect: Materials			
DMA	Management approach		thyssenkrupp at a glance Combined management report Sustainability strategy and targets
G4-EN1	Materials used		Annual Report
Aspect: Energy			
DMA	Management approach		Environment, climate and energy Sustainability strategy and targets
G4-EN3	Energy consumption within the organization		Environment, climate and energy
G4-EN4	Indirect Energy consumption		Environment, climate and energy
G4-EN6	Reduction of energy consumption		Environment, climate and energy Annual Report
G4-EN7	Reduction in energy requirements of products and services		Environment, climate and energy Innovation Engineered Blog: Carbon2Chem pilot planned opened Engineered Blog: Biocoal - Clean energy from the furnace
Aspect: Water			
DMA	Management approach		Environment, climate and energy
G4-EN8	Total water withdrawal		Environment, climate and energy
G4-EN10	Water recycled and reused		Environment, climate and energy
Aspect: Emissions			
DMA	Management approach		Environment, climate and energy Sustainability strategy and targets
G4-EN15	Direct Greenhouse Gas Emissions (Scope 1)		Environment, climate and energy
G4-EN16	Indirect Greenhouse Gas Emissions from Energy (Scope 2)		Environment, climate and energy
G4-EN17	Other Indirect Greenhouse Gas Emissions (Scope 3)		Environment, climate and energy

G4-EN18	Greenhouse Gas Emissions Intensity	●	Environment, climate and energy
G4-EN19	Reduction of Greenhouse Gas Emissions	●	Annual Report Environment, climate and energy
G4-EN21	NOx, SOx and other significant air emissions	●	Environment, climate and energy
Aspect: Effluents and Waste			
DMA	Management approach	●	Environment, climate and energy
G4-EN22	Total water discharge	●	Environment, climate and energy
G4-EN23	Total waste	●	Environment, climate and energy
Aspect: Products and Services			
DMA	Management approach	●	Products Sustainability strategy and targets Innovation: Processes that conserves resources Environment, climate and energy
G4-EN27	Mitigation of environmental impacts of products and services	●	Innovation: Processes that conserves resources Environment, climate and energy
Aspect: Overall			
DMA	Management approach	●	Sustainability strategy and targets Environment, climate and energy
G4-EN31	Total environmental protection expenditures and investments	●	Annual Report
Aspect: Supplier Environmental Assessment			
DMA	Management approach	●	Sustainability strategy and targets Responsible Procurement
G4-EN32	New suppliers screened using environmental criteria	●	Responsible Procurement
G4-EN33	Significant negative environmental impacts in the supply chain and actions taken	●	Responsible Procurement



Social indicators

	Indicator	Status	Link
Aspect: Employment			
DMA	Management approach		Sustainability strategy and targets Responsible employer
G4-LA1	New employee hires and employee turnover		Responsible employer Employee figures
Aspect: Labor/Management Relations			
DMA	Management approach		Responsible employer Code of Conduct
G4-LA4	Minimum notice periods regarding operational changes		Regarding minimum notice periods for significant operational changes, our group companies apply the local regulations. In addition, principles of EWC (European Works Council) agreement to inform the EWC about significant trans-international operational changes should be also applied. Responsible employer
Aspect: Occupational Health and Safety			
DMA	Management approach		Occupational safety and health Sustainability strategy and targets
G4-LA6	Occupational diseases, lost days, and absenteeism, and fatalities		Occupational safety and health
Aspect: Training and Education			
DMA	Management approach		Training, development & talent management
G4-LA9	Training per employee		Training, development & talent management
G4-LA10	Programs for skills management and lifelong learning		Training, development & talent management
G4-LA11	Regular performance and career development reviews		Training, development & talent management
Aspect: Diversity and Equal Opportunity			
DMA	Management approach		Sustainability strategy and targets Diversity and Inclusion
G4-LA12	Composition of governance bodies and workforce per indicator of diversity		Key figures employees Corporate governance



Aspect: Supplier Assessment for Labor Practices

DMA	Management approach		Sustainability strategy and targets Responsible procurement
G4-LA14	New suppliers screened using labor practices criteria		Responsible procurement



Aspect: Labor Practices Grievance Mechanisms

DMA	Management approach		Responsible employer
G4-LA16	Grievances about labor practices		Responsible employer Compliance



Aspect: Non-discrimination

DMA	Management approach		Responsible employer
G4-HR3	Incidents of discrimination and corrective actions taken		Compliance Submitting a report

Aspect: Freedom of Association and Collective Bargaining











DMA	Management approach		Responsible employer Code of Conduct Human rights
G4-HR4	Right to exercise freedom of association and collective bargaining and measures taken to support these rights		Responsible employer Responsible procurement Human rights








Aspect: Child Labor

DMA	Management approach		Code of Conduct Supplier Code of Conduct Sustainability Responsible procurement Human rights
G4-HR5	Significant risks for incidents of child labor, and measures taken		Code of Conduct Supplier Code of Conduct Responsible procurement Sustainability

Aspect: Forced or Compulsory Labor

DMA	Management approach		Code of Conduct Supplier Code of Conduct Sustainability Responsible procurement
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G4-HR6	Significant risk for incidents of forced or compulsory labor and measures taken		Code of Conduct Supplier Code of Conduct Sustainability Responsible procurement
Aspect: Supplier Human Rights Assessment			
DMA	Management approach		Responsible procurement Supplier Code of Conduct Sustainability strategy and targets Human rights
G4-HR10	New suppliers that were screened using human rights criteria		Responsible procurement Supplier Code of Conduct Sustainability strategy and targets
Aspect: Human Rights Grievance Mechanisms			
DMA	Management approach		Compliance Responsible employer Human rights
G4-HR12	Grievances about labor practices		Compliance Responsible employer Human rights
Aspect: Anti-corruption			
DMA	Management approach		Compliance Code of Conduct
G4-S03	Operations assessed for risks related to corruption		Compliance Compliance program Audit reports
G4-S04	Training on anti-corruption policies and procedures		Compliance program
G4-S05	Confirmed incidents of corruption and actions taken		Compliance Submitting a report
Aspect: Public Policy			
DMA	Management approach		In our local community activities we consistently follow our high compliance standards. Therefore in Germany and worldwide, donations to political parties, to party-affiliated or party comparable organizations, to independently elected representatives and candidates for political mandates are generally inconsistent and inadmissible according to our values.

			Code of Conduct Dialogue and Commitment
G4-S06	Political contributions		In our local community activities we consistently follow our high compliance standards. Therefore in Germany and worldwide, donations to political parties, to party-affiliated or party comparable organizations, to independently elected representatives and candidates for political mandates are generally inconsistent and inadmissible according to our values. Code of Conduct Dialogue and Commitment
Aspect: Anti-competitive Behavior			
DMA	Management approach		Compliance
G4-S07	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		Compliance program
Aspect: Compliance (Law)			
DMA	Management approach		Compliance
G4-S08	Significant fines and non-monetary sanctions for non-compliance with laws and regulations		Compliance program
Aspect: Supplier Assessment for Impacts on Society			
DMA	Management approach		Sustainability strategy and targets Responsible procurement Supplier Code of Conduct
G4-S09	New suppliers screened using criteria for impacts on society		Responsible procurement Code of Conduct Supplier Code of Conduct