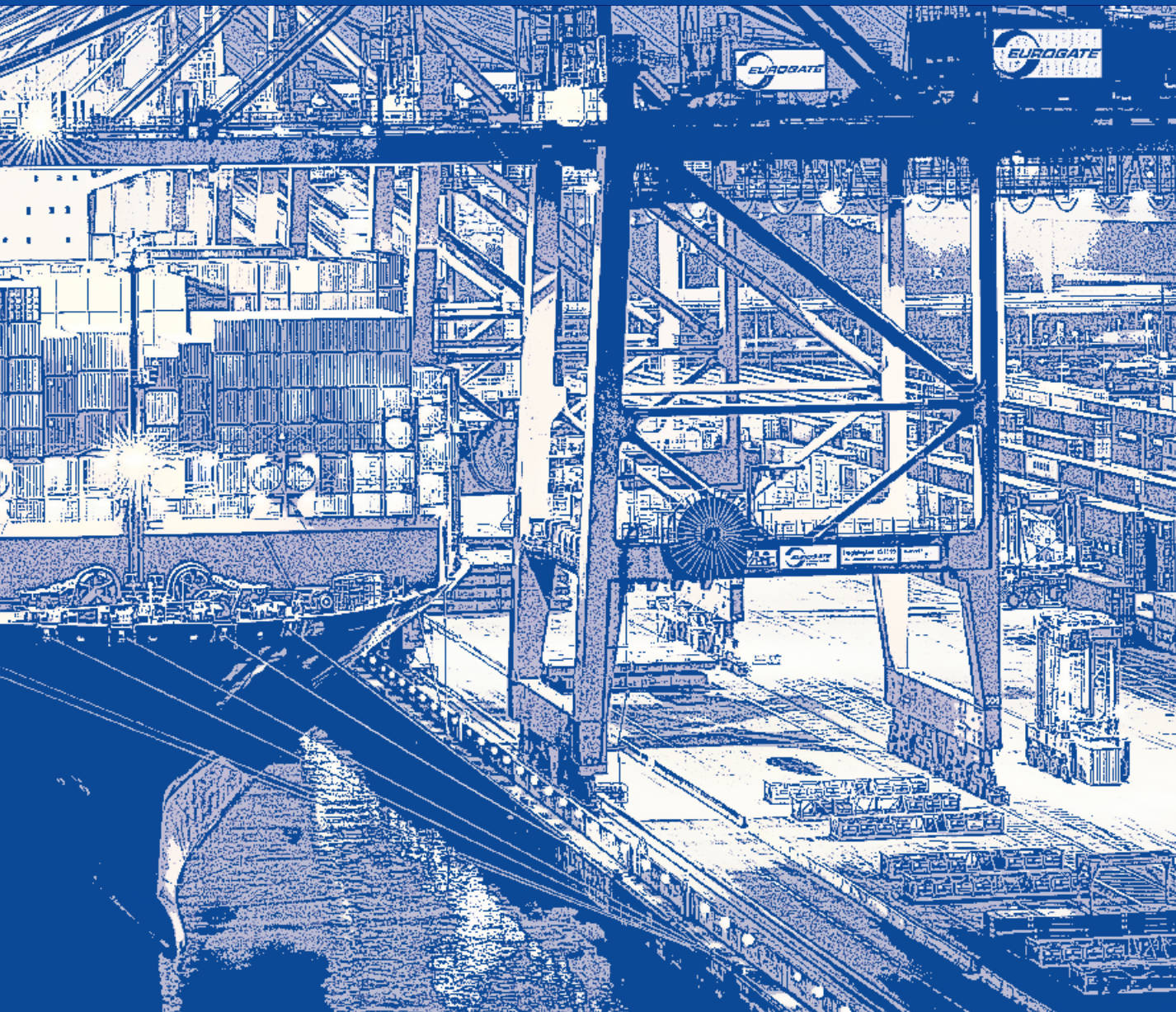


SUSTAINABILITY REPORT 2016

# GRI INDEX



The EUROGATE sustainability report 2016 was prepared based on the G4 International Reporting Guidelines issued by the Global Reporting Initiative (GRI), in accordance with the Core option. In the following GRI Index, we refer to contents relating to General and Specific Standard Disclosures and add explanatory notes where necessary. You will also find an overview of the contents for 2016.

General Standard Disclosures		References	Explanatory Notes	Overview 2016
<b>Strategy and Analysis</b>				
G4-1	Statement from the most senior decision makers	p. 2–3 SR	–	–
<b>Organisational Profile</b>				
G4-3	Name of the organisation	Front cover SR	–	EUROGATE GmbH & Co. KGaA, KG
G4-4	Primary services	Front cover – p. 1 SR	–	Container handling, intermodal transport, seaworthy packaging, container maintenance/repairs, technical service, handling of wind turbine components
G4-5	Location of the organisation's headquarters	Front cover SR	–	Bremen, Germany
G4-6	Countries where the organisation operates	Front cover SR	–	Predominantly in Germany; EUROGATE also has equity investments in Italy, Hungary, Morocco, Russia, Brazil, Portugal.
G4-7	Nature of ownership and legal form	Front cover SR	–	EUROKAI GmbH & Co. KGaA (50%); BLG LOGISTICS GROUP AG & Co. KG (50%)
G4-8	Markets served	Front cover – p. 1 SR	–	Global; apart from the European markets, the Far East–Europe trade lanes play an important role.
G4-9	Scale of the organisation	Front cover SR Consolidated balance sheet at 31 December 2016 FS	–	Revenue €639,373 m Liabilities €571,317 m Equity €418,830 m 3 container terminals in Germany 3.6 m TEUs at German locations (excl. joint ventures)
G4-10	Employee structure	pp. 20–21 SR	Quantitative data relating to company employees currently cannot be systematically and consistently evaluated at Group level. A classification by region has not been carried out, as the report relates to the German region.	3,489 employees (96% permanent, 95% full-time, 11% women) Most of the business is handled by EUROGATE's own employees.

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General Standard Disclosures		References	Explanatory Notes	Overview 2016
G4-11	Percentage of total employees covered by collective bargaining agreements	p. 20 SR	Quantitative data currently cannot be systematically and consistently evaluated at Group level.	The vast majority of employees are in employment relationships tied to collective bargaining agreements. There are additional collective bargaining arrangements at Group level.
G4-12	Description of the organisation's supply chain	p. 15 SR	–	–
G4-13	Significant changes regarding the organisation's size, structure and ownership	Group management report: key events in the course of the fiscal year FS	–	Takeover of Limassol Container Terminal
G4-14	How is the precautionary approach addressed	pp. 13, 28–29 SR	–	EUROGATE environmental strategy; inventory and assessment of economic, environmental and social risks (risk management system)
G4-15	Endorsed charters, principles or other initiatives	pp. 2, 28 SR	–	Sustainability report in accordance with GRI G4 Energy management system in compliance with DIN EN ISO 50001
G4-16	Memberships of associations and advocacy organisations	p. 6 SR	Further information available on request.	e.g. Arbeitgeberverband Bremerhaven, Zentralverband Deutscher Seehäfen e.V., FEPORT The Federation of European Private Port Operators and Terminals
<b>Identified Material Aspects and Boundaries</b>				
G4-17	Entities included in the organisation's consolidated financial statements	Notes to the consolidated financial statements List of Group shareholdings FS p. 32 SR	–	Focus of the report: fully consolidated German subsidiaries that conduct active business operations. Additionally, EUROGATE Container Terminal Wilhelmshaven GmbH & Co. KG is included.
G4-18	Process for defining the report content	p. 7 SR	–	1. Topic identification 2. Topic prioritisation 3. Topic validation

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General Standard Disclosures		References	Explanatory Notes	Overview 2016
G4-19	Material Aspects	p. 7 SR	–	Economic Performance, Indirect Economic Impacts, Continuity of Business, IT Security, Innovation, Anti-corruption, Anti-competitive Behaviour, Employment and Labour Practices, Occupational Health and Safety, Training and Education, Energy (Resource Consumption), Emissions, Environmental Impacts of Services, Noise Emissions
G4-20	Aspect Boundary within the organisation	–	<p>With the exception of the following Aspects, all Aspects included under G4-19 are material for the entities included under G4-17:</p> <ul style="list-style-type: none"> <li>• Resource Consumption and Emissions: not material for EUROGATE Intermodal GmbH</li> <li>• Noise Emissions: only material for container terminals</li> </ul>	–
G4-21	Aspect Boundary outside the organisation	–	<p>With the exception of the following Aspects, all Aspects included under G4-19 are material for our stakeholders:</p> <ul style="list-style-type: none"> <li>• Continuity of Business: less important for the group civil society</li> <li>• IT Security: less important for the group civil society</li> <li>• Anti-corruption: less important for the group civil society</li> <li>• Noise Emissions: less important for the group business partners</li> </ul>	–
G4-22	Restatements of information	–	Not relevant, as first report	–
G4-23	Significant changes from previous reporting period	–	Not relevant, as first report	–

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General Standard Disclosures		References	Explanatory Notes	Overview 2016
<b>Stakeholder Engagement</b>				
G4-24	Stakeholder groups engaged by the organisation	p. 6 SR	–	Customers, management, shareholders, employees and trade unions, recruitment market, investors, competitors, neighbours, suppliers, public sector organisations, associations, media, NGOs
G4-25	Basis for identification and selection of stakeholders	pp. 6–7 SR	–	Our stakeholders are internal or external groups of persons who are directly or indirectly impacted by our business activities or have the possibility to influence them.
G4-26	Approach to stakeholder engagement	pp. 6–7 SR	–	e.g. via the following dialogue forms: personal contact, trade fairs, staff meetings, dialogue through communities and citizens' action committees, EUROGATE website/ (social) media, membership in associations
G4-27	Key topics and concerns raised through stakeholder engagement	p. 7 SR	See also G4-21	The significant topics for our stakeholders identified in our materiality analysis have been included in the report.
<b>Report Profile</b>				
G4-28	Reporting period	p. 32 SR	–	2016 and the reference year 2015
G4-29	Date of most recent previous report (if any)	–	Not relevant, as first report	–
G4-30	Reporting cycle	p. 32 SR	–	Annual
G4-31	Contact point for questions regarding the report	p. 33 SR	–	E-mail: sustainability@eurogate.eu
G4-32	"In accordance" option chosen	pp. 2, 32 SR	–	"Core" option
G4-33	External assurance for the report	p. 32 SR	–	The report has not been externally assured; however, it was prepared in cooperation with an auditing firm appointed by us.

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General Standard Disclosures		References	Explanatory Notes	Overview 2016
<b>Governance</b>				
G4-34	Governance structure and accountability for sustainability	p. 6 SR	-	Depending on the topic, our material sustainability Aspects are managed centrally in our holding company or decentrally in the subsidiaries.
<b>Ethics and Integrity</b>				
G4-56	Values, principles and norms of behaviour	p. 14 SR	-	EUROGATE's values are anchored in a code of conduct.

Specific Standard Disclosures		References	Explanatory Notes	Overview 2016
<b>Category: Economic</b>				
<b>Economic Performance</b>				
G4-DMA	Management Approach	pp. 12-13 SR	-	Performance controlling, regular meetings, performance improvement management, risk management
G4-EC1	Direct economic value generated and distributed	p. 12 SR Consolidated income statement FS	The presentation format was chosen to achieve better comparability. Further information available on request.	Use of value added (€428 m): 77% employees 15% shareholders 2% public sector 6% creditor institutions
<b>Indirect Economic Impacts</b>				
G4-DMA	Management Approach	pp. 4-9, 12-15 SR	There is currently no specific or systematic Management Approach for this Aspect.	-
G4-EC8	Significant indirect economic impacts	pp. 12-15 SR	Further information available on request.	-

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Specific Standard Disclosures	References	Explanatory Notes	Overview 2016
<b>Business Continuity</b>			
G4-DMA Management Approach	pp. 13–14 SR	Our business continuity management system is currently being implemented.	Business continuity management system
<b>IT Security</b>			
G4-DMA Management Approach	pp. 10–11, 14 SR	–	IT security strategy, security officer, continuous monitoring of the IT infrastructure and data streams, awareness training
<b>Innovation</b>			
G4-DMA Management Approach	pp. 13, 15 SR	–	Performance improvement management, suggestion scheme
<b>Category: Environmental</b>			
<b>Energy (Consumption of Resources)</b>			
G4-DMA Management Approach	pp. 26–29 SR	–	DIN EN ISO 50001 energy management system, environmental strategy, energy policy
G4-EN3 Energy consumption within the organisation	p. 29 SR	The breakdown by type of energy currently cannot be systematically and consistently evaluated at Group level.	437.1 GWh total energy consumption <ul style="list-style-type: none"> <li>• 424.0 GWh from non-renewable energy sources</li> <li>• 13.1 GWh from renewable energy sources</li> </ul>
G4-EN5 Energy intensity	p. 29 SR	The types of energy included in the intensity ratio are: electricity, diesel, petrol, LPG, LNG, gas, heating, heating oil, wind, PV and wood.	164% reduction in energy intensity (kWh per container handled) since 2008
<b>Emissions</b>			
G4-DMA Management Approach	pp. 26–29 SR	–	DIN EN ISO 50001 energy management system, environmental strategy, energy policy

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Specific Standard Disclosures	References	Explanatory Notes	Overview 2016
G4-EN15 Direct greenhouse gas emissions (Scope 1)	pp. 29, 32 SR	Biogenic CO <sub>2</sub> emissions arise at EUROGATE from the combustion of wood. These emissions are not included, however (on the assumption that the biomass absorbs the same amount of CO <sub>2</sub> during growth as it produces during combustion) (source: DEFRA).	88.5 kt direct CO <sub>2</sub> emissions
G4-EN16 Indirect greenhouse gas emissions (Scope 2)	pp. 29, 32 SR	Calculated on the basis of conversion factors from electricity providers.	27.0 kt indirect CO <sub>2</sub> emissions
G4-EN18 Greenhouse gas emissions intensity	pp. 29, 32 SR	Included greenhouse gas emissions: Scope 1 and 2	24.6% reduction in the intensity of CO <sub>2</sub> emissions (kg per container handled) since 2008
<b>Products and Services</b>			
G4-DMA Management Approach	p. 31 SR	There is currently no specific or systematic Management Approach for this Aspect. The material environmental impacts resource consumption and noise are considered separately with their own Management Approach (and Indicator).	
G4-EN27 Extent of impact mitigation of environmental impacts of products and services	pp. 28–31 SR	–	Own (renewable) energy generation, DIN EN ISO 50001 energy management system, recycling of paper, introduction of reusable drinking mugs
<b>Noise Emissions</b>			
G4-DMA Management Approach	p. 31 SR	–	Permanent measuring stations in Hamburg and Bremerhaven, compliance with thresholds prescribed by law or the respective authorities

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Specific Standard Disclosures	References	Explanatory Notes	Overview 2016
<b>Category: Social</b>			
<b>Employment</b>			
G4-DMA Management Approach	p. 20 SR	-	Managed by HR department
G4-LA1 New employee hires and employee turnover	p. 21 SR	Further information available on request.	2.4% new hires 3.3% employee turnover
<b>Occupational Health and Safety</b>			
G4-DMA Management Approach	pp. 22–23 SR	-	Guidelines and work procedures, monitoring risk situations and work-related injuries, occupational health committees, employee training, Safety Days and Health Days, health management
G4-LA6 Rates of injury, work-related fatalities and absenteeism	p. 22 SR	The following disclosures currently cannot be systematically and consistently evaluated at Group level: <ul style="list-style-type: none"> <li>• Nature of injuries</li> <li>• Injury rate</li> <li>• Occupational diseases</li> <li>• Lost day rate</li> <li>• Breakdown by gender</li> </ul>	277 reportable injuries (incl. on the way to and from work) 0 fatalities 9.2% absentee rate
<b>Training and Education</b>			
G4-DMA Management Approach	p. 21 SR	-	Managed by HR department
G4-LA9 Average hours of training	p. 21 SR	Training hours broken down by gender and employee category currently cannot be systematically and consistently evaluated at Group level. Alternatively, the number of trainees is reported.	60 vocational trainees <ul style="list-style-type: none"> <li>• 41 in technical/industrial occupations</li> <li>• 19 in commercial occupations</li> </ul>

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Specific Standard Disclosures	References	Explanatory Notes	Overview 2016
<b>Anti-corruption</b>			
G4-DMA Management Approach	p. 14 SR	Our compliance management system is currently being implemented.	Compliance management system, compliance guideline, code of conduct, anti-corruption guideline
G4-SO4 Communication and training on anti-corruption policies and procedures	p. 14 SR	Code of conduct and anti-corruption guideline came into force on 1 January 2017.	Training is to take place from 2017.
G4-SO5 Confirmed incidents of corruption and actions taken	pp. 14–15 SR	–	No known incidents
<b>Anti-competitive Behaviour</b>			
G4-DMA Management Approach	p. 14 SR	Our compliance management system is currently being implemented.	Compliance management system, compliance guideline, code of conduct, anti-corruption guideline
G4-SO7 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	pp. 14–15 SR	–	No pending or known legal actions

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