

## G3 Content Index

### STANDARD DISCLOSURES PART I: Profile Disclosures

#### 1. Strategy and Analysis

Profile Disclosure	Description	Cross-Reference	Reason for Omission/ Further explanation
1.1	Statement from the most senior decision-maker of the organization	Page 4-5	
1.2	Description of key impacts, risks, and opportunities.	Page 6, 10, 11	

#### 2. Organizational Profile

Profile Disclosure	Description	Cross-Reference	Reason for Omission/ Further explanation
2.1	Name of the organization.	Page 1	
2.2	Primary brands, products, and/or services.	Page 6	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Page 7-9	
2.4	Location of organization's headquarters.	Page 7	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Page 6-7	
2.6	Nature of ownership and legal form.	Page 6	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Page 6	
2.8	Scale of the reporting organization.	Page 6	
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Page 6	
2.10	Awards received in the reporting period.	Page 18, 33	

#### 3. Report Parameters

Profile Disclosure	Description	Cross-Reference	Reason for Omission/ Further explanation
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Inside cover	
3.2	Date of most recent previous report (if any).	Inside cover	
3.3	Reporting cycle (annual, biennial, etc.)	Inside cover	
3.4	Contact point for questions regarding the report or its contents.	Page 55	
3.5	Process for defining report content.	Inside cover, 10, 11, CR report 2008 page 7	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Page 53	
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Page 52, 53 and this table	

3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Page 52	
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Page 52-54 and this table	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Page 52, 53	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Page 52, 53	
3.12	Table identifying the location of the Standard Disclosures in the report.	www.redevco.com	
3.13	Policy and current practice with regard to seeking external assurance for the report.	Page 54	

#### 4. Governance, Commitments, and Engagement

Profile Disclosure	Description	Cross-Reference	Reason for Omission/ Further explanation
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Page 8	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	No he is not	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Redevco has a two-tier system / None	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Page 44, 49	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Yes	
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Business Integrity Policy and separate department for conflicts of interest page 29, CR report 2008 page 35	

4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Page 8, 9, 44	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Page 28, 29, 46, 47, CR report 2008 page 35	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Page 8, 46, 49, CR report 2008 35 Internal ICRM procedures	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Page 8, 9 Our Corporate Economic performance is evaluated on a long and short-term base once a year. Social and environmental performance is in development.	
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Internal procedures ICRM and risk mng. Key risks and controls are built in. Including Business Integrity Policy CR report 2008 page 35.	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Page 10-11, 15, 17, 23 , 33, 35, 37, 39, 47	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Page 33, 34, 47, 51	
4.14	List of stakeholder groups engaged by the organization.	Page 9, 42	
4.15	Basis for identification and selection of stakeholders with whom to engage.	Page 42, CR report 2008 page 14	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Page 42-51 (per chapter description of a stakeholder)	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Page 42- 51 (per chapter description of a stakeholder)	

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs).

G3 DMA	Description	Cross-Reference	Reason for Omission/ Further explanation
	Disclosure on Management Approach EC	Page 10, 11: every issue is described here	
	Disclosure on Management Approach EN	Energy/emissions/transport: page 13-16 Water: page 20-22 Materials: page 36-38 Biodiversity: page 36 Products & Services: page 6 Compliance: page 4-5, 9, 28 Overall: page 8, 9	
	Disclosure on Management Approach LA	Employment: page 43, Labour/ Management-Relations: page 43, 44 Occupational Health and Safety: page 45 Training and Education: page 45 Diversity and Equal Opportunity: page 43	
	Disclosure on Management Approach HR	Investment and Procurement Practices: page 46, 47, 49 Non-discrimination: page 28, 29 Freedom of Association and Collective Bargaining: no overall collective bargaining agreement: we are too small. It is allowed and available on local country level. Abolition of Child Labour: not applicable as we are mainly an office organisation Prevention of Forced and Compulsory Labour: not applicable as office organisation. Complaints and Grievance Practices: page 29 Security Practices: not applicable as we are an office organisation Indigenous Rights. Business Integrity Policy (BIP) See CR report 2008 page 35	Regarding supply chain, our suppliers have to comply with local regulations regarding H&S, security and labour conditions.
	Disclosure on Management Approach SO	Community: Page 30-35, 50, 51 Corruption: BIP see CR report 2008 page 35 Public Policy: BIP see CR report 2008 page 35 Anti-Competitive Behaviour: BIP (last years' report) page 34 Compliance: page 4, 5, 9, 28 and BIP (page 35 CR report 2008)	
	Disclosure on Management Approach PR	Customer Health and Safety: BIP (page 35 CR report 2008) Product and Service Labelling: page 46 Marketing/Communications: page 42 Customer Privacy: page 46 Compliance: page 46, 48	

## STANDARD DISCLOSURES PART III: Performance Indicators

Economic			
Performance Indicator	Description	Cross-Reference	Reason for Omission/ Further explanation
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Donations/community: page 30, 34	Not allowed to disclose as we are a private company. No payments to governments are made, see BIP
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Page 6, 10, 11, 18	
EC3	Coverage of the organization's defined benefit plan obligations.	For the NL <a href="http://www.provisin.nl">www.provisin.nl</a> Differs per country	This question is included in our HIRCM procedures
EC4	Significant financial assistance received from government.		Not allowed We do not accept payments from governments
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.		Not available We pay more than minimum wage
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.		Not available
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.		Not available
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Page 24, 25, 33, 34, 50, 51	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Page 5, 6, 10, 11	
Environmental			
Performance Indicator	Description	Cross-Reference	Reason for Omission/ Further explanation
EN1	Materials used by weight or volume.		Not applicable
EN2	Percentage of materials used that are recycled input materials.		Not available On country level recycling takes place but no overall percentage available.
EN3	Direct energy consumption by primary energy source.	Page 13 -18, 54	
EN4	Indirect energy consumption by primary source.	Page 54	
EN5	Energy saved due to conservation and efficiency improvements.	Page 14, 16	

EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Page 14, 16	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Page 14-16, 17	
EN8	Total water withdrawal by source.	Page 21	
EN9	Water sources significantly affected by withdrawal of water.	Page 20, 21	
EN10	Percentage and total volume of water recycled and reused.		Not available
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		Not available
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Page 36, 40	
EN13	Habitats protected or restored.	Page 36	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Page 41	
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.		Not applicable
EN16	Total direct and indirect greenhouse gas emissions by weight.	Page 17, 54	
EN17	Other relevant indirect greenhouse gas emissions by weight.	Page 17, 54	
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Page 14	
EN19	Emissions of ozone-depleting substances by weight.		Not available
EN20	NOx, SOx, and other significant air emissions by type and weight.		Not available
EN21	Total water discharge by quality and destination.		Not available
EN22	Total weight of waste by type and disposal method.		Not available
EN23	Total number and volume of significant spills.		Not applicable
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.		Not applicable
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.		Not available

EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Page 6, 46, 47	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.		Not applicable
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.		Not available
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.		Not available
EN30	Total environmental protection expenditures and investments by type.		Not available

### Social: Labor Practices and Decent Work

Performance Indicator	Description	Cross-Reference	Reason for Omission/ Further explanation
LA1	Total workforce by employment type, employment contract, and region.	Page 43, <a href="http://www.redevco.com">www.redevco.com</a>	
LA2	Total number and rate of employee turnover by age group, gender, and region.	Page 43	Turnover rate not mentioned
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	No overall collective bargaining agreement: we are too small. It is allowed and available on local country level.	Not available No distinction is made between type of employee
LA4	Percentage of employees covered by collective bargaining agreements.	No overall collective bargaining agreement: we are too small. It is allowed and available on local country level.	Not available
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Differs per region in general 3 months	
LA6	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.		Not applicable Per office 1-2 people
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.		Not allowed Not disclosed
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.		Not available
LA9	Health and safety topics covered in formal agreements with trade unions.		Not applicable
LA10	Average hours of training per year per employee by employee category.	Hours not available, budget is available page 45	Not available

LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Page 44-45	
LA12	Percentage of employees receiving regular performance and career development reviews.		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Page 8, 43	
LA14	Ratio of basic salary of men to women by employee category.		Not available

**Social: Human Rights**

Performance Indicator	Description	Cross-Reference	Reason for Omission/ Further explanation
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.		Not material Buildings acquired are in general already existing.
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.		Not available
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.		Not available
HR4	Total number of incidents of discrimination and actions taken.	See quote page 29	
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	See BIP CR report 2008 page 35	Not applicable
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	See BIP CR report 2008 page 35	Not applicable
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.		Not applicable
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.		Not applicable
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Page 29	Not material and not applicable

### Social: Society

Performance Indicator	Description	Cross-Reference	Reason for Omission/ Further explanation
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	Page 32-34, 50-51	
SO2	Percentage and total number of business units analyzed for risks related to corruption.		Not available
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.		Not available
SO4	Actions taken in response to incidents of corruption.		Not available
SO5	Public policy positions and participation in public policy development and lobbying.	Page 32-33, 51	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.		Not applicable
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.		Not available
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		Not available

### Social: Product Responsibility

Performance Indicator	Description	Cross-Reference	Reason for Omission/ Further explanation
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.		Not available
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.		Not available
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.		Not available
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.		Not available
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Page 42, 46-47	

PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Page 28-29	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.		Not applicable
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.		Not applicable
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.		Not applicable