

14. GRI Index

Our reporting is prepared in accordance with the “Core” option of the G4 Sustainability Reporting Guidelines drawn up by the Global Reporting Initiative (GRI). The following table includes all sustainability indicators to be listed according to the G4 “Core” option as well as further sustainability indicators reported by us. It sets out where they are presented within the Covestro Annual Report and the supplementary sustainability information.

All the check-marked ✓ statements in the report and thus most of the quantitative, specific standard disclosures listed in section 14.2 were audited by PricewaterhouseCoopers AG Wirtschaftsprüfungsgesellschaft. More information on this audit can be found in the audit report [on p. 50 et seqq.].

14.1. General Standard Disclosures

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GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
STRATEGY AND ANALYSIS				
G4-1	CEO statement	Letter to Stockholders / p. 8 et seqq.		
ORGANIZATIONAL PROFILE				
G4-3	Name of the organization	Section 1 Structure / p. 54 et seqq.		
G4-4	Primary brands, products, services	Section 1 Structure / p. 54 et seqq.		
G4-5	Headquarter of the organization	Section 1 Structure / p. 54 et seqq.		
G4-6	Countries of operation	Section 1 Structure / p. 54 et seqq.		
G4-7	Ownership and legal form	Section 1 Structure / p. 54 et seqq.		
G4-8	Markets served	Section 1 Structure / p. 54 et seqq.		
G4-9	Scale of the organization	Section 1 Structure / p. 54 et seqq.; section 13 Business Development / p. 76 et seqq.; section 17 Net Assets / p. 89 et seqq.; section 5 Employees / p. 62 et seqq.		
G4-10	Workforce	Section 5 Employees / p. 62 et seqq.	Section 5 Employees / p. 18 et seqq.	
G4-11	Collective bargaining agreements		Section 5 Employees / p. 21	
G4-12	Supply chain	Section 6 Procurement / p. 65 et seqq.	Section 6 Procurement / p. 22	
G4-13	Significant changes in the organization during the reporting period	Section 1 Structure / p. 54 et seqq.	Section 7 Production / p. 24	

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
G4-14	Precautionary approach	Section 9 Product Stewardship / p. 69 et seqq.		
G4-15	Endorsement of externally developed standards, principles or initiatives	Section 3 Management / p. 58 et seqq.		
G4-16	Memberships		Section 3 Sustainability Management / p. 8 et seqq.	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	Organizational entities	Annex / p. 138 et seqq.		
G4-18	Process for defining the report content and the Aspect Boundaries		Section 3 Sustainability Management / p. 11 et seqq.	
G4-19	Material Aspects	Section 3 Management / p. 58 et seqq.	Section 3 Sustainability Management / p. 11 et seqq.	
G4-20	Aspect Boundaries within the organization		Section 3 Sustainability Management / p. 11 et seqq.	
G4-21	Aspect Boundaries outside the organization		Section 3 Sustainability Management / p. 11 et seqq.	
G4-22	Restatements		Section 3 Sustainability Management / p. 11	
G4-23	Significant changes in Aspects		Section 3 Sustainability Management / p. 11	

STAKEHOLDER ENGAGEMENT

G4-24	Relevant stakeholder groups	Section 3 Management / p. 58 et seqq.	Section 3 Sustainability Management / p. 7 et seqq.	
G4-25	Identification and selection of stakeholders		Section 3 Sustainability Management / p. 7	
G4-26	Approach to stakeholder engagement		Section 3 Sustainability Management / p. 7	
G4-27	Key topics and concerns raised		Section 3 Sustainability Management / p. 7 et seqq.	

REPORT PROFILE

G4-28	Reporting period		Section 1 Reporting Structure / p. 4	
G4-29	Previous report		Section 1 Reporting Structure / p. 4	
G4-30	Reporting cycle		Section 1 Reporting Structure / p. 4	
G4-31	Contact details	Publishing Information / p. 217	Publishing Information / p. 52	

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
G4-32	"In accordance" option, GRI Content Index, Reference to the External Assurance Report	Report of Independent Auditors of the Consolidated Financial Statements / p. 201 et seqq.	Section 1 Reporting Structure / p. 4; Independent Practitioner's Limited Assurance Report / p. 50 et seqq.	
G4-33	External assurance	Report of Independent Auditors of the Consolidated Financial Statements / p. 201 et seqq.	Section 1 Reporting Structure / p. 4; Independent Practitioner's Limited Assurance Report / p. 50 et seqq.	
GOVERNANCE				
G4-34	Governance structure	Section 23 Governance / p. 116 et seqq; section 3 Management / p. 58 et seqq.		
G4-35	Process for delegating authority	Section 23 Governance / p. 116 et seqq; section 3 Management / p. 58 et seqq.		
G4-36	Executive-level responsibility	Section 23 Governance / p. 116 et seqq; section 3 Management / p. 58 et seqq.		
G4-38	Composition of highest governance body	Section 23 Governance / p. 116 et seqq.		
G4-39	Chair of highest governance body	Section 23 Governance / p. 116 et seqq.		
G4-40	Nomination and selection processes for highest governance body	Section 23 Governance / p. 116 et seqq.		
G4-41	Conflicts of interest	Section 23 Governance / p. 116 et seqq.		
G4-42	Role of highest governance body in development and approval of the organization's strategy	Section 23 Governance / p. 116 et seqq.		
G4-48	Highest position that approves the sustainability report			CEO
G4-51	Remuneration policies for highest governance body and senior executives	Section 25 Compensation Report / p.121 et seqq; section 5 Employees / p. 62 et seqq.		

GENERAL STANDARD DISCLOSURES

General Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
ETHICS AND INTEGRITY				
G4-56	Codes of conduct and codes of ethics	Section 2 Strategy / p. 56 et seqq.; section 3 Management / p. 58 et seqq.; section 23 Governance / p. 116 et seqq.; section 24 Compliance / p. 120	Section 2 Strategy / p. 5; section 13 Compliance / p. 38	
G4-57	Mechanisms for seeking advice on ethical and lawful behavior	Section 24 Compliance / p. 120	Section 13 Compliance / p. 38	
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior	Section 24 Compliance / p. 120	Section 13 Compliance / p. 38	

14.2 Specific Standard Disclosures

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
CATEGORY: ECONOMIC				
MATERIAL ASPECT: ECONOMIC PERFORMANCE				
G4-DMA	Disclosure on management approach		Section 3 Sustainability Management / p. 16	
G4-EC1	Direct economic value generated and distributed		Section 3 Sustainability Management / p. 16	
MATERIAL ASPECT: PROCUREMENT PRACTICES				
G4-DMA	Disclosure on management approach	Section 6 Procurement / p. 65 et seqq.	Section 3 Sustainability Management / p. 15	
G4-EC9	Proportion of spending on local suppliers at significant locations of operation		Section 6 Procurement / p. 22	
CATEGORY: ENVIRONMENTAL				
MATERIAL ASPECT: ENERGY				
G4-DMA	Disclosure on management approach	Section 2 Strategy / p. 56 et seqq.; section 3 Management / p. 58 et seqq.; section 11 Environmental Protection / p. 73 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 3 Sustainability Management / p. 13; section 11 Environmental Protection / p. 30 et seqq.	

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
G4-EN3	Energy consumption within the organization	Section 11 Environmental Protection / p. 73 et seqq.	Section 11 Environmental Protection / p. 30 et seqq.	
G4-EN5	Energy intensity	Section 11 Environmental Protection / p. 73 et seqq.	Section 11 Environmental Protection / p. 30 et seqq.	
G4-EN6	Reduction of energy consumption		Section 11 Environmental Protection / p. 30 et seqq.	
MATERIAL ASPECT: WATER				
G4-DMA	Disclosure on management approach	Section 3 Management / p. 58 et seqq.; section 11 Environmental Protection / p. 73 et seqq.	Section 3 Sustainability Management / p. 13; section 11 Environmental Protection / p. 33	
G4-EN8	Total water withdrawal by source		Section 11 Environmental Protection / p. 33	
G4-EN10	Percentage and total volume of water recycled and reused		Section 11 Environmental Protection / p. 33	
MATERIAL ASPECT: EMISSIONS				
G4-DMA	Disclosure on management approach	Section 2 Strategy / p. 56 et seqq.; section 3 Management / p. 58 et seqq.; section 11 Environmental Protection / p. 73 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 3 Sustainability Management / p. 14; section 11 Environmental Protection / p. 30 et seqq.	
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)		Section 11 Environmental Protection / p. 32	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)		Section 11 Environmental Protection / p. 32	
G4-EN18	Greenhouse gas (GHG) emissions intensity		Section 11 Environmental Protection / p. 32	Disclosure as CO ₂ -equivalent of specific GHG
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Section 11 Environmental Protection / p. 73 et seqq.	Section 11 Environmental Protection / p. 32	
G4-EN21	NO _x , SO _x , and other significant air emissions		Section 11 Environmental Protection / p. 32	

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
MATERIAL ASPECT: EFFLUENTS AND WASTE				
G4-DMA	Disclosure on management approach	Section 3 Management / p. 58 et seqq.; section 11 Environmental Protection / p. 73 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 3 Sustainability Management / p. 14	
G4-EN23	Total weight of waste by type and disposal method		Section 11 Environmental Protection / p. 35	
MATERIAL ASPECT: COMPLIANCE				
G4-DMA	Disclosure on management approach	Section 11 Environmental Protection / p. 73 et seqq.; section 24 Compliance / p. 120	Section 13 Compliance / p. 38	
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	(-)	(-)	In 2016, no significant administrative or court-ordered sanctions (fines, non-monetary sanctions) for non-compliance with environmental laws and regulations were reported through internal reporting.
MATERIAL ASPECT: TRANSPORT				
G4-DMA	Disclosure on management approach	Section 10 Safety / p. 71 et seqq.	Section 10 Safety / p. 28	
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Section 10 Safety / p. 71 et seqq.	Section 10 Safety / p. 28	
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT				
G4-DMA	Disclosure on management approach	Section 6 Procurement / p. 65 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 6 Procurement / p. 22	
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Section 6 Procurement / p. 65 et seqq.	Section 6 Procurement / p. 22 et seqq.	

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
CATEGORY: SOCIAL				
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK				
MATERIAL ASPECT: EMPLOYMENT				
G4-DMA	Disclosure on management approach	Section 2 Strategy / p. 56 et seqq.; section 5 Employees / p. 62 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 3 Sustainability Management / p. 13 et seqq.; section 5 Employees / p. 18 et seqq.	
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region		Section 5 Employees / p. 20	
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY				
G4-DMA	Disclosure on management approach	Section 2 Strategy / p. 56 et seqq.; section 10 Safety / p. 71 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 3 Sustainability Management / p. 13; section 10 Safety / p. 27	
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Section 10 Safety / p. 71 et seqq.	Section 10 Safety / p. 27	A breakdown by gender is not recorded for reasons of data protection.
MATERIAL ASPECT: TRAINING AND EDUCATION				
G4-DMA	Disclosure on management approach	Section 5 Employees / p. 62 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 3 Sustainability Management / p. 13 et seqq.; section 5 Employees / p. 18 et seqq.	
G4-LA10	Programs for skills management and lifelong learning	Section 5 Employees / p. 62 et seqq.	Section 5 Employees / p. 20	
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY				
G4-DMA	Disclosure on management approach	Section 5 Employees / p. 62 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 5 Employees / p. 18	

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
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	Section 5 Employees / p. 62 et seqq.; section 23 Governance / p. 116 et seqq.	Section 5 Employees / p. 18	Minority group membership is not recorded for legal reasons.
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES				
G4-DMA	Disclosure on management approach	Section 6 Procurement / p. 65 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 3 Sustainability Management / p. 15; section 6 Procurement / p. 22 et seqq.	
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	Section 6 Procurement / p. 65 et seqq.	Section 6 Procurement / p. 22	
SUB-CATEGORY: HUMAN RIGHTS				
MATERIAL ASPECT: NON-DISCRIMINATION				
G4-DMA	Disclosure on management approach	Section 5 Employees / p. 62 et seqq.; section 24 Compliance / p. 120	Section 5 Employees / p. 18; section 13 Compliance / p. 38	
G4-HR3	Total number of incidents of discrimination and corrective actions taken	(–)	(–)	For reasons of confidentiality, we do not make statements concerning the type and scope of the incidents reported.
MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
G4-DMA	Disclosure on management approach	Section 5 Employees / p. 62 et seqq.; section 6 Procurement / p. 65 et seqq.; section 24 Compliance / p. 120	Section 5 Employees / p. 18; section 6 Procurement / p. 22; section 13 Compliance / p. 38	
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 to support these rights	Section 5 Employees / p. 62 et seqq.; section 6 Procurement / p. 65 et seqq.; section 24 Compliance / p. 120	Section 5 Employees / p. 18; section 6 Procurement / p. 22; section 13 Compliance / p. 38	In 2016, no significant cases were reported using formal grievance mechanisms. There was no high risk exposure in 2016 to the sites as the local heads of HR and the local managing directors are required by internal rules to maintain a regular exchange of information with unions and employee representatives.

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT				
G4-DMA	Disclosure on management approach	Section 6 Procurement / p. 65 et seqq.	Section 3 Sustainability Management / p. 15; section 6 Procurement / p. 22	
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Section 6 Procurement / p. 65 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 6 Procurement / p. 22 et seqq.	
MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS				
G4-DMA	Disclosure on management approach	Section 5 Employees / p. 62 et seqq.; section 6 Procurement / p. 65 et seqq.; section 24 Compliance / p. 120	Section 13 Compliance / p. 38	
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	(-)	(-)	For reasons of confidentiality, we do not make statements concerning the type and scope of the grievances reported.
SUB-CATEGORY: SOCIETY				
MATERIAL ASPECT: ANTI-CORRUPTION				
G4-DMA	Disclosure on management approach	Section 24 Compliance / p. 120	Section 13 Compliance / p. 38	
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified		Section 13 Compliance / p. 38	
MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOR				
G4-DMA	Disclosure on management approach	Section 24 Compliance / p. 120	Section 13 Compliance / p. 38	
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	(-)	(-)	No actions were reported through internal reporting in 2016.
MATERIAL ASPECT: COMPLIANCE				
G4-DMA	Disclosure on management approach	Section 24 Compliance / p. 120	Section 13 Compliance / p. 38	

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	(-)	(-)	In 2016, no significant administrative or court-ordered sanctions (fines, non-monetary sanctions) for non-compliance with laws and regulations were reported through internal reporting.
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY				
G4-DMA	Disclosure on management approach	Section 6 Procurement / p. 65 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.	Section 3 Sustainability Management / p. 15; section 6 Procurement / p. 22	
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Section 6 Procurement / p. 65 et seqq.	Section 6 Procurement / p. 22 et seqq.	
SUB-CATEGORY: PRODUCT RESPONSIBILITY				
MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY				
G4-DMA	Disclosure on management approach	Section 9 Product Stewardship / p. 69 et seqq.; section 21 Opportunities and Risks Report / p. 99 et seqq.; section 24 Compliance / p. 120	Section 3 Sustainability Management / p. 12; section 9 Product Stewardship / p. 26; section 13 Compliance / p. 38	
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes		Section 9 Product Stewardship / p. 26	In 2016, no significant incidents were reported through internal reporting.
MATERIAL ASPECT: PRODUCT AND SERVICE LABELING				
G4-DMA	Disclosure on management approach	Section 9 Product Stewardship / p. 69 et seqq.	Section 3 Sustainability Management / p. 12; section 9 Product Stewardship / p. 26	

SPECIFIC STANDARD DISCLOSURES

Specific Standard Disclosures	Standard Disclosure Title	Section / page in the Covestro Annual Report 2016	Section / page in the Covestro GRI Supplementary Report 2016	Comment
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 products and service categories subject to such information requirements	Section 9 Product Stewardship / p. 69 et seqq.		
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes		Section 9 Product Stewardship / p. 26	In 2016, no significant incidents were reported through internal reporting.
MATERIAL ASPECT: MARKETING COMMUNICATIONS				
G4-DMA	Disclosure on management approach	Section 9 Product Stewardship / p. 69 et seqq.	Section 3 Sustainability Management / p. 12; section 9 Product Stewardship / p. 26	
G4-PR6	Sale of banned or disputed products	Section 9 Product Stewardship / p. 69 et seqq.	Section 9 Product Stewardship / p. 26	
MATERIAL ASPECT: COMPLIANCE				
G4-DMA	Disclosure on management approach	Section 9 Product Stewardship / p. 69 et seqq.; section 24 Compliance / p. 120	Section 3 Sustainability Management / p. 12; section 13 Compliance / p. 38	
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	(-)	(-)	In 2016, no significant administrative or court-ordered sanctions (fines, non-monetary sanctions) for non-compliance with laws and regulations concerning the provision and use of products and services were reported through internal reporting.