

2019 GRI content index including the 10 principles of the UN Global Compact (UNGC)

The following table is based on Deutsche Post DHL Group's material topics (page 28). The aim is to enhance readability and ensure that topics can be located easily. The Sustainability Report 2019 has been prepared in accordance with GRI Standards (core option). For the first time we have mapped the relevant SDGs to the GRI indicators. In parallel, this table serves as the UNGC communication on progress.

GRI Content Index and UN Global Compact Communication on Progress

UNGC Principle	GRI Standard	General Disclosures	Page number(s) and/or URL(s)	Omission
	GRI 102	Organizational profile		
		102-1 Name of the organization	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-2 Activities, brands, products, and services	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=13	
		102-3 Location of headquarters	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=13	
		102-4 Location of operations	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=13	
		102-5 Ownership and legal form	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=13	
		102-6 Markets served	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=13	
		102-7 Scale of the organization	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=13	
		102-8 Information on employees and other workers		We report share of part-time employees, and FTEs temporary workers (external workforce), gender by region and divisions
6		102-9 Supply chain	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=28 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=26 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/investors/documents/annual-reports/DPDHL-2019-Annual-Report.pdf#page=114	A regional split is not available
		102-10 Significant changes to the organization and its supply chain	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/investors/documents/annual-reports/DPDHL-2019-Annual-Report.pdf#page=7	
		102-11 Precautionary Principle or approach	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-12 External initiatives	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=16	
		102-13 Membership of associations	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=16 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/investors/documents/annual-reports/DPDHL-list-of-shareholdings-2019-12-31.pdf	
		Strategy		
		102-14 Statement from senior decision-maker	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=3	
		Ethics and integrity		
		102-16 Values, principles, standards, and norms of behavior	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=21	
		Governance		
		102-18 Governance structure	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=17	
		Stakeholder engagement		
		102-40 List of stakeholder groups	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=15	
		102-41 Collective bargaining agreements	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=32	
		102-42 Identifying and selecting stakeholders	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=15	
		102-43 Approach to stakeholder engagement	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=15	
		102-44 Key topics and concerns raised	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=15	
		Reporting practice		
		102-45 Entities included in the consolidated financial statements	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-46 Defining report content and topic Boundaries	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-47 List of material topics	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=15	
		102-48 Restatements of information	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-49 Changes in reporting	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-50 Reporting period	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-51 Date of most recent report	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=58	
		102-52 Reporting cycle	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-53 Contact point for questions regarding the report	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=58	
		102-54 Claims of reporting in accordance with the GRI Standards	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=5	
		102-55 GRI content index	https://www.dpdhl.com/en/responsibility/corporate-responsibility-report.html	

Material Topics			
10	Anti-corruption		
10	GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=24 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=24 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=24
10	GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=25
300 series (Environmental topics)			
7, 8, 9	Emissions		
7, 8, 9	GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=43
7, 8, 9	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions 305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=43 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=43 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=43 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=54 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=54 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=54 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=45 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=45
pages 43 - 45			
6	Occupational Health and Safety		
6	GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=36 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=36 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=36
6	GRI 403: Occupational Health and Safety	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=53
Training and Education			
	GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=28 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=28 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=28
	GRI 404: Training and Education	404-1 Average hours of training per year per employee	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=34
1, 2	Human Rights		
1, 2	GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=17 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=17 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=17
1, 2	GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=25
Trainings hours on human rights policies are part of the overall trainings hours			
	GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary 103-2 The management approach and its components 103-3 Evaluation of the management approach	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=25 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=25 https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=25
	GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/investors/documents/annual-reports/DPDHL-2019-Annual-Report.pdf#page=71
We report on risk and opportunities potentials.			

Deutsche Post DHL Group					
2019 SASB Disclosure Table					
Topic	Accounting metric	Category	Reference page	Comment	Code
GHG emissions	Gross global Scope 1 emissions	quantitative; metric tons CO ₂ e	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=54		TR-AF-110a.1
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion & analysis	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=45		TR-AF-110a.2
	Fuel consumed by (1) road transport, percentage (a) natural gas and (b) renewable, and (2) air transport, percentage (a) alternative and (b) sustainable	quantitative; gigajoules, %	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=53	Reported in million kWh	TR-AF-110a.3
Air quality	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , and (3) particulate matter (PM ₁₀)	quantitative, metric tons	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=53		TR-AF-120a.1
Labor Practices	Percentage of drivers classified as independent contractors	quantitative (%)	Not reported		TR-AF-310a.1
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	quantitative (€)	Not reported		TR-AF-310a.2
Employee Health & Safety	1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	quantitative (rate)	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=53	We report LTIFR per 200,000 hours	TR-AF-320a.1
Supply chain management	Percentage of carriers with BASIC percentiles above the FMCSA intervention threshold	quantitative (%)	Not reported	Not applicable	TR-AF-430a.1
	Total GHG footprint across transport modes (quantitative)	quantitative (metric tons, CO ₂ e- per ton km)	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=54		TR-AF-430a.2
Accident safety management	Management system: description of implementation & output	Discussion & analysis	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=36		TR-AF-540a.1
	No of aviation accidents	quantitative (Number)	Not reported	Not applicable	TR-AF-540a.2
	No of road accidents and incidents	quantitative (Number)	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=53	We only report no. of fatalities caused by road accidents	TR-AF-540a.3
	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	quantitative (Percentile)	Not reported		Not applicable
Further reporting metrics	Revenue ton kilometers (RTK) for: (1) road transport and (2) air transport	quantitative (RTK)	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=46	We report emission intensity per € revenue	TR-AF-000.A
	Load factor for: (1) road transport and (2) air transport	quantitative (Rate)	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf#page=46	We report emission intensity per € revenue	TR-AF-000.B
	Number of employees, number of truck drivers	quantitative (Number)	https://www.dpdhl.com/content/dam/dpdhl/en/media-center/responsibility/dpdhl-sustainability-report-2019.pdf	Truck drivers not reported as we do not record by job profile.	TR-AF-000.C