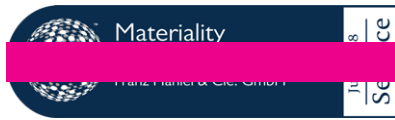


# GRI Content Index

## 2018



This report was prepared “in accordance” with the GRI Standards – “Core” option. It was submitted to the GRI Materiality Disclosure Service and GRI has confirmed the accuracy of the GRI Materiality Disclosures (GRI 102-40 – 102-49), that they are referenced correctly and can be easily found, and that the GRI Content Index (GRI 102-55) is included in the report.

Category	Aspects	Indicator	Description	References and Comments
General disclosures	Organizational profile	102-1	Name of the organization	Company <a href="#">[link]</a> ; Imprint <a href="#">[link]</a>
		102-2	Activities, brands, products, and services	Company <a href="#">[link]</a> ; Group structure and business models <a href="#">[link]</a>
		102-3	Location of headquarters	Company <a href="#">[link]</a> ; Imprint <a href="#">[link]</a> ; Contact <a href="#">[link]</a>
		102-4	Location of operations	Group structure and business models <a href="#">[link]</a>
		102-5	Ownership and legal form	Group structure and business models <a href="#">[link]</a>
		102-6	Markets served	Company <a href="#">[link]</a> ; Group structure and business models <a href="#">[link]</a>
		102-7	Scale of the organization	Group structure and business models <a href="#">[link]</a> ; Haniel Group: Revenue and earnings performance <a href="#">[link]</a>
		102-8	Information on employees and other workers	Haniel Group: Employees <a href="#">[link]</a> ; Responsibility for employees <a href="#">[link]</a>
		102-9	Supply chain	Other topics: CR in procurement <a href="#">[link]</a>
		102-10	Significant changes to the organization and its supply chain	Haniel Group: Revenue and earnings performance <a href="#">[link]</a> ; Scope of consolidation <a href="#">[link]</a>
		102-11	Precautionary Principle or approach	Report on opportunities and risks <a href="#">[link]</a>
		102-12	External initiatives	UN Global Compact progress report <a href="#">[link]</a> ; Integrating Corporate Values <a href="#">[link]</a>
				102-13
	Strategy	102-14	Statement from senior decision-maker	Letter from the chairman <a href="#">[link]</a>
	Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	Corporate Governance <a href="#">[link]</a> ; Integrating Corporate Values <a href="#">[link]</a>
	Governance	102-18	Governance structure	The Management Board <a href="#">[link]</a> ; The Supervisory Board <a href="#">[link]</a> ; CR management and organisation <a href="#">[link]</a>
	Stakeholder engagement	102-40	List of stakeholder groups	Stakeholder dialogue <a href="#">[link]</a>
		102-41	Collective bargaining agreements	Responsibility for employees <a href="#">[link]</a>
		102-42	Identifying and selecting stakeholders	Stakeholder dialogue <a href="#">[link]</a>
		102-43	Approach to stakeholder engagement	Stakeholder dialogue <a href="#">[link]</a>
		102-44	Key topics and concerns raised	Stakeholder dialogue <a href="#">[link]</a>
	Reporting practice	102-45	Entities included in the consolidated financial statements	Company <a href="#">[link]</a>
		102-46	Defining report content and topic Boundaries	Materiality analysis <a href="#">[link]</a> ; Stakeholder dialogue <a href="#">[link]</a>
		102-47	List of material topics	Materiality analysis <a href="#">[link]</a>
		102-48	Restatements of information	No new formulations relevant to the report
		102-49	Changes in reporting	The most recent materiality analysis identified new material topics for the Haniel Holding Company, replacing the action areas previously reported on by the Group (Employees, Value added Chain and Innovation). In 2018, the report ceased coverage of these topics. Since the Holding Company primarily contributes to the effects of the new material topics, the divisions are not necessarily included in the corresponding disclosures beginning in 2018.
		102-50	Reporting period	About the CR report <a href="#">[link]</a>
		102-51	Date of most recent report	About the CR report <a href="#">[link]</a>
		102-52	Reporting cycle	About the CR report <a href="#">[link]</a>

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Category	Aspects	Indicator	Description	References and Comments
		102-53	Contact point for questions regarding the report	About the CR report <a href="#">[link]</a>
		102-54	Claims of reporting in accordance with the GRI Standards	About the CR report <a href="#">[link]</a>
		102-55	GRI content index	About the CR report <a href="#">[link]</a>
		102-56	External assurance	About the CR report <a href="#">[link]</a>
<b>Management approach</b>		103-1	Explanation of the material topic and its Boundaries	The Divisions' Commitment to CR <a href="#">[link]</a> ; CR Considerations for Acquisitions <a href="#">[link]</a> ; Integrating Corporate Values <a href="#">[link]</a> ; Responsibility for Employees <a href="#">[link]</a>
		103-2	The management approach and its components	The Divisions' Commitment to CR <a href="#">[link]</a> ; CR Considerations for Acquisitions <a href="#">[link]</a> ; Integrating Corporate Values <a href="#">[link]</a> ; Responsibility for Employees <a href="#">[link]</a>
		103-3	Evaluation of the management approach	The Divisions' Commitment to CR <a href="#">[link]</a> ; CR Considerations for Acquisitions <a href="#">[link]</a> ; Integrating Corporate Values <a href="#">[link]</a> ; Responsibility for Employees <a href="#">[link]</a>
<b>Economic Topics</b>	<b>The Divisions' Commitment to CR</b>		Requirements placed on CR management and CR organisation at the divisions	The Divisions' Commitment to CR <a href="#">[link]</a>
	<b>Integrating Corporate Values</b>		Formulation and compliance with rules of conduct	Integrating Corporate Values <a href="#">[link]</a>
<b>Environmental Topics</b>	<b>CR Considerations for Acquisitions</b>		Review of acquisition targets from ecological perspective	CR Considerations for Acquisitions <a href="#">[link]</a>
<b>Social Topics</b>	<b>CR Considerations for Acquisitions</b>		Review of acquisition targets from social perspective	CR Considerations for Acquisitions <a href="#">[link]</a>
	<b>Responsibility for Employees</b>	404-1	Average hours of training per year per employee	Responsibility for Employees <a href="#">[link]</a>
		404-2	Programs for upgrading employee skills and transition assistance programs	Responsibility for Employees <a href="#">[link]</a>
			Additional measures to improve work-life balance	Responsibility for Employees <a href="#">[link]</a>