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thyssenkrupp provides continuous and fully integrated reporting on its sustainability performance in its annual report and on its corporate website, based a set of national and international standards like the Global Reporting Initiative (GRI), the UN Global Compact, Greenhouse Gas Protocol, Task Force on Climate-related Financial Disclosures (TCFD), International Integrated Reporting Council (IIRC), IFRS and others as well as applicable regulations like the German Commercial Code (HGB), the EU CSR Directive and the German Accounting Standards (DRS).









## General Standard Disclosures

	Indicator	Status	Link
Strategy and Analysis			
G4-1	Statement from the CEO	●	<a href="#">Letter to shareholders</a> <a href="#">Sustainability strategy and targets</a>
Organizational Profile			
G4-3	Name of the organization	●	<a href="#">Company</a>
G4-4	Primary brands, products, and/or services	●	<a href="#">Company</a> <a href="#">Products</a>
G4-5	Location of organization's headquarters	●	<a href="#">Company</a> <a href="#">Imprint</a>
G4-6	Countries where the organization operates	●	<a href="#">Company</a>
G4-7	Nature of ownership and legal form	●	<a href="#">Shareholder structure</a>
G4-8	Markets served	●	<a href="#">Company</a> <a href="#">Products</a> <a href="#">Key figures employees</a> <a href="#">Consolidated statement of income</a> <a href="#">Consolidated statement of cash flows</a>
G4-9	Scale of the reporting organization	●	<a href="#">Company</a> <a href="#">Products</a> <a href="#">Key figures employees</a> <a href="#">Annual Report</a>
G4-10	Number of employees	●	<a href="#">Key figures employees</a> <a href="#">Annual Report - Employees</a>
G4-11	Employees covered by collective bargaining agreements	●	<p>Close to 100% of the total workforce in Germany is covered by collective agreements. In addition employees worldwide are covered by an international framework agreement on labor conditions.</p> <a href="#">Responsible employer</a>
G4-12	Organization's supply chain	●	<p>As a diversified industrial, thyssenkrupp has several hundreds of thousands of suppliers from all around the world in hundreds of sectors.</p> <a href="#">Procurement</a>















G4-13	Significant changes		Annual Report
G4-14	Approach towards precautionary principle		Risk Report Sustainability strategy and targets
G4-15	Organization's subscription for economic, environmental and social charters, principles or other initiatives		Charter of Diversity Dialogue and Commitment World Steel Sustainable Development Charter
G4-16	Memberships in associations or international advocacy		Dialogue and Commitment
Identified material aspects and boundaries			
G4-17	Consolidated entities		Sustainability strategy and targets List of the Group's equity interests
G4-18	Process for defining report content and aspect boundaries		Sustainability strategy and targets
G4-19	Material aspects identified		Sustainability strategy and targets Dialogue and Commitment
G4-20	Boundaries of material aspects		Sustainability strategy and targets
G4-21	Boundaries outside the organization		Sustainability strategy and targets
G4-22	Restatements of information provided in previous reports		Sustainability strategy and targets
G4-23	Changes in scope and boundaries		Sustainability strategy and targets
Stakeholder Engagement			
G4-24	Stakeholder groups		Dialogue and Commitment
G4-25	Stakeholder identification		Dialogue and Commitment
G4-26	stakeholder engagement		Dialogue and Commitment
G4-27	Key topics and concerns of stakeholders		Sustainability strategy and targets Dialogue and Commitment
Report Profile			
G4-28	Reporting period		Sustainability strategy and targets
G4-29	Previous reports		Sustainability strategy and targets

G4-30	Reporting cycle		<a href="#">Sustainability strategy and targets</a>
G4-31	Contact point		<a href="#">Sustainability strategy and targets</a>
G4-32	GRI option and external assurance		<p>The integrated reporting of thyssenkrupp references to the GRI guidelines and includes the GRI Content Index. Orientation for referencing is the "in accordance – Core" option of the G4 reporting guidelines.</p> <p><a href="#">Independent Auditors' Report</a>  <a href="#">Sustainability strategy and targets</a>  <a href="#">Environment, climate and energy - Audit statement</a></p> <p>For viewing the Audit statement, click on the respective document to download on this page.</p>
G4-33	External assurance		<p><a href="#">Environment, climate and energy - Audit statement</a></p> <p>For viewing the Audit statement, click on the respective document to download on this page.</p>
Governance			
G4-34	Organization's governance structures		<p><a href="#">Company structure</a>  <a href="#">Sustainability strategy and targets</a>  <a href="#">Corporate governance</a></p>
Ethics and integrity			
G4-56	Values, principles, standards and norms of behavior		<p><a href="#">Company structure</a>  <a href="#">What we stand for</a>  <a href="#">Corporate governance</a>  <a href="#">Code of Conduct</a></p>

## Economic indicators













	Indicator	Status	Link
Aspect: Economic Performance			
DMA	Management approach		<a href="#">thyssenkrupp at a glance</a> <a href="#">Combined management report</a> <a href="#">Sustainability strategy and targets</a>
G4-EC1	Direct economic value generated and distributed		<a href="#">Annual Report</a>
G4-EC2	Risks and opportunities from climate change		<a href="#">Environment, climate and energy</a> <a href="#">Risk Report</a>
G4-EC3	Benefit plan obligations		<a href="#">Consolidated financial statements</a>
Aspect: Procurement Practices			
DMA	Management approach		<a href="#">Responsible procurement</a> <a href="#">Sustainability strategy and targets</a>
G4-EC9	Local suppliers		<a href="#">Procurement</a> <a href="#">Responsible procurement</a>

## Environmental indicators



	Indicator	Status	Link
Aspect: Materials			
DMA	Management approach		<a href="#">thyssenkrupp at a glance</a> <a href="#">Combined management report</a> <a href="#">Sustainability strategy and targets</a>
G4-EN1	Materials used		<a href="#">Annual Report</a>
Aspect: Energy			
DMA	Management approach		<a href="#">Environment, climate and energy</a> <a href="#">Sustainability strategy and targets</a>
G4-EN3	Energy consumption within the organization		<a href="#">Environment, climate and energy</a>
G4-EN4	Indirect Energy consumption		<a href="#">Environment, climate and energy</a>
G4-EN6	Reduction of energy consumption		<a href="#">Environment, climate and energy</a> <a href="#">Annual Report</a>
G4-EN7	Reduction in energy requirements of products and services		<a href="#">Environment, climate and energy</a> <a href="#">Innovation</a> <a href="#">Engineered Blog: High efficiency, big savings</a> <a href="#">Engineered Blog: 20 million tons less CO2</a>
Aspect: Water			
DMA	Management approach		<a href="#">Environment, climate and energy</a>
G4-EN8	Total water withdrawal		<a href="#">Environment, climate and energy</a>
G4-EN10	Water recycled and reused		<a href="#">Environment, climate and energy</a>
Aspect: Emissions			
DMA	Management approach		<a href="#">Environment, climate and energy</a> <a href="#">Sustainability strategy and targets</a>
G4-EN15	Direct Greenhouse Gas Emissions (Scope 1)		<a href="#">Environment, climate and energy</a>
G4-EN16	Indirect Greenhouse Gas Emissions from Energy (Scope 2)		<a href="#">Environment, climate and energy</a>
G4-EN17	Other Indirect Greenhouse Gas Emissions (Scope 3)		<a href="#">Environment, climate and energy</a>

G4-EN18	Greenhouse Gas Emissions Intensity	●	Environment, climate and energy
G4-EN19	Reduction of Greenhouse Gas Emissions	●	Annual Report Environment, climate and energy
G4-EN21	NOx, SOx and other significant air emissions	●	Environment, climate and energy
Aspect: Effluents and Waste			
DMA	Management approach	●	Environment, climate and energy
G4-EN22	Total water discharge	●	Environment, climate and energy
G4-EN23	Total waste	●	Environment, climate and energy
Aspect: Products and Services			
DMA	Management approach	●	Products Sustainability strategy and targets Innovation: Processes that conserves resources Environment, climate and energy
G4-EN27	Mitigation of environmental impacts of products and services	●	Innovation: Processes that conserves resources Environment, climate and energy
Aspect: Overall			
DMA	Management approach	●	Sustainability strategy and targets Environment, climate and energy
G4-EN31	Total environmental protection expenditures and investments	●	Annual Report
Aspect: Supplier Environmental Assessment			
DMA	Management approach	●	Sustainability strategy and targets Responsible Procurement
G4-EN32	New suppliers screened using environmental criteria	●	Responsible Procurement
G4-EN33	Significant negative environmental impacts in the supply chain and actions taken	●	Responsible Procurement



## Social indicators

	Indicator	Status	Link
Aspect: Employment			
DMA	Management approach		<a href="#">Sustainability strategy and targets</a> <a href="#">Responsible employer</a>
G4-LA1	New employee hires and employee turnover		<a href="#">Responsible employer</a> <a href="#">Employee figures</a>
Aspect: Labor/Management Relations			
DMA	Management approach		<a href="#">Responsible employer</a> <a href="#">Code of Conduct</a>
G4-LA4	Minimum notice periods regarding operational changes		Regarding minimum notice periods for significant operational changes, our group companies apply the local regulations. In addition, principles of EWC (European Works Council) agreement to inform the EWC about significant trans-international operational changes should be also applied. <a href="#">Responsible employer</a>
Aspect: Occupational Health and Safety			
DMA	Management approach		<a href="#">Occupational safety and health</a> <a href="#">Sustainability strategy and targets</a>
G4-LA6	Occupational diseases, lost days, and absenteeism, and fatalities		<a href="#">Occupational safety and health</a>
Aspect: Training and Education			
DMA	Management approach		<a href="#">Training, development &amp; talent management</a>
G4-LA9	Training per employee		<a href="#">Training, development &amp; talent management</a>
G4-LA10	Programs for skills management and lifelong learning		<a href="#">Training, development &amp; talent management</a>
G4-LA11	Regular performance and career development reviews		<a href="#">Training, development &amp; talent management</a>
Aspect: Diversity and Equal Opportunity			
DMA	Management approach		<a href="#">Sustainability strategy and targets</a> <a href="#">Diversity and Inclusion</a>
G4-LA12	Composition of governance bodies and workforce per indicator of diversity		<a href="#">Key figures employees</a> <a href="#">Corporate governance</a>


Aspect: Supplier Assessment for Labor Practices

DMA	Management approach		Sustainability strategy and targets Responsible procurement
G4-LA14	New suppliers screened using labor practices criteria		Responsible procurement



Aspect: Labor Practices Grievance Mechanisms

DMA	Management approach		Responsible employer
G4-LA16	Grievances about labor practices		Responsible employer Compliance



Aspect: Non-discrimination

DMA	Management approach		Responsible employer
G4-HR3	Incidents of discrimination and corrective actions taken		Compliance Submitting a report

Aspect: Freedom of Association and Collective Bargaining

DMA	Management approach		Responsible employer Code of Conduct
G4-HR4	Right to exercise freedom of association and collective bargaining and measures taken to support these rights		Responsible employer Responsible procurement











Aspect: Child Labor








DMA	Management approach		Code of Conduct Supplier Code of Conduct Sustainability Responsible procurement
G4-HR5	Significant risks for incidents of child labor, and measures taken		Code of Conduct Supplier Code of Conduct Responsible procurement Sustainability

Aspect: Forced or Compulsory Labor

DMA	Management approach		Code of Conduct Supplier Code of Conduct Sustainability Responsible procurement
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G4-HR6	Significant risk for incidents of forced or compulsory labor and measures taken		Code of Conduct Supplier Code of Conduct Sustainability Responsible procurement
Aspect: Supplier Human Rights Assessment			
DMA	Management approach		Responsible procurement Supplier Code of Conduct Sustainability strategy and targets
G4-HR10	New suppliers that were screened using human rights criteria		Responsible procurement Supplier Code of Conduct Sustainability strategy and targets
Aspect: Human Rights Grievance Mechanisms			
DMA	Management approach		Compliance Responsible employer
G4-HR12	Grievances about labor practices		Compliance Responsible employer
Aspect: Anti-corruption			
DMA	Management approach		Compliance Code of Conduct
G4-SO3	Operations assessed for risks related to corruption		Compliance Compliance program Audit reports
G4-SO4	Training on anti-corruption policies and procedures		Compliance program
G4-SO5	Confirmed incidents of corruption and actions taken		Compliance Submitting a report
Aspect: Public Policy			
DMA	Management approach		In our local community activities we consistently follow our high compliance standards. Therefore in Germany and worldwide, donations to political parties, to party-affiliated or party comparable organizations, to independently elected representatives and candidates for political mandates are generally inconsistent and inadmissible according to our values.  Code of Conduct Dialogue and Commitment

G4-S06	Political contributions		In our local community activities we consistently follow our high compliance standards. Therefore in Germany and worldwide, donations to political parties, to party-affiliated or party comparable organizations, to independently elected representatives and candidates for political mandates are generally inconsistent and inadmissible according to our values.  Code of Conduct Dialogue and Commitment
Aspect: Anti-competitive Behavior			
DMA	Management approach		Compliance
G4-S07	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		Compliance program
Aspect: Compliance (Law)			
DMA	Management approach		Compliance
G4-S08	Significant fines and non-monetary sanctions for non-compliance with laws and regulations		Compliance program
Aspect: Supplier Assessment for Impacts on Society			
DMA	Management approach		Sustainability strategy and targets Responsible procurement Supplier Code of Conduct
G4-S09	New suppliers screened using criteria for impacts on society		Responsible procurement Code of Conduct Supplier Code of Conduct