

GRI-INDEX

Statement of use	The RKW Group has reported the information cited in this GRI content index for the period January 1 - December 31, 2022 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	REFERENCE
GRI 2: General Disclosures	2-1 Organizational details	Preface, Company Profile, Governance
	2-2 Entities included in the organization's sustainability reporting	Key Figures, Company Profile
	2-3 Reporting period, frequency and contact point	Imprint
	2-4 Restatements of information	Climate Change - GHG Emissionen Scope 1&2
	2-6 Activities, value chain and other business relationships	Preface, Key Figures, Company Profile, Products & Markets, Circular Economy
	2-7 Employees	Preface, Key Figures, Company Profile
	2-8 Workers who are not employees	Safety - Safety of Contractors
	2-9 Governance structure and composition	Preface, Governance
	2-11 Chair of the highest governance body	Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance
	2-13 Delegation of responsibility for managing impacts	Governance
	2-14 Role of the highest governance body in sustainability reporting	Governance
	2-15 Conflicts of interest	Governance
	2-16 Communication of critical concerns	Governance
	2-22 Statement on sustainable development strategy	Sustainability at RKW, Company Profile
	2-23 Policy commitments	Governance
	2-24 Embedding policy commitments	Governance
	2-26 Mechanisms for seeking advice and raising concerns	Governance
	2-28 Membership associations	Memberships
	2-30 Collective bargaining agreements	Health & Working Conditions
GRI 3: Material Topics	3-1 Process to determine material topics	About the Report, Governance, Climate Change
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	Governance
	205-2 Communication and training about anti-corruption policies and procedures	Governance
	205-3 Confirmed incidents of corruption and actions taken	Governance There has been no incidents of corruption involving our organization, our employees, or involving contracts with business partners in the reporting period.
GRI 206: Anti-competitive Behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance
GRI 207: Tax	207-1 Approach to tax	The RKW Group is committed to comply with all tax regulations in all countries in which it operates.
GRI 302: Energy	302-1 Energy consumption within the organization	Energy Efficiency
	302-3 Energy intensity	Energy Efficiency
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Water Withdrawal, Zero Pellet Loss
	303-3 Water withdrawal	Water Withdrawal
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	GHG Emissions Scope 1+2
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions Scope 1+2
	305-4 GHG emissions intensity	GHG Emissions Scope 1+2
	305-5 Reduction of GHG emissions	GHG Emissions Scope 1+2
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	Circular Economy
	306-2 Management of significant waste-related impacts	Circular Economy
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health & Working Conditions
	401-3 Parental leave	Health & Working Conditions
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Safety
	403-3 Occupational health services	Safety, Health & Working Conditions
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety, Health & Working Conditions
	403-5 Worker training on occupational health and safety	Safety, Health & Working Conditions
	403-6 Promotion of worker health	Safety, Health & Working Conditions
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety, Health & Working Conditions
	403-8 Workers covered by an occupational health and safety management system	Safety, Health & Working Conditions
	403-9 Work-related injuries	Safety, Health & Working Conditions
	403-10 Work-related ill health	Safety, Health & Working Conditions
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Employees are offered a wide variety of learning and development opportunities
	404-2 Programs for upgrading employee skills and transition assistance programs	Health & Working Conditions, Equality, Diversity and Inclusion
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Equality, Diversity and Inclusion
GRI 415: Public Policy 2016	415-1 Political contributions	Not any