

GRI Content Index 2018



Information for the 2018 financial year was prepared on the basis of the GRI Standards Option “Core”.

General Disclosures

GRI Standard (2016)		Reference to reports* (page)/URL	Omission/comment
Organizational profile			
102-1	Name of the organization	Imprint (AR, 138)	
102-2	Activities, brands, products, and services	Technology partner for the digital transformation of companies (AR, 20) in the banking (AR, 4 ff), insurance (AR, 8 ff) and industry sector (AR, 14 ff), Business model (AR, 32 f), Business operations (AR, 33)	
102-3	Location of headquarters	Imprint (AR, 138)	
102-4	Location of operations	Business model (AR, 32), gft.com > company > about us > our locations Markets: Economic report > Revenue by country (AR, 38 ff)	
102-5	Ownership and legal form	Legal form: Corporate Governance (AR, 28); Shareholder structure: GFT in the capital market (AR, 22) gft.com > Investor Relations > Share > Shareholder Structure	
102-6	Markets served	Business operations (AR, 33)	
102-7	Scale of the organization	Number of employees: Key figures (AR, 139), Employees by country (AR, 45, 127); Group structure (AR, 32), Consolidated group (AR, 93) Net sales/Total capitalisation: Key figures (AR, 139), Revenue by country (AR, 38 f)	
102-8	Information on employees and other workers	gft.com/sustainability > Employees	
102-9	Supply chain		Mainly highly skilled IT freelancers to support our core business as well as services for business operations and investments in the IT infrastructure
102-10	Significant changes to the organization and its supply chain		No significant changes in the reporting period

GRI Standard (2016)		Reference to reports* (page)/URL	Omission/comment
102-11	Precautionary Principle or approach	Environment (NfR, 13 f)	No operation of production sites nor processing of raw materials; no risk of negative ecological effects by business model, services or business relationships
102-12	External initiatives	Commitment to the Universal Declaration of Human Rights (NfR, 12)	
102-13	Membership of associations	Memberships/Associations (NfR, 11 f)	
Strategy			
102-14	Statement from senior decision-maker	CEO statement www.gft.com/sustainability > Sustainability at GFT ; CFO statement www.gft.com/sustainability	
102-15	Key impacts, risks, and opportunities	Non-financial performance indicators (AR, 44 ff), Risk report (AR, 46 ff), Opportunity report (AR, 54 f), Forecast report (AR, 62 f), Main non-financial aspects and risks (NfR, 5)	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	Vision, mission, values: (NfR 2017, 4 ff), Anti-discrimination: success factor diversity (NfR, 8), Code of Conduct & Code of Ethics	
102-17	Mechanisms for advice and concerns about ethics	www.gft.com > Company > Corporate Governance > Compliance	
Governance			
102-18	Governance structure	Corporate Governance Report (AR, 28 ff)	
102-19	Delegating authority	www.gft.com/sustainability > Sustainability at GFT	
102-20	Executive-level responsibility for economic, environmental, and social topics	www.gft.com/sustainability > Sustainability at GFT	
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholders and fields of action: www.gft.com/sustainability > Sustainability at GFT	

GRI Standard (2016)	Reference to reports* (page)/URL	Omission/comment
102-22 Composition of the highest governance body and its committees	Administrative Board: Corporate Governance Report (AR, 29 f), Executive bodies of the parent company (AR, 127)	
102-23 Chair of the highest governance body	Chairman of the Administrative Board: gft.com > Company > About us > Administrative Board	
102-24 Nominating and selecting the highest governance body	Election by the Annual General Meeting: Corporate Governance Report (AR, 29) Objectives for the composition, independence, skills profile: Corporate Governance Report (AR, 29)	
102-25 Conflicts of interest	Conflicts of interest and their treatment: Administrative Board Report (AR, 26), Composition of the Administrative Board: s. 102-22, Independence: Corporate Governance Report (AR, 29)	
102-26 Role of highest governance body in setting purpose, values, and strategy	Management of the company, determination of its principles and their implementation (Corporate Governance Statement 2018 , 7)	
102-27 Collective knowledge of highest governance body	Training requirement in accordance with sec. 5.4.5 (2) GCGC, Skills profile of the Administrative Board: Corporate Governance Report (AR, 34)	
102-28 Evaluating the highest governance body's performance	Efficiency review in accordance with sec. 5.6 GCGC: Administrative Board Report (AR, 27)	
102-29 Identifying and managing economic, environmental, and social impacts	see 102-15, 102-27	
102-30 Effectiveness of risk management processes	Risk management (NfR, 4 f)	
102-31 Review of economic, environmental, and social topics	www.gft.com/sustainability > Sustainability at GFT	

GRI Standard (2016)	Reference to reports* (page)/URL	Omission/comment
102-32 Highest governance body's role in sustainability reporting	Administrative Board: examination of NfR acc. to Section 171 (1) sentence 4 German Stock Corporation Act (AktG) Managing Directors: reporting obligations acc. to sections 315b and 315c HAR in conjunction with sections 289c to 289e HAR	
102-33 Communicating critical concerns	Risk management system (AR, 46 f)	
102-34 Nature and total number of critical concerns		No incidents in the reporting period
102-35 Remuneration policies	Remuneration report (AR, 59 ff)	No published information on the remuneration system for managers
102-36 Process for determining remuneration	Basic salary + site-specific employer benefits (NfR, 7)	
102-37 Stakeholders' involvement in remuneration		Currently no standard Group-wide process
102-38 Annual total compensation ratio		No country-specific information is currently published
102-39 Percentage increase in annual total compensation ratio		No country-specific information is currently published
Stakeholder engagement		
102-40 List of stakeholder groups	Stakeholder groups (NfR, 4)	
102-41 Collective bargaining agreements	Worker co-determination (NfR 2017, 8)	At the 5 largest GFT Group companies (corresponding to 89% of the total workforce), working conditions are partly based on collective agreements and/or company agreements
102-42 Identifying and selecting stakeholders	Derived from business model: Integrated sustainability approach (NfR 2017, 4)	

GRI Standard (2016)	Reference to reports* (page)/URL	Omission/comment
102-43 Approach to stakeholder engagement	Employees: Employee survey as a management tool (NfR, 6), Feedback as a development opportunity (NfR 2017, 8), People driven (AR 2017, 16 –21), Non-financial performance indicators (AR, 44 f) Clients: Innovation management/Co-Innovation (AR, 18), Client-centric (AR 2017, 22 ff); Shareholders: GFT in the capital market (AR, 22 f), www.gft.com/ir	
102-44 Key topics and concerns raised	www.gft.com/sustainability > Sustainability at GFT	
Reporting practice		
102-45 Entities included in the consolidated financial statements	Consolidated group: Notes to the Consolidated Financial Statements (AR, 93)	
102-46 Defining report content and topic Boundaries	Identification of the main non-financial aspects and risks (NfR, 5)	
102-47 List of material topics	Non-financial aspects (NfR, 5), Stakeholders and fields of action: www.gft.com/sustainability > Sustainability at GFT	
102-48 Restatements of information		No changes in the reporting period
102-49 Changes in reporting		No changes in the reporting period
102-50 Reporting period	Financial year 2018 (NfR, 2)	
102-51 Date of most recent report	Note on the audit of the non-financial report (NfR, 16)	
102-52 Reporting cycle	Annual (NfR, 2)	Annual NfR acc. to section 289b HAR; GRI always in the following year
102-53 Contact point for questions regarding the report	www.gft.com/sustainability	
102-54 Claims of reporting in accordance with the GRI Standards		Prepared on the basis of the GRI Standards Option “Core”
102-55 GRI content index	www.gft.com/sustainability	
102-56 External assurance	Note on the auditing of the non-financial report by KPMG (NfR, 14 ff)	

Topic-specific Standards

Employees

GRI Standard (2016)		Reference to reports* (page)/URL	Omission/comment
Management Approach			
103-1	Explanation of the material topic and its Boundary	Value added (NfR, 3), Employee matters (NfR, 6 ff)	
103-2	The management approach and its components	HR strategy, HR organisation (NfR, 6)	
103-3	Evaluation of the management approach	Employee survey as a management tool (NfR, 6), Feedback as a development opportunity (NfR 2017, 8)	
Employment			
401-1	New employee hires and employee turnover		No disclosures were made on this in 2018
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		There are site-specific benefits; we do not distinguish between full-time and part-time employees
401-3	Parental leave	 Employees">gft.com/sustainability > Employees	
Labour/Management Relations			
402-1	Minimum notice periods regarding operational changes		Different national regulations; all legally prescribed deadlines are observed
Occupational Health and Safety			
403-1	Workers representation in formal joint management-worker health and safety committees		There is currently no standard Group-wide process; the national provisions are applied

GRI Standard (2016)	Reference to reports* (page)/URL	Omission/comment
403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	gft.com/sustainability > Employees	
403-3 Workers with high incidence or high risk of diseases related to their occupation		GFT develops software and as such this aspect is not material for us
403-4 Health and safety topics covered in formal agreements with trade unions		As the national provisions vary strongly, these issues are dealt with on a country-by-country basis
Training and Education		
404-1 Average hours of training per year per employee	gft.com/sustainability > Employees	A differentiation according to gender is not material for us
404-2 Programs for upgrading employee skills and transition assistance programs	Leadership programmes (NfR 2017, 10)	There are no specific programmes for transition assistance; appropriate support is provided in individual cases
404-3 Percentage of employees receiving regular performance and career development reviews	Performance Management Model (NfR, 6)	Formal coverage approx. 90% of employees
Diversity and Equal Opportunity		
405-1 Diversity of governance bodies and employees	Diversity concept for the Administrative Board and the Managing Directors: Corporate Governance Statement 2018 (for the GFT Group and GFT Technologies SE) Employees: success factor diversity (NfR, 8 f), Career model (NfR, 10 f), part-time employment (NfR, 8), Future opportunities for young people (NfR, 11)	

GRI Standard (2016)	Reference to reports* (page)/URL	Omission/comment
405-2 Ratio of basic salary and remuneration of women to men		A differentiation according to gender is not material for us
Non-discrimination		
406-1 Incidents of discrimination and corrective actions taken	Concept: see 102-16 (Values, principles, standards, and norms of behaviour)	No incidents were reported in 2018. In Spain, the largest national company, there is a structured process and training for employees; otherwise, country-specific regulations/procedures apply
Freedom of Association and Collective Bargaining		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		No incidents were reported in 2018

Environmental topics

GRI Standard (2016)	Reference to reports* (page)/URL	Omission/comment
Management Approach		
103-1 Explanation of the material topic and its Boundary	Power consumption, procurement, corporate environmental protection (NfR, 9)	
103-2 The management approach and its components	Environmental matters, environmental policy (NfR 9 f)	
103-3 Evaluation of the management approach		There is currently no Group-wide process
Energy		
302-1 Energy consumption within the organization	www.gft.com/sustainability > Environment	

Social Commitment

GRI Standard (2016)		Reference to reports* (page)/URL	Omission/comment
Management Approach			
103-1	Explanation of the material topic and its Boundary	Digital education, technology development, social projects, local engagement (NfR, 10)	
103-2	The management approach and its components	Social commitment (NfR, 10 ff)	
103-3	Evaluation of the management approach		There is currently no Group-wide process

Respect for Human Rights

GRI Standard (2016)		Reference to reports* (page)/URL	Omission/comment
Management Approach			
103-1	Explanation of the material topic and its Boundary	Employees, business partners (NfR, 12)	
103-2	The management approach and its components	Respect of human rights (NfR, 12)	
103-3	Evaluation of the management approach		There is currently no Group-wide process
Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments		No violations of human rights were identified during the reporting period

Compliance

GRI Standard (2016)	Reference to reports* (page)/URL	Omission/comment
Management Approach		
103-1	Explanation of the material topic and its Boundary	Legally compliant and ethically correct conduct (NfR, 13)
103-2	The management approach and its components	Compliance Management System (NfR, 13)
103-3	Evaluation of the management approach	Risk assessment (NfR, 13), whistle-blower system (NfR, 13), audit of new suppliers/business partners (NfR, 13)
Anti-corruption		
205-1	Operations assessed for risks related to corruption	With our compliance management system, we check all locations for corruption risks and train all relevant employees on a risk basis. We do not currently publish any figures
Anti-competitive Behaviour		
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	No investigations or proceedings were initiated against GFT by the antitrust authorities for violations of competition law or antitrust laws in the reporting period
Public Policy		
415-1	Political contributions	No financial or material political contributions were made during the reporting period
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	As GFT is active in the B2B segment and does not carry out classical order data processing, this aspect is not material for us

*AR = Annual Report (financial year 2018), NfR = Non-financial Report (financial year 2018)

