

GRI INDEX 2016

GRI CHAPTER	GRI INDICATORS	LEVEL OF FULFILLMENT	PLACE FOUND & COMMENT
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GENERAL STANDARD SPECIFICATIONS

STRATEGY AND ANALYSIS			
G4-1	Statement from the most senior decision-maker at the organization	Completely fulfilled	Foreword by Felix Eichhorn / PDF p. 3
G4-2	Description of the most important effects, risks and opportunities	Completely fulfilled*	Materiality analysis / PDF p. 13 / GRI index*
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	Completely fulfilled	Sustainable economizing / PDF p. 7, Imprint
G4-4	Most significant brands/ products/services	Completely fulfilled	Sustainable economizing / PDF p. 7
G4-5	Headquarters of the organization	Completely fulfilled	Sustainable economizing / PDF p. 7, Imprint
G4-6	Number of countries in which the organization is active and names of the countries in which main places of operation are located or those which are especially relevant for the sustainability topics covered in the report	Completely fulfilled	Sustainable economizing / PDF p. 7, 8
G4-7	Ownership structure and legal form	Completely fulfilled	Sustainable economizing / PDF p. 37
G4-8	Markets served (including a breakdown by region, industries covered and customer structure)	Completely fulfilled	Sustainable economizing / PDF p. 7
G4-9	Size of the reporting organization	Completely fulfilled	Sustainable economizing / PDF p. 7, 8, 9
G4-10	Number of employees, broken down by employment contract, type of employment, position and gender, as well as mention of significant fluctuations with regard to the number of employees (turnover)	Completely fulfilled	Foreword by Felix Eichhorn / AIDA in figures / GRI index / PDF p. 3, 34, 47
G4-11	Percentage of all employees covered by collective agreements	Completely fulfilled	GRI index; All employees
G4-12	Supply chain of the organization	Completely fulfilled*	Sustainable economizing / PDF p. 9 / GRI index*

G4-13	Significant changes to the size, structure, ownership status and supply chain during the reporting period	Completely fulfilled	Foreword by Felix Eichhorn / Sustainable economizing / PDF p. 3
G4-14	Explanation of whether and how the organization considers the supply approach/supply principle, obligation to external initiatives	Completely fulfilled	Our sustainability strategy / Successful operations through systems / PDF p. 3, 4, 7, 9, 10, 11
G4-15	Externally developed economic, ecological and social agreements, principles or other initiatives signed or approved by the organization or those with which it is affiliated	Completely fulfilled	Successful operations through systems / PDF p. 9, 10
G4-16	Membership in associations (e.g. industry associations) or national/international interest groups	Completely fulfilled	Networks / PDF p. 26

KEY ASPECTS AND SCOPE

G4-17	Organizational structure, including the main departments, the various subsidiary places of operation and joint ventures	Completely fulfilled	Sustainable economizing / PDF Imprint
G4-18	Procedure for determining the contents of the report	Completely fulfilled*	About this report / PDF p. 4 / GRI index*
G4-19	List of key aspects	Completely fulfilled	Foreword by Felix Eichhorn / Materiality analysis
G4-20	Inward delimitation, specification of special restrictions of the scope or the limit to the report (e.g. places of operation, departments, leased factories, subsidiaries etc.)	Completely fulfilled*	About this report / GRI index*
G4-21	Outward delimitation, specification of special restrictions of the scope or the limit to the report (e.g. countries, subsidiaries, joint ventures, suppliers etc.)	Completely fulfilled*	About this report / GRI index*
G4-22	Effects of the new presentation of information from old reports and reason why the information was presented again (e.g. fusions/takeovers, new reference years/periods, business type and measurement methods)	Completely fulfilled	Foreword by Felix Eichhorn / Sustainable economizing / AIDA in figures / PDF p. 3, 46, 47
G4-23	Significant changes to the scope, reporting boundaries or measurement methods used in comparison to earlier reporting periods	Completely fulfilled	About this report / Sustainable economizing / AIDA in figures / PDF p. 3, 46, 47

STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups involved in the organization	Completely fulfilled	Dialog / Networks / PDF p. 26
G4-25	Basis for the selection of stakeholders to be involved	Completely fulfilled*	Dialog / GRI index*
G4-26	Approaches for involving stakeholders, including the frequency of involvement, differentiated by type and stakeholder group	Completely fulfilled*	Dialog / Dialog online / PDF p. 26, 28 / Index*
G4-27	Important questions and concerns raised by the involvement of stakeholders and specifications on how the organization has responded to these questions and concerns, including within the scope of their reporting	Completely fulfilled*	Dialog / GRI Index*
REPORT PROFILE			
G4-28	Reporting period (e.g. financial year/calendar year) for the information contained in the report	Completely fulfilled	About this report / AIDA in figures / PDF p. 3, 46
G4-29	Publication of the most recent report, if available	Completely fulfilled	Continuity
G4-30	Reporting cycle (e.g. annual/semi-annual)	Completely fulfilled	About this report / Dialog / Continuity
G4-31	Contact partner for questions on the report and its contents	Completely fulfilled	Dialog / PDF Imprint
G4-32	GRI index, which specifies the location (in the form of a table) in the report at which the standard specifications are included, matching option	Completely fulfilled	GRI Index
G4-33	Guidelines and the current practice with regard to confirmation of the report by external third parties	Completely fulfilled	GRI index; no detailed auditing by external third party according to AA 1000

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CORPORATE GOVERNANCE

CORPORATE GOVERNANCE			
G4-34	Corporate governance structure of the organization, including committees under the highest governing body responsible for certain tasks, such as the development of strategies and oversight of the organization	Completely fulfilled*	Sustainable economizing / GRI index*
G4-35	Exposition of the delegation process of powers of attorney of the management team to the senior management and other employees with regard to economic, ecological and social matters	Partially fulfilled	Sustainable economizing / PDF p. 13
G4-36	Report on company positioning by the management team or responsible bodies with regard to economic, ecological and social matters	Completely fulfilled	Foreword by Felix Eichhorn / Dialog / PDF p. 3, 26
G4-37	Mechanisms for owners of shares and for employees for addressing the highest governing body regarding recommendations and instructions	Completely fulfilled	Dialog / PDF p. 26
G4-38	For organizations without a supervisory board: Specification of the number of employees of the highest governing body who are independent or not a member of the management team	Completely fulfilled*	Sustainable economizing / GRI index*
G4-39	Specification on whether the president of the highest governing body is simultaneously the managing director	Completely fulfilled*	Sustainable economizing / GRI index*
G4-40	Approach for determining the qualifications and experience of members of the highest governing body so as to direct the strategy of the organization in the areas of business, environment and society	Completely fulfilled*	Members of the highest governing body are selected based on their qualifications in this function / GRI index*
G4-41	Existing mechanisms with which the highest governing body can ensure that conflicts of interest are avoided	Completely fulfilled*	Employee recruitment / GRI index*

G4-44	Procedure for evaluating the highest governing body itself, especially regarding economic, ecological and social performance	Completely fulfilled*	There is an annual budget which includes economic, ecological and social goals / GRI index*
G4-45	Procedure with which the highest governing body monitors how the organization determines and directs the economic, ecological and social performance, including relevant risks and opportunities, as well as compliance with internationally agreed-upon standards, rules of conduct and principles	Completely fulfilled*	Successful operations through systems / PDF p. 11, 13 / GRI index*
G4-47	Frequency of review by the highest governing body	Completely fulfilled*	Sustainable economizing / GRI index*
G4-48	The position that checks the SB reporting, approves it and ensures that the key aspects are taken into account	Completely fulfilled	GRI index

ETHICS AND INTEGRITY

G4-56	Internally developed guidelines, internal code of conduct and principles important for the economic, ecological and social performance of the organization, as well as the manner in which they are implemented	Completely fulfilled	Our sustainability strategy / AIDA as an employer / Corporate culture / Employee development / Dialog / PDF p.11
G4-57	Internal and external procedures, seeking advice on ethical and legally compliant conduct and on questions of integrity of the organization (such as crises and consulting services)	Partially fulfilled	Corporate culture / PDF p. 11
G4-58	Procedure for reporting concerns with regard to ethically indefensible or unlawful conduct and matters of integrity, such as escalation by line management, mechanisms for handling grievances and hotlines	Partially fulfilled	Corporate culture / PDF p. 11

*) See in this regard also the information consolidated in the sustainability report of Carnival Corporation & plc (<http://carnivalsustainability.com>).

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ECONOMIC PERFORMANCE INDICATORS

DMA-EC			
G4-DMA	Specifications on the economic approach of the management team	Completely fulfilled	Our sustainability strategy / PDF p. 4
ECONOMIC PERFORMANCE			
G4-EC1	Directly created and distributed economic value, including income, operating costs, employee salaries, donations and other investments in the community, retained earnings and payments to investors and public bodies/ authorities	Completely fulfilled	Sustainable economizing
G4-EC2	Financial consequences of climate change for the activities of the organization and other risks and opportunities associated with climate change	Partially fulfilled	Sustainable economizing
G4-EC3	Coverage of obligations of the organization from the performance-oriented pension plan (liabilities, established funds, contribution of the employee)	Partially fulfilled	AIDA as an employer / Work-life balance / PDF p. 34, 35
INDIRECT ECONOMIC EFFECTS			
G4-EC7	Development and effects of investment in the infrastructure and services made primarily in the public interest, be it through commercial commitment, material benefits or pro bono work	Completely fulfilled*	Innovative technology / Travelling with awareness / PDF p. 15-18 / GRI index*
G4-EC8	Understanding and description of the type and scope of significant indirect economic effects	Completely fulfilled*	Travelling with awareness / Sustainable economizing / PDF p. 7 -9 / GRI index*

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ENVIRONMENTAL PERFORMANCE INDICATORS

DMA-EN			
G4-DMA	Specifications on the environmental approach of the management team	Completely fulfilled	Our sustainability strategy / Established practice / Innovative technology / PDF p. 4, 10
ENERGY			
G4-EN1	Materials used, by weight and volume	Partially fulfilled	Established practice / AIDA in figures / PDF p. 46
G4-EN2	Proportion of recycled materials in overall material use	Partially fulfilled	AIDA in figures / PDF p. 46
G4-EN3	Energy consumption within the organization (=direct), broken down by primary energy sources	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN4	Indirect energy consumption outside the organization, broken down by primary energy sources	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN5	Energy consumption rate	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN6	Through environmentally conscious use and increasing the efficiency of saved energy	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN7	Reduction in the energy demand for products and services	Completely fulfilled	AIDA in figures / PDF p. 46
WATER			
G4-EN8	Overall water extraction by source	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN9	Water sources significantly affected by the extraction of water	Completely fulfilled	AIDA in figures / PDF p. 46
BIODIVERSITY			
G4-EN11	Location and size of owned, leased or managed premises in or adjacent to protected areas or areas with high biodiversity outside protected areas	Completely fulfilled	GRI index; None
G4-EN12	Description of the significant effects of activities, products and services on biodiversity in protected areas and in areas with high biodiversity outside protected areas	Partially fulfilled	Innovative technology / PDF p. 23
G4-EN13	Protected or restored natural habitats	Completely fulfilled	GRI index; None

EMISSIONS			
G4-EN15	Direct, energy-based greenhouse gas emissions (scope 1)	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN16	Indirect, energy-based greenhouse gas emissions (scope 2)	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN17	Other indirect emissions (scope 3)	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN18	Emission rate with regard to greenhouse gases	Completely fulfilled	AIDA in figures / PDF p. 19, 46
G4-EN19	Initiatives to reduce the emission of greenhouse gases and achieved results	Completely fulfilled	Climate-conscious cruise / Established practice / Innovative technology / Travelling with awareness / AIDA in figures / PDF p. 15-19, 46
G4-EN20	Emission of ozone-depleting substances by weight	Completely fulfilled	Innovative technology
G4-EN21	NOX, SOX and other significant airborne emissions by type and weight	Partially fulfilled	AIDA in figures / PDF p. 46
WASTE WATER AND WASTE			
G4-EN22	Overall waste water discharge by quality and discharge location	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN23	Overall weight of waste by type and disposal method	Completely fulfilled	AIDA in figures / PDF p. 46
G4-EN24	Overall number and volume of significant pollutants	Completely fulfilled	GRI index; None

PRODUCTS AND SERVICES			
G4-EN27	Initiatives for minimizing the environmental effects of products and services and the extent of their effects	Completely fulfilled	Our sustainability strategy / Established practice / Travelling with awareness / PDF p. 12, 15-24
EINHALTUNG VON UMWELTVORSCHRIFTEN			
G4-EN29	Monetary value of significant fines and overall number of non-monetary penalties due to non-compliance with regulations of environmental laws	Completely fulfilled	GRI index; None in the reporting period
TRANSPORTATION			
G4-EN30	Significant environmental effects caused by the transportation of products and other goods and materials used for business activities of the organization, as well as by the transportation of employees	Partially fulfilled	Established practice / PDF p. 42
EVALUATION OF SUPPLIERS WITH REGARD TO THE ENVIRONMENT			
G4-EN32	New suppliers reviewed using ecological criteria	Partially fulfilled*	Established practice / GRI index*
COMPLAINT PROCEDURE WITH REGARD TO ECOLOGICAL ASPECTS			
G4-EN34	Number of complaints with regard to ecological effects submitted, processed and resolved via formal complaint procedures	Completely fulfilled	GRI index; We report on the parent company, no formal complaint procedures during reporting period

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SOCIAL PERFORMANCE INDICATORS: WORK PRACTICES AND DECENT EMPLOYMENT

DMA-LA			
G4-DMA	Specifications on the management team's approach to work practices and employment	Completely fulfilled	Our sustainability strategy / Successful operations through systems / PDF p. 4, 9, 11
EMPLOYMENT			
G4-LA1	Overall number and rate of newly recruited employees and staff turnover by gender and region	Completely fulfilled	AIDA in figures / PDF p. 43, 47
G4-LA2	Operational performance guaranteed only to full-time employees and not to employees with a fixed-term employment contract or part-time workers, broken down by major area of activity	Completely fulfilled*	AIDA as an employer / Corporate culture / Work-life balance / PDF p. 34, 35 / GRI index*
G4-LA3	Return rate and remain rate after parental leave by gender	Completely fulfilled	Employee benefits
EMPLOYER-EMPLOYEE RELATIONSHIP			
G4-LA4	Notification period(s) with regard to significant company agreements, including the information on whether this period was specified in collective agreements	Completely fulfilled*	We maintain an open communication policy. This includes the active exchange of information and experience, as well as our open door policy: The management team and executive staff always have an ear to lend for employee concerns. Through the "WE" employee newspaper and AIDA's intranet, as well as the fortnightly newsletter, we provide information to our employees on all news in the world of AIDA / GRI index*
WORK SAFETY AND HEALTH PROTECTION			
G4-LA5	Percentage of the overall employment base represented in work safety committees, which monitor the work protection programs and provide consultation on them	Completely fulfilled	GRI index; Up to 25 percent of AIDA employees on board and on land are represented in work safety committees on the ship and location levels. They are consulted on questions regarding safety equipment, Basic and advanced training, complaint mechanisms and goal creation.
G4-LA6	Injuries, work-related illnesses, days lost and absences, as well as the total number of work-related deaths by region	Completely fulfilled	AIDA in figures / PDF p. 47

BASIC AND ADVANCED TRAINING			
G4-LA9	Average annual number of hours of Basic and advanced training of employees per employee and employee category	Completely fulfilled	Basic and advanced training / AIDA in figures / PDF p. 37, 47
G4-LA10	Programs for knowledge management and life-long learning which promote the employability of employees and help them advance in their career	Partially fulfilled	Corporate culture / Basic and advanced training / PDF p. 37, 38, 40
G4-LA11	Percentage of employees who receive regular performance evaluations and development planning	Completely fulfilled	AIDA values
DIVERSITY AND EQUAL OPPORTUNITY			
G4-LA12	Composition of governing bodies and classification of employees by employee category in relation to gender and age group	Partially fulfilled	AIDA in figures / PDF p. 47
EVALUATION OF SUPPLIERS WITH REGARD TO SOCIAL ASPECTS			
G4-LA14	Percentage of new suppliers reviewed using criteria with regard to work practices	Partially fulfilled	Established practice / Code of conduct and ethics
COMPLAINT PROCEDURE WITH REGARD TO WORK PRACTICES			
G4-LA16	Number of complaints with regard to work practices submitted and resolved using formal procedures	Completely fulfilled	Corporate culture / GRI index; We report on the parent company; no formal complaint procedures during reporting period

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SOCIAL PERFORMANCE INDICATORS: HUMAN RIGHTS

DMA-HR			
G4-DMA	Specifications on the human rights approach of the management team	Completely fulfilled	Corporate culture / PDF p. 30, 40
INVESTMENTS			
G4-HR1	Overall number and percentage of significant investment agreements and contracts containing human rights clauses or which were checked with regard to human rights aspects	Partially fulfilled	Code of conduct and ethics / AIDA in figures / PDF p. 43
G4-HR2	Total number of hours the employees were trained in the area of company guidelines and procedural instructions of the organization regarding human rights aspects and which are significant for business activity, as well as the percentage of trained employees of the overall employment base	Partially fulfilled	Corporate culture
EQUAL TREATMENT, CHILD LABOR, FORCED AND COMPULSORY LABOR			
G4-HR3	Overall number of incidents of discrimination and measures taken	Completely fulfilled	Corporate culture; None reported
G4-HR4	Identified business activities / business locations and suppliers where the freedom of association or right to collective bargaining was infringed upon or could have been severely jeopardized, as well as measures taken to protect these rights	Completely fulfilled*	AIDA as an employer / Code of conduct and ethics / GRI index*
G4-HR5	Identified business activities where there is a risk of child labor and measures taken to abolish child labor	Completely fulfilled	AIDA as an employer / Code of conduct and ethics / PDF p. 10
G4-HR6	Identified business activities where there is a considerable risk of forced or compulsory labor and measures taken to abolish forced or compulsory labor	Completely fulfilled	AIDA as an employer / Code of conduct and ethics / PDF p. 10

SECURITY PRACTICES

G4-HR7	Percentage of the security personnel trained with regard to the guidelines and procedural instructions regarding human rights aspects relevant for business activities	Partially fulfilled	Successful operations through systems / AIDA as an employer / Basic and advanced training / Safety & Security / PDF p. 10; All employees are trained on the code of business conduct and ethics and required to comply with it.
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RIGHTS OF INDIGENOUS PEOPLES

G4-HR8	Overall number of incidents where the rights of indigenous peoples were infringed upon and measures taken	Completely fulfilled	GRI index; No incidents
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EVALUATION OF SUPPLIERS WITH REGARD TO HUMAN RIGHTS

G4-HR10	Percentage of new suppliers and contractors checked with regard to human rights aspects and measures taken	Partially fulfilled	Established practice / Code of conduct and ethics
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COMPLAINT PROCEDURE WITH REGARD TO HUMAN RIGHTS

G4-HR12	Number of complaints with regard to human rights submitted and resolved using formal procedures	Completely fulfilled	GRI index; We report on the parent company; No formal complaint procedures during reporting period
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SOCIAL PERFORMANCE INDICATORS: SOCIETY

DMA-SO			
G4-DMA	Specifications on the societal approach of the management team	Partially fulfilled	Our sustainability strategy / Share achievements / Achieving objectives / PDF p. 4, 5, 9, 30
LOCAL COMMUNITIES			
G4-SO1	Type, scope and effectiveness of every program and procedure which evaluates and regulates the effect of business activity on the community, including the start, execution and end of the business activity in a municipality or area	Completely fulfilled*	Established practice / Sustainable economizing / PDF p. 8, 20, 24 / GRI index*
G4-SO2	Activity with actual and potential effects on local communities	Partially fulfilled	Travelling with awareness / PDF p. 24
CORRUPTION			
G4-SO3	Identified business activities with regard to corruption risk	Completely fulfilled	GRI index; Monitoring and compliance with the code of business conduct and ethics. Execution of risk assessment together with the parent company with regard to corruption risk. Definition of measures and checks.
G4-SO4	Information and training on guidelines and procedures for fighting corruption	Partially fulfilled	Corporate culture / Sustainable economizing
G4-SO5	Cases of corruption and measures taken	Completely fulfilled	GRI index; No incidents
ANTI-COMPETITIVE CONDUCT			
G4-SO7	Number of procedures based on anti-competitive conduct or cartel/monopoly formation	Completely fulfilled	GRI index; No incidents
COMPLIANCE WITH THE LAW			
G4-SO8	Value of fines and number of non-monetary penalties due to non-compliance with laws and regulations	Completely fulfilled	GRI index; No significant incidents
COMPLAINT PROCEDURE WITH REGARD TO SOCIETY			
G4-SO11	Number of complaints with regard to society submitted and resolved using formal procedures	Completely fulfilled	GRI index; No incidents

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SOCIAL PERFORMANCE INDICATORS: PRODUCT STEWARDSHIP

DMA-PR			
G4-DMA	Specifications on the product stewardship approach of the management team	Completely fulfilled	About this report / Established practice / Employee recruitment / Safety & Security / Sustainable economizing / Achieving objectives / PDF p. 3-5, 7, 11, 12, 27-29, 33,
CUSTOMER HEALTH AND SAFETY			
G4-PR1	Essential product and service categories whose impacts on health and safety are examined to identify potential areas of improvement	Completely fulfilled	Established practice / Innovative technology / Special requirements / Safety & Security / PDF p. 27, 29
G4-PR2	Incidents of non-compliance with regulations and rules of conduct in relation to health and safety, presented by consequences	Completely fulfilled	GRI index; No incidents
IDENTIFICATION AND PRODUCTS/SERVICES			
G4-PR3	Type of information on products and services, percentage of products and services that carry such labels	Partially fulfilled	Established practice / Service / Special requirements / Guest satisfaction / Travelling with awareness / PDF p. 29
G4-PR4	Number of cases of non-compliance with regulations or rules of conduct, presented by consequences	Completely fulfilled	GRI Index; no incidents
G4-PR5	Results of surveys on customer satisfaction	Partially fulfilled	Guest satisfaction / AIDA in figures / PDF p. 27, 47
MARKETING AND ADVERTISING			
G4-PR6	Sale of prohibited and controversial products, markets, handling concerns	Partially fulfilled	Established practice / Travelling with awareness / PDF p. 13, 20, 24
G4-PR7	Number of cases of non-compliance with regulations or rules of conduct with regard to advertising, incl. advertisements, sales promotion and sponsoring, presented by consequence	Partially fulfilled	GRI index; No incidents

PROTECTION OF PRIVACY

G4-PR8	Number of well-founded complaints with regard to the protection of privacy and data protection infringement	Partially fulfilled	Service / PDF p. 43
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COMPLIANCE WITH REGULATIONS OF THE LAW

G4-PR9	Monetary value of the fines due to non-compliance with regulations or laws with regard to the provision and use of products and services	Completely fulfilled	GRI index; None
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