

# GRI Index AIDA cares 2019

GRI SRS	GRI SRS DISCLOSURES	LEVEL OF FULFILLMENT	PLACE FOUND & COMMENT
<b>GRI 102: GENERAL DISCLOSURE</b>			
<b>ORGANIZATIONAL PROFILE</b>			
102-1	Name of the organization	Completely fulfilled	The AIDA Cruises company
102-2	Activities, brands, products, and services	Completely fulfilled	The AIDA Cruises company, Message from Felix Eichhorn / PDF p. 3, The driving force in the cruise industry / PDF p. 8, New offers for more sustainability / PDF p. 13
102-3	Location of headquarters	Completely fulfilled	Waste prevention / PDF p. 30, AIDA Academy / PDF p. 63, The AIDA Cruises company
102-4	Location of operations	Completely fulfilled	The driving force in the cruise industry / PDF p. 8, The AIDA Cruises company
102-5	Ownership and legal form	Completely fulfilled	Our corporate culture: sharing achievements / PDF p. 47, E-Learning and training courses Our corporate culture: sharing achievements / PDF p. 63, The AIDA Cruises company
102-6	Markets served	Completely fulfilled	Message from Felix Eichhorn / PDF p. 3, Growth with responsibility / PDF p. 8
102-7	Scale of the organization	Completely fulfilled	Message from Felix Eichhorn / PDF p. 3, Growth with responsibility / PDF p. 8, The AIDA Cruises company
102-8	Information on employees and other workers	Completely fulfilled	AIDA as an employer / PDF p. 53, AIDA in figures / PDF p. 75
102-9	Supply chain	Completely fulfilled*	AIDA creates job opportunities on board and on shore / PDF p. 10, Sustainable Management / PDF p. 12, Comprehensive quality / PDF p. 50, GRI Index
102-10	Significant changes to the organization and its supply chain	Completely fulfilled	Message from Felix Eichhorn / PDF p. 3, Growth with responsibility / PDF p. 8, GRI Index; Fleet growth through AIDAnova, but no significant changes
102-11	Precautionary Principle or approach	Completely fulfilled	Sustainability philosophy and targets / PDF p. 4
102-12	External initiatives	Completely fulfilled	In line with UN objectives for sustainable development / PDF p. 5, Our standards: operating successfully with system / PDF p. 14, AIDA in dialog / PDF p. 38, Our sustainable shore excursions / PDF p. 41, Our milestones
102-13	Membership of associations	Completely fulfilled	Our stakeholders / PDF p. 39, Our milestones

\*) See the information consolidated in the Carnival Corporation & plc Sustainability Report (<http://carnivalsustainability.com>).

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<b>STRATEGY AND ANALYSIS</b>			
102-14	Statement from senior decision-maker	Completely fulfilled	Message from Felix Eichhorn / PDF p. 3
102-15	Key impacts, risks, and opportunities	Completely fulfilled*	GRI Index
<b>ETHICS AND INTEGRITY</b>			
102-16	Values, principles, standards, and norms of behavior	Completely fulfilled	Sustainability philosophy and targets / PDF p. 4, AIDA Values – our values / PDF p. 59, Employee development with the AIDA competency model / PDF p. 65, Code of conduct and ethics / PDF p. 50
<b>GOVERNANCE</b>			
102-18	Governance structure	Completely fulfilled*	GRI Index
102-21	Consulting stakeholders on economic, environmental, and social topics	Completely fulfilled	In dialog with all stakeholders / PDF p. 38, Our approach to sustainability
102-22	Composition of the highest governance body and its committees	Completely fulfilled*	GRI Index
102-23	Chair of the highest governance body	Completely fulfilled*	GRI Index
102-24	Nominating and selecting the highest governance body	Completely fulfilled*	GRI Index; The members of the highest governance body shall be elected on the basis of their qualifications in this function
102-25	Conflicts of interest	Completely fulfilled*	GRI Index
102-28	Evaluating the highest governance body's performance	Completely fulfilled*	GRI Index; There is an annual budget with deposited economic, ecological and social goals
102-29	Identifying and managing economic, environmental, and social impacts	Completely fulfilled*	GRI Index
102-31	Review of economic, environmental, and social topics	Completely fulfilled*	GRI Index

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<b>STAKEHOLDER ENGAGEMENT</b>			
102-40	List of stakeholder groups	Completely fulfilled	Our stakeholders / PDF p. 39
102-41	Collective bargaining agreements	Completely fulfilled	GRI Index; All employees
102-42	Identifying and selecting stakeholders	Completely fulfilled*	AIDA in dialog / PDF p. 38, GRI Index
102-43	Approach to stakeholder engagement	Completely fulfilled*	AIDA in dialog / PDF p. 38, GRI Index
102-44	Key topics and concerns raised	Completely fulfilled*	AIDA in dialog / PDF p. 38, Employee survey / PDF p. 61, Our approach to sustainability, GRI Index
<b>REPORT PROFILE</b>			
102-45	Entities included in the consolidated financial statements	Completely fulfilled	The AIDA Cruises company
102-46	Defining report content and topic Boundaries	Completely fulfilled*	About this report, GRI Index
102-47	List of material topics	Completely fulfilled	Message from Felix Eichhorn / PDF p. 3, About this report, Materiality analysis
102-48	Restatements of information	Completely fulfilled	Message from Felix Eichhorn / PDF p. 3, New offers for more sustainability / PDF p. 13, AIDA in figures / PDF p. 75, The AIDA Cruises company
102-49	Changes in reporting	Completely fulfilled	Message from Felix Eichhorn / PDF p. 3, New offers for more sustainability / PDF p. 13, AIDA in figures / PDF p. 75, The AIDA Cruises company
102-50	Reporting period	Completely fulfilled	AIDA in figures / PDF p. 75, About this report
102-51	Date of most recent report	Completely fulfilled	AIDA in figures / PDF p. 75, About this report
102-52	Reporting cycle	Completely fulfilled	AIDA in figures / PDF p. 75, About this report
102-53	Contact point for questions regarding the report	Completely fulfilled	Our stakeholders / PDF p. 39, PDF Impressum / PDF p. 77
102-54	Claims of reporting in accordance with the GRI Standards	Completely fulfilled	GRI Index
102-55	GRI Content Index	Partially fulfilled	GRI Index
102-56	External assurance	Completely fulfilled	GRI Index; No detailed audit by external third parties according to AA 999

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**MANAGEMENT APPROACH****EXPLANATION OF THE MATERIAL TOPIC AND ITS BOUNDARY**

103-1-3	The management approach and its components	Completely fulfilled*	GRI Index, We report to the parent company, no formal complaints procedures in the reporting period
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**ECONOMIC PERFORMANCE**

201-1	Direct economic value generated and distributed	Completely fulfilled	The AIDA Cruises company
201-2	Financial implications and other risks and opportunities due to climate change	Not reported	Risik management / PDF p. 19

**INDIRECT ECONOMIC IMPACTS**

203-1	Infrastructure investments and services supported	Completely fulfilled*	GRI Index
203-2	Significant indirect economic impacts	Completely fulfilled*	GRI Index

**ANTI-CORRUPTION**

205-1	Operations assessed for risks related to corruption	Completely fulfilled	Our internal standards / PDF p. 16, Risk management, Comprehensive quality / PDF p. 19, GRI Index; Monitoring and compliance with the Code of Business Conduct and Ethics. Conductin risk assessments together with the parent company on corruption risks. Definition of measures and controls.
205-2	Communication and training about anti-corruption policies and procedures	Partially fulfilled	Sustainable Management / PDF p. 12, E-Learning and training courses Our corporate culture: sharing achievements / PDF p. 63, Code of conduct and ethics / PDF p. 50, GRI Index; Anti-corruption policy courses are mandatory for all employees and must be completed as part of the on-board e-Learning programme or training

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<b>ENERGY AND USE OF MATERIALS</b>			
302-1	Energy consumption within the organization	Partially fulfilled	AIDA in figures / PDF p. 75
302-2	Energy consumption outside the organisation	Completely fulfilled*	GRI Index
302-3	energy intensity	Completely fulfilled	AIDA in figures / PDF p. 75
302-4	Reduction of energy consumption	Completely fulfilled	Environmental management / PDF p. 20, AIDA in figures / PDF p. 75
302-5	Reduction of energy requirements for products and services	Completely fulfilled	Environmental management / PDF p. 20, AIDA in figures / PDF p. 75
<b>WATER</b>			
303-1	Water as a shared resource	Partially fulfilled	Water management / PDF p. 34, AIDA in figures / PDF p. 75
303-2	Dealing with the effects of water recirculation	Completely fulfilled	Water management / PDF p. 34, AIDA in figures / PDF p. 75
303-3	Water withdrawal	Partially fulfilled	Water management / PDF p. 34, AIDA in figures / PDF p. 75
<b>BIODIVERSITY</b>			
304-3	Habitats protected or restored	Completely fulfilled	GRI Index; None
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Completely fulfilled	Conservation of animals and species / PDF p. 42
<b>EMISSIONS</b>			
305-1	Direct (Scope 1) GHG emissions	Completely fulfilled	AIDA in figures / PDF p. 75
305-2	Energy indirect (Scope 2) GHG emissions	Completely fulfilled	AIDA in figures / PDF p. 75
305-3	Other indirect (Scope 3) GHG emissions	Completely fulfilled*	GRI Index
305-4	GHG emissions intensity	Completely fulfilled	AIDA in figures / PDF p. 75
305-5	Reduction of GHG emissions	Completely fulfilled	various
305-6	Emissions of ozone-depleting substances (ODS)	Completely fulfilled	Reducing fuel consumption / PDF p. 27, GRI-Index: reduced to 0
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Completely fulfilled	AIDA in figures / PDF p. 75

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<b>EFFLUENTS AND WASTE</b>			
306-1	Water discharge by quality and destination	Completely fulfilled	AIDA in figures / PDF p. 75
306-2	Waste by type and disposal method	Completely fulfilled	AIDA in figures / PDF p. 75
306-3	Significant spills	Completely fulfilled	GRI Index; No incidents
<b>ENVIRONMENTAL COMPLIANCE</b>			
307-1	Non-compliance with environmental laws and regulations	Completely fulfilled	GRI Index; None in the reporting period
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>			
308-1	New Suppliers that were screened using environmental criteria	Completely fulfilled*	Comprehensive quality / PDF p. 50, Code of conduct and ethics / PDF p. 50, GRI Index
<b>EMPLOYMENT</b>			
401-1	New employee hires and employee turnover	Completely fulfilled	AIDA in figures / PDF p. 75
<b>LABOR/MANAGEMENT RELATIONS</b>			
402-1	Minimum notice periods regarding operational changes	Completely fulfilled*	GRI Index; We maintain an open communication policy. This includes an active exchange of information and experience as well as our Open Door Policy: Management and executives are always open to the concerns of our employees. Via the employee newspaper "WIR", the AIDA Intranet and the 14-day newsletter, we inform our employees about all news from the AIDA world.
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
403-1	Management system for occupational safety and health protection	Completely fulfilled	Sustainability targets of AIDA Cruises / PDF p. 6, Our standards: operating successfully with system / PDF p. 14, 2.4 Risk Management
403-2	Hazard identification, risk assessment and incident investigation	Completely fulfilled	Our standards: operating successfully with system / PDF p. 14, Risk management / PDF p. 19, Code of conduct and ethics / PDF p. 50

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<b>TRAINING AND EDUCATION</b>			
404-1	Average hours of training per year per employee	Completely fulfilled	AIDA in figures / PDF p. 75
404-2	Programs for upgrading employee skills and transition assistance programs	Partially fulfilled	Hand in hand on the road to success - how we support our employees / PDF p. 62
404-3	Percentage of employees receiving regular performance and career development reviews	Completely fulfilled	AIDA individual performance reviews / PDF p. 66
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>			
405-1	Diversity of governance bodies and employees	Completely fulfilled	AIDA in figures / PDF p. 75
<b>NON-DISCRIMINATION, CHILD LABOUR, FORCED- OR COMPULSORY LABOR</b>			
406-1	Incidents of discrimination and corrective actions taken	Completely fulfilled	GRI Index; No incidents
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Completely fulfilled*	GRI Index
408-1	Operations and suppliers at significant risk for incidents of child labor	Completely fulfilled	The most important international conventions and standards / PDF p. 15, Risk management / PDF p. 19, Code of conduct and ethics / PDF p. 50; Code of conduct and ethics for our business partners
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Completely fulfilled	The most important international conventions and standards / PDF p. 15, Risk management / PDF p. 19, Code of conduct and ethics / PDF p. 50
<b>SECURITY PRACTICES</b>			
410-1	Security personnel trained in human rights policies or procedures	Partially fulfilled	Our internal standards / PDF p. 16, E-Learning and training courses Our corporate culture: sharing achievements / PDF p. 63, GRI Index; All Employees are trained in the Code of Business Conduct and Ethics and are obliged to comply with it. The training is part of the e-learning program.

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<b>RIGHTS OF INDIGENOUS PEOPLE</b>			
412-2	Employee training on human rights policies or procedures	Completely fulfilled	E-Learning and training courses Our corporate culture: sharing achievements / PDF p. 63, GRI Index; Such courses are mandatory for all employees and must be completed as part of the E-Learning programme or on-board training.
<b>LOCAL COMMUNITIES</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	Completely fulfilled	Sustainable Management / PDF p. 41, Sustainable guest experience / PDF p. 41, 4.3 Responsibility and commitment to society, GRI Index*
413-2	Operations with significant actual and potential negative impacts on local communities	Partially fulfilled	Sustainable guest experiences / PDF p. 41, Comprehensive quality / PDF p. 50
<b>CUSTOMER HEALTH AND SAFETY</b>			
416-1	Assessment of the health and safety impacts of product and service categories	Completely fulfilled	Sustainable guest experiences / PDF p. 41, Comprehensive quality / PDF p. 50, New recruits and orientation / PDF p. 64
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Completely fulfilled	GRI Index; No incidents
<b>MARKETING AND LABELING PRODUCT AND SERVICE LABELING</b>			
417-1	Requirements for product and service information and labeling	Partially fulfilled	Our sustainable shore excursions / PDF p. 41, Comprehensive quality / PDF p. 50, Awards / PDF p. 68
417-2	Incidents of non-compliance concerning product and service information and labeling	Completely fulfilled	GRI Index; No incidents
<b>CUSTOMER PRIVACY</b>			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Partially fulfilled	GRI Index; No incidents
<b>SOCIOECONOMIC COMPLIANCE</b>			
419-1	Non-compliance with laws and regulations in the social and economic area	Completely fulfilled	GRI Index; No significant incidents

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