

GRI Content Index

2023



GRI CONTENT INDEX

relating to the Sustainability Report 2023

BLG LOGISTICS GROUP AG & Co. KG has reported in accordance with the GRI Standards for the period from January 1, 2023 to December 31, 2023.

This GRI Index provides an overview of the GRI Standards and disclosures reported by BLG LOGISTICS, where the content can be found in the Sustainability Report, and provides additional comments where necessary.




GRI disclosure		Reference	Comments
GRI 2: General Disclosures 2021		Sustainability Report 2023	
The Organization and its reporting practices			
2-1	Organizational details	Profile pp. 8-11 World map	BLG LOGISTICS GROUP AG & Co. KG Headquarter: Germany, Bremen
2-2	Entities included in the organization's sustainability report	Profile pp. 8-11 Materiality Analysis p. 21	Explanatory notes and list of shareholdings to the Group Financial Statements in the Financial Report 2023
2-3	Reporting period, frequency and contact point	Materiality Analysis p. 21 Contact and Publishing Information p. 79	Financial year 2023 (January 1 st to December 31 st , 2023) Publication at the annual press conference (April 29 th , 2024) Mail: green-logistics@blg.de
2-4	Restatements of information	Profile pp. 8-11	-
2-5	External assurance	-	The Sustainability Report 2023 has not been externally assured.
Activities and employees			
2-6	Activities, value chain and other business relationships	Profile pp. 7-11	-
2-7	Employees	Profile pp. 8-11 Fair Working Conditions & Human Rights p. 47	No employees with non-guaranteed working hours
2-8	Workers who are not employees	Fair Working Conditions & Human Rights pp. 47-50	-
Company management			
2-9	Governance structure and composition	Profile p. 8 Sustainability Management pp. 14/15 Governance pp. 23/24	-
2-10	Nomination and selection of the highest governance body	Governance pp. 23/24	-
2-11	Chair of the highest governance body	-	Chairman of the Board of Directors: Dr. Klaus Meier, No employment relationship with the BLG LOGISTICS GROUP
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Management pp. 14/15 Governance pp. 23/24	-
2-13	Delegation of responsibility for managing impacts	Sustainability Management pp. 14/15 Governance p. 23	-
2-14	Role of the highest governance body in sustainability reporting	Governance pp. 23/24	The content of the non-financial report are approved by the Executive Board and the Supervisory Board. The internal audit department carries out an audit to validate the methods used to collect and process data.
2-15	Conflicts of interest	Compliance p. 64	Detailed description in the internal BLG Compliance Guideline and content in the associated training courses

GRI disclosure		Reference Sustainability Report 2023	Comments
2-16	Communication of critical concerns	Governance p. 24 Compliance pp. 63/64	-
2-17	Collective knowledge of the highest governance body	Sustainability Management pp. 14/15 Governance pp. 23/24	See also explanations on corporate governance in the Financial Report 2023
2-18	Evaluation of the governance of the highest governance body	Governance pp. 23/24	See also explanations on corporate governance in the Financial Report 2023 and in the Remuneration Report (under www.blg-logistics.com/ir)
2-19	Remuneration policies	Governance p. 24	See Remuneration Report (under www.blg-logistics.com/ir)
2-20	Process to determine remuneration	Governance p. 24	See Remuneration Report (under www.blg-logistics.com/ir)
2-21	Annual total compensation ratio	-	For a comparison of the annual change in the remuneration of the members of the Board of Management with the development of earnings and the average remuneration of employees of the BLG Group, see the Remuneration Report at www.blg-logistics.com/ir
Strategy, Policies and Practices			
2-22	Statement on sustainable development strategy	Foreword by the Board of Management pp. 5-6	-
2-23	Policy commitments	Sustainability Management pp. 14-15 Risk Management pp. 23/24 Fair Working Conditions & Human Rights pp. 47-50 Compliance pp. 63-65	-
2-24	Embedding policy commitments	Sustainability Management pp. 14-18 Risk Management pp. 25-28 Sustainable Supply Chain pp. 29/30 Fair Working Conditions & Human Rights pp. 47-50 Compliance pp. 63-65	-
2-25	Processes to remediate negative impacts	Governance p. 24 Risk Management pp. 25-28 Compliance pp. 63-65	-
2-26	Mechanisms for seeking advice and raising concerns	Governance p. 24 Compliance pp. 63-65	-
2-27	Compliance with laws and regulations	Governance p. 24 Compliance pp. 63-65	-
2-28	Membership associations	Sustainability Management p. 20	-
Stakeholder Engagement			
2-29	Approach to stakeholder engagement	Sustainability Management pp. 19/20	-
2-30	Collective bargaining agreements	Fair Working Conditions & Human Rights p. 48	-

GRI disclosure		Reference	Comments
GRI 3: Key Topics 2021		Sustainability Report 2023	
3-1	Process to determine material topics	Sustainability Management pp. 14-20 Materiality Analysis pp. 21/22	-
3-2	List of material topics	Materiality Analysis pp. 21/22	-
🏠 Environmental			
Climate Protection (GRI 305: Emissions 2016)			
3-3	Management of material topics	Climate Protection pp. 32-37	-
305-1/2/3	Direct, Energy indirect and other indirect GHG emissions (Scope 1, 2 und 3)	Climate Protection pp. 34-37	A detailed explanation of gases is included in the Glossary p. 76 Non occurrence of biogenic CO ₂ emissions
305-4	GHG emission intensity	-	149.05 gCO ₂ e/€ sales, calculation with Scope 1-3 and total sales of BLG LOGISTICS GROUP AG & Co. KG
305-5	Reduction of GHG emissions	Climate Protection pp. 32-37	Exemplary presentation of initiatives
Energy Management (GRI 302: Energy 2016)			
3-3	Management of material topics	Energy Management pp. 38-42	-
302-1	Energy consumptions within the organization	Energy Management pp. 38-42	-
302-3	Energy intensity	-	0.177 kWh/€ sales, calculation with the total sales of BLG LOGISTICS GROUP AG & Co. KG
302-4	Reduction of energy consumption	Energy Management pp. 38-42	Exemplary presentation of initiatives
Waste Management and Resource Conservation (GRI 306: Waste 2020)			
3-3	Management of material topics	Waste Management & Resource Conservation pp. 43-45	-
306-1	Waste generation and significant waste-related impacts	Waste Management & Resource Conservation pp. 43-45	-
306-2	Management of significant waste-related impacts	Waste Management & Resource Conservation pp. 43-45	The fully comprehensive management approach and data acquisition process to this standard is currently under development.
306-3	Waste generated	Waste Management & Resource Conservation p. 44	-
👥 Social			
Fair Working Conditions and Human Rights			
3-3	Management of material topics	Fair Working Conditions & Human Rights pp. 47-50	-
2-30	Collective bargaining agreements	Fair Working Conditions & Human Rights p. 48	Compliance with collective bargaining agreements is a significant indicator of fair working conditions and human rights. See also general standard disclosures.

GRI disclosure		Reference Sustainability Report 2023	Comments
2-7	Employees	Fair Working Conditions & Human Rights pp. 47-50	Relevant information in this context are details of our employees' employment relationships and scope as well as the percentage breakdown of our workforce (own BLG employees, employees from personnel service providers)
401-1	New employee hires and employee turnover	Fair Working Conditions & Human Rights pp. 49/50	Stated in the report: Real fluctuation (employee fluctuation) = 6.4 percent Also captured: Complete personnel requirement quotation (considers restaffing) = 16.0 percent Currently, there is no option to report "real" recruits due to system constraints, i.e. excluding inter-organizational transfers. The system also does not provide data on age and gender.
Training and Education (GRI 404: Training and Education 2016)			
3-3	Management of material topics	Training and Education pp. 51-53	-
404-1	Average hours of training per year per employee	Training and Education pp. 51-53	Described are qualitative statements on training programs and the number of centrally organized and conducted training courses. Currently, there is not option to report the number of training hours per employee by gender and employee category due to system constraints.
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education pp. 51-53	-
	Number of trainees	Training and Education p. 51	-
Occupational Health and Safety Management (GRI 403: Occupational Health and Safety 2018)			
3-3	Management of material topics	Occupational Health and Safety Management pp. 54-56	-
403-1	Occupational health and safety management system	Occupational Health and Safety Management pp. 54-56	-
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Management pp. 54/55	-
403-3	Occupational health services	Occupational Health and Safety Management p. 54	-
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety Management pp. 54-56	-
403-5	Worker training on occupational health and safety	Occupational Health and Safety Management pp. 54-56	-
403-6	Promotion of worker health	Occupational Health and Safety Management p. 56	Exemplary presentation of initiatives
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Management pp. 54-56	-
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety Management p. 54	-
403-9	Work-related injuries	Occupational Health and Safety Management pp. 54/55	The system is currently being set up. Main types of work-related injuries: cuts, stumbling, falling, slipping, twisting of a joint, contusions, injuries caused by uncontrolled moving parts

GRI disclosure		Reference Sustainability Report 2023	Comments
Diversity and Equal Opportunities (GRI 405: Diversity and Equal Opportunities 2016)			
3-3	Management of material topics	Diversity and Equal Opportunities pp. 57-59	-
405-1	Diversity of governance bodies and employees	Diversity and Equal Opportunities pp. 57-59 Governance p. 23	Age distribution within management levels on request
Social Commitment			
3-3	Management of material topics	Social Commitment pp. 60/61	Currently, there is no specific or systematic management approach for this issue.
 Economic			
Compliance (GRI 205: Anti-corruption 2016)			
3-3	Management of material topics	Compliance pp. 63-65	-
205-2	Communication and training about anti-corruption policies and procedures	Compliance pp. 63-65	Breakdown by management level on request
Economic Value Creation (GRI 201: Economic Performance 2016)			
3-3	Management of material topics	Economic Value Creation pp. 66/67	-
201-1	Direct economic value generated and distributed	Economic Value Creation p. 67	Further information on request
Customer Satisfaction (GRI 203: Indirect Economic Impacts 2016)			
3-3	Management of material topics	Customer Satisfaction pp. 68-70	Currently, there is no group-wide management approach for this issue. We report on our activities to support customer satisfaction in the areas of quality, efficiency and innovation.
203-2	Significant indirect economic impacts	Customer Satisfaction pp. 68-70	-

