

## GRI Content Index Bertrand Nachhaltigkeitsbericht 2018/2019

Die in der Spalte "Page Number (or Link)" genannten PDFs sind auch im Nachhaltigkeitsbericht verlinkt. Aus Gründen der Benutzerfreundlichkeit sind die URLs zu den genannten Dateien mit angegeben.

GENERAL STANDARD DISCLOSURES					
General Standard Disclosures	Page Number (or Link) Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	Identified Omission(s) In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	Reason(s) for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Explanation for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.	External Assurance Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
<b>STRATEGY AND ANALYSIS</b>					
G4-1	S. 3 GB 2018/2019, S. 22	not applicable	not applicable	not applicable	not assured
G4-2	S. 3, 12-13; GB 2018/2019, S. 66	not applicable	not applicable	not applicable	not assured
<b>ORGANIZATIONAL PROFILE</b>					
G4-3	1, 53	not applicable	not applicable	not applicable	not assured
G4-4	7-8 GB 2018/2019, S. 42	not applicable	not applicable	not applicable	not assured
G4-5	55; GB 2018/2019, S. 140-143	not applicable	not applicable	not applicable	not assured
G4-6	7, 9, 48 GB 2018/2019, S. 140-143	not applicable	not applicable	not applicable	not assured
G4-7	11, 25 GB 2018/2019, S. 34-36, 66	not applicable	not applicable	not applicable	not assured
G4-8	7-9 GB 2018/2019, S. 44-47	not applicable	not applicable	not applicable	not assured
G4-9	18, 44, GB 2018/2019, S. 52, 58, 111-113, 140-143 Da Bertrand keine messbaren Einheiten sondern Dienstleistungen produziert, werden die gelieferten Dienstleistungen über die Umsatzzahl ausgedrückt.	not applicable	not applicable	not applicable	not assured
G4-10	19	not applicable	not applicable	not applicable	not assured
G4-11	Nicht anwendbar; keine Kollektivverträge (siehe G4-LA4)	not applicable	not applicable	not applicable	not assured
G4-12	38-40	not applicable	not applicable	not applicable	not assured
G4-13	GB 2018/2019, S. 56	not applicable	not applicable	not applicable	not assured
G4-14	12 GB 2018/2019, S. 65	not applicable	not applicable	not applicable	not assured
G4-15	10-13 GB 2018/2019, S. 60-64	not applicable	not applicable	not applicable	not assured
G4-16	14	not applicable	not applicable	not applicable	not assured
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>					
G4-17	GB 2018/2019, S. 89-90	not applicable	not applicable	not applicable	not assured
G4-18	10 GB 2018/2019, S. 84-88	not applicable	not applicable	not applicable	not assured
G4-19	10 siehe G4-18	not applicable	not applicable	not applicable	not assured
G4-20	10 siehe G4-18	not applicable	not applicable	not applicable	not assured
G4-21	Nicht anwendbar; siehe G4-18	not applicable	not applicable	not applicable	not assured
G4-22	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-23	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
<b>STAKEHOLDER ENGAGEMENT</b>					
G4-24	14-15	not applicable	not applicable	not applicable	not assured
G4-25	14-15	not applicable	not applicable	not applicable	not assured
G4-26	14-15 GB 2018/2019, S. 34-37	not applicable	not applicable	not applicable	not assured
G4-27	14-15	not applicable	not applicable	not applicable	not assured
<b>REPORT PROFILE</b>					
G4-28	3	not applicable	not applicable	not applicable	not assured
G4-29	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-30	54	not applicable	not applicable	not applicable	not assured
G4-31	55	not applicable	not applicable	not applicable	not assured
G4-32	46 ff.	not applicable	not applicable	not applicable	not assured
G4-33	Nicht anwendbar Alle Angaben, die dem Geschäftsbericht entnommen wurden, sind per Testat von der Wirtschaftsprüfungsgesellschaft PricewaterhouseCoopers (PwC) abgesichert. Eigens für die Nachhaltigkeitsberichterstattung erhobene Daten wurden Nicht testiert.	not applicable	not applicable	not applicable	not assured
<b>GOVERNANCE</b>					
G4-34	11-12 GB 2018/2019, S. 60-62	not applicable	not applicable	not applicable	not assured
G4-35	12				not assured
G4-36	12				not assured
G4-37	12				not assured

G4-38	12 GB 2018/2019, S. 125-127					not assured
G4-39	12					not assured
G4-40	12					not assured
G4-41	12 GB 2018/2019, S. 125-127					not assured
G4-42	12					not assured
G4-43	GB 2018/2019, S. 27-29					not assured
G4-44	GB 2018/2019, S. 27-29					not assured
G4-45	12					not assured
G4-46	12 ff.					not assured
G4-47	GB 2018/2019, S. 27-29					not assured
G4-48	12 GB 2018/2019, S. 27-29					not assured
G4-49	12					not assured
G4-50	12 ff.					not assured
G4-51	25; GB 2018/2019, S. 64-66					not assured
G4-52	25; GB 2018/2019, S. 64-66					not assured
G4-53	GB 2018/2019, S. 64-66					not assured
G4-54	k.A. Aus Wettbewerbsgründen können keine Angaben zu Gehältern unserer Mitarbeiterinnen und Mitarbeiter gemacht werden.					not assured
G4-55	k.A. Aus Wettbewerbsgründen können keine Angaben zu Gehältern unserer Mitarbeiterinnen und Mitarbeiter gemacht werden.					not assured
<b>ETHICS AND INTEGRITY</b>						
G4-56	5-15	not applicable	not applicable	not applicable		not assured
G4-57	10					not assured
G4-58	10					not assured
<b>SPECIFIC STANDARD DISCLOSURES</b>						
DMA and Indicators	Page Number (or Link) Information related to Standard Disclosures required by the 'in accordance' options may already be included in other reports prepared by the organization. In these circumstances, the organization may elect to add a specific reference to where the relevant information can be found.	Identified Omission(s) In exceptional cases, if it is not possible to disclose certain required information, identify the information that has been omitted.	Reason(s) for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, provide the reason for omission.	Explanation for Omission(s) In exceptional cases, if it is not possible to disclose certain required information, explain the reasons why the information has been omitted.		External Assurance Indicate if the Standard Disclosure has been externally assured. If yes, include the page reference for the External Assurance Statement in the report.
<b>CATEGORY: ECONOMIC</b>						
<b>MATERIAL ASPECT: ECONOMIC PERFORMANCE</b>						
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable		not assured
G4-EC1	GB 2018/2019, Umschlag (Tabelle 01 "Das Geschäftsjahr") und S. 78 ff.					not assured
G4-EC2	31-35					not assured
G4-EC3	GB 2018/2019, S. 113-114					not assured
G4-EC4	GB 2018/2019, S. 97					not assured
<b>MATERIAL ASPECT: MARKET PRESENCE</b>						
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable		not assured
G4-EC5	Nicht anwendbar	not applicable	not applicable	not applicable		not assured
G4-EC6	Nicht anwendbar	not applicable	not applicable	not applicable		not assured
<b>MATERIAL ASPECT: INDIRECT ECONOMIC IMPACTS</b>						
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable		not assured
G4-EC7	GB 2018/2019, S. 97					not assured
G4-EC8	Nicht anwendbar	not applicable	not applicable	not applicable		not assured
<b>MATERIAL ASPECT: PROCUREMENT PRACTICES</b>						
G4-DMA	Nicht anwendbar					not assured
G4-EC9	Nicht anwendbar					not assured
<b>CATEGORY: ENVIRONMENTAL</b>						
<b>MATERIAL ASPECT: MATERIALS</b>						
G4-DMA	14, 31-35					not assured
G4-EN1	41; Als Dienstleister kauft die Bertrandt AG im Wesentlichen immaterielle Güter wie Softwarelizenzen und dergleichen ein. Da wir keine Produktion unterhalten, ist die Menge an eingekauften Roh-, Hilfs- und Betriebsstoffen am gesamten Materialaufwand vernachlässigbar (vgl. GB 2017/2019 Ziff. 9 S. 97).					not assured
G4-EN2	31-35 siehe Kommentar zu G4-EN1					not assured
<b>MATERIAL ASPECT: ENERGY</b>						
G4-DMA	14, 31-35					not assured
G4-EN3	31-35					not assured
G4-EN4	Nicht anwendbar	not applicable	not applicable	not applicable		not assured

G4-EN5	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN6	31-35				not assured
G4-EN7	31-35				not assured
MATERIAL ASPECT: WATER					
G4-DMA	14, 31-35				not assured
G4-EN8	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN9	Nicht anwendbar, da die Bertrand AG ein Dienstleister ist und kein produzierendes Unternehmen.	not applicable	not applicable	not applicable	not assured
G4-EN10	Nicht anwendbar, da die Bertrand AG ein Dienstleister ist und kein produzierendes Unternehmen.	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: BIODIVERSITY					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN11	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN12	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN13	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN14	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: EMISSIONS					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN15	33				not assured
G4-EN16	33				not assured
G4-EN17	34, 35				not assured
G4-EN18	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN19	33-35 GB 2018/2019, S. 42				not assured
G4-EN20	Nicht anwendbar				not assured
G4-EN21	Nicht anwendbar				not assured
MATERIAL ASPECT: EFFLUENTS AND WASTE					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN22	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN23	34 Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN24	34 Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN25	34 Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN26	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: PRODUCTS AND SERVICES					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN27	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN28	Nicht anwendbar, da die Bertrand AG ein Dienstleister ist und kein produzierendes Unternehmen.	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: COMPLIANCE					
G4-DMA	11, 31-32				not assured
G4-EN29	31				not assured
MATERIAL ASPECT: TRANSPORT					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN30	Nicht anwendbar, da die Bertrand AG ein Dienstleister ist und kein produzierendes Unternehmen.	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: OVERALL					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN31	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: SUPPLIER ENVIRONMENTAL ASSESSMENT					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-EN32	alle; 41				not assured
G4-EN33	keine				not assured
MATERIAL ASPECT: ENVIRONMENTAL GRIEVANCE MECHANISMS					
G4-DMA	14; 31-32				not assured
G4-EN34	Keine Beschwerden im Berichtszeitraum				not assured
CATEGORY: SOCIAL					
SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK					
MATERIAL ASPECT: EMPLOYMENT					
G4-DMA	16-28				not assured
G4-LA1	18 Weitergehende Angaben können aufgrund einer Vorstandsentscheidung Nicht veröffentlicht werden.				not assured
G4-LA2	24-28 Betriebliche Leistungen werden uneingeschränkt für alle Beschäftigten gewährt.				not assured
G4-LA3	k.A. Diese Zahl wird nicht erhoben.				not assured
MATERIAL ASPECT: LABOR/MANAGEMENT RELATIONS					
G4-DMA	14, 17-20				not assured
G4-LA4	Nicht anwendbar; keine Mitteilungsfristen, da keine Kollektivverträge.	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: OCCUPATIONAL HEALTH AND SAFETY					
G4-DMA	27-28				not assured

G4-LA5	27-28 Es gibt in den jeweiligen Niederlassungen speziell geschulte Mitarbeiter zu diesen Themen (Unternehmenssicherheit/Arbeitssicherheit). Unterweisung der übrigen Belegschaft jährlich.				not assured
G4-LA6	k.A. Wir erheben diese Zahlen und berücksichtigen diese z.B. im betrieblichen Gesundheitsvorsorgemanagement bzw. im Monitoring der Befolgung von Arbeitssicherheitsvorschriften. Aus Wettbewerbsgründen werden solche Zahlen aber Nicht nach außen gegeben.				not assured
G4-LA7	k.A. Wir erheben diese Zahlen und berücksichtigen diese z.B. im betrieblichen Gesundheitsvorsorgemanagement bzw. im Monitoring der Befolgung von Arbeitssicherheitsvorschriften. Aus Wettbewerbsgründen werden solche Zahlen aber Nicht nach außen gegeben.				not assured
G4-LA8	27-28				not assured
MATERIAL ASPECT: TRAINING AND EDUCATION					
G4-DMA	18-24 GB 2018/2019, S. 59				not assured
G4-LA9	k.A. Aus Wettbewerbsgründen können keine Angaben gemacht werden.				not assured
G4-LA10	21-24				not assured
G4-LA11	alle; 24				not assured
MATERIAL ASPECT: DIVERSITY AND EQUAL OPPORTUNITY					
G4-DMA	26-27				not assured
G4-LA12	26-27 GB 2018/2019, S. 62 Aus Wettbewerbsgründen können keine weiteren Angaben gemacht werden.				not assured
MATERIAL ASPECT: EQUAL REMUNERATION FOR WOMEN AND MEN					
G4-DMA	26-27				not assured
G4-LA13	26-27				not assured
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR LABOR PRACTICES					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-LA14	alle; 10-11				not assured
G4-LA15	keine; 10-11				not assured
MATERIAL ASPECT: LABOR PRACTICES GRIEVANCE MECHANISMS					
G4-DMA	10-11				not assured
G4-LA16	keine; 10-11				not assured
SUB-CATEGORY: HUMAN RIGHTS					
MATERIAL ASPECT: INVESTMENT					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR1	alle; 3,10-11				not assured
G4-HR2	Schulungen zum Thema "Menschenrechte" sind in jährlicher Schulung zum Thema "compliancegerechtes Verhalten" enthalten.				not assured
MATERIAL ASPECT: NON-DISCRIMINATION					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR3	keine; 10-11				not assured
MATERIAL ASPECT: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR4	keine; 25-27				not assured
MATERIAL ASPECT: CHILD LABOR					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR5	keine; 10-11				not assured
MATERIAL ASPECT: FORCED OR COMPULSORY LABOR					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR6	keine; 10-11				not assured
MATERIAL ASPECT: SECURITY PRACTICES					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR7	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: INDIGENOUS RIGHTS					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR8	keine; 10-11				not assured
MATERIAL ASPECT: ASSESSMENT					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR9	alle; 10-11				not assured
MATERIAL ASPECT: SUPPLIER HUMAN RIGHTS ASSESSMENT					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR10	alle; 10-11				not assured
G4-HR11	keine; 10-11				not assured
MATERIAL ASPECT: HUMAN RIGHTS GRIEVANCE MECHANISMS					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-HR12	keine				not assured
SUB-CATEGORY: SOCIETY					
MATERIAL ASPECT: LOCAL COMMUNITIES					

G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-SO1	44-45				not assured
G4-SO2	keine				not assured
MATERIAL ASPECT: ANTI-CORRUPTION					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-SO3	alle; 10-11				not assured
G4-SO4	10-11				not assured
G4-SO5	keine				not assured
MATERIAL ASPECT: PUBLIC POLICY					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-SO6	Nicht anwendbar Es gehört zur Unternehmensphilosophie, keine politische Nähe aufzubauen. Aus diesem Grund erfolgen generell keine Spenden an politische Parteien, Organisationen oder nahestehende Institutionen.	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: ANTI-COMPETITIVE BEHAVIOR					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-SO7	keine				not assured
MATERIAL ASPECT: COMPLIANCE					
G4-DMA	11				not assured
G4-SO8	keine; 11				not assured
MATERIAL ASPECT: SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-SO9	alle, 10-11				not assured
G4-SO10	keine				not assured
MATERIAL ASPECT: GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-SO11	Nicht anwendbar; keine Beschwerden im Berichtszeitraum.	not applicable	not applicable	not applicable	not assured
SUB-CATEGORY: PRODUCT RESPONSIBILITY					
MATERIAL ASPECT: CUSTOMER HEALTH AND SAFETY					
G4-DMA	13-14				not assured
G4-PR1	alle; 38-41				not assured
G4-PR2	keine; 10-11				not assured
MATERIAL ASPECT: PRODUCT AND SERVICE LABELING					
G4-DMA	13-14, 38-41				not assured
G4-PR3	Nicht anwendbar				not assured
G4-PR4	keine				not assured
G4-PR5	38-39				not assured
MATERIAL ASPECT: MARKETING COMMUNICATIONS					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-PR6	Nicht anwendbar; die Bertrandt AG verkauft keine verbotenen und/oder umstrittenen Dienstleistungen.	not applicable	not applicable	not applicable	not assured
G4-PR7	Nicht anwendbar; keine Verstöße im Berichtszeitraum.	not applicable	not applicable	not applicable	not assured
MATERIAL ASPECT: CUSTOMER PRIVACY					
G4-DMA	Nicht anwendbar	not applicable	not applicable	not applicable	not assured
G4-PR8	keine; 39-40				not assured
MATERIAL ASPECT: COMPLIANCE					
G4-DMA	10. Nov				not assured
G4-PR9	keine				not assured