

General Standard Disclosures

G4 Indicators	Description	Page reference / Answer	Exclusions
STRATEGY AND ANALYSIS			
G4-1	Statement from the most senior decision-maker at the organization	Foreword, <i>page 2</i>	
G4-2	Key impacts, risks and opportunities	Foreword, <i>pages 2–3</i> Brau Union Österreich, <i>pages 6–7</i>	Not complete. Brau Union Österreich reports based on the "in accordance" core. For this reason, the information provided for indicator G4-2 should be only interpreted as additional information.
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization	Brau Union Österreich, <i>page 6</i>	
G4-4	Primary brands, products and services	Brau Union Österreich, <i>pages 6–7</i>	
G4-5	Location of the organization's headquarters	Brau Union Österreich, <i>pages 6–7</i>	
G4-6	Countries where the organization has significant operations	Brau Union Österreich, <i>pages 6–7</i>	
G4-7	Nature of ownership and legal form	Brau Union Österreich, <i>pages 6–7</i> Brau Union Österreich AG is a publicly listed and traded company whose main shareholder is HEINEKEN International B.V. In addition to breweries and sales depots, our company includes Kärntner Brau- und Getränke GmbH, Schladminger Brau GmbH (90%), Brau Union Österreich Management GmbH, die Erste Alpenländische Volksbrauerei Schladming reg. Gen.m.b.H as well as HEINEKEN d.o.o.	
G4-8	Primary markets served	Brau Union Österreich, <i>pages 6–7</i>	
G4-9	Scale of the organization	Brau Union Österreich, <i>pages 6–7</i>	Incomplete. Total capitalization – Brau Union Österreich is not listed on the stock exchange – so there is no disclosure requirement. We report our annual revenues but not the disaggregated total capitalization.
G4-10	Total number of employees by employment contract, gender and region	Brau Union Österreich, <i>page 6</i> Appendix, <i>page 64</i> Very few of the personnel hired by Brau Union Österreich are recognized by law as freelance workers or are on the staff of contractors. This seldom occurs, usually just for special events, and is not a part of Brau Union's day-to-day business. In the brewing industry, the labor force does not experience significant fluctuations in the number of employees.	
G4-11	Percentage of total employees covered by collective bargaining agreements	For the Good of Our Employees, <i>page 32</i> All employees of Brau Union Österreich, meaning 100% of them, are covered by collective agreements. The collective contract for employees of the industry is valid along with additional collective contracts for the brewing industry in their most recent versions.	
G4-12	Supply chain	Brau Union Österreich, <i>page 15</i> For the Good of the Environment, <i>page 24</i>	
G4-13	Significant changes during the reporting period	There were no significant changes during the reporting period.	



G4 Indicators	Description	Page reference / Answer	Exclusions
ORGANIZATIONAL PROFILE			
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	For the Good of the Environment, <i>pages 20-29</i>	
G4-15	Externally developed initiatives to which the organization subscribes or endorses	Brau Union Österreich, <i>pages 8-13</i>	
G4-16	Memberships in associations or interest groups	For the Good of Society, <i>page 49</i>	

IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES

G4-17	List of all entities included in the consolidated organization	Brau Union Österreich, <i>refer to G4-7</i>	
G4-18	Process for defining report content	Brau Union Österreich, <i>pages 16-17</i>	
G4-19	Comprehensive material aspect identification	<p>Brau Union Österreich, <i>pages 16-17</i> Appendix, <i>page 75</i></p> <p>The following aspects of the GRI Index are particularly important to Brau Union Österreich:</p> <ul style="list-style-type: none"> Indirect economic impacts Climate change risk Local procurement Materials Products and services Energy Emissions Transport Water Effluents and waste Compliance Equality Supplier assessment Grievance processes Employment Occupational health and safety Diversity and non-discrimination Training and education Equal remuneration for women and men Local communities Anti-corruption Customer health and safety Labeling of products and services Customer satisfaction 	
G4-20	Significant aspects within the organization	Apart from the data on human resources, all aspects within and outside of the organization are included.	
G4-21	Significant aspects outside of the organization	Apart from the data on human resources, all aspects within and outside of the organization are included.	
G4-22	Restatements of information provided in previous reports and their effects	In addition to issues deemed essential by our parent company, we also address topics, which are especially important for Brau Union Österreich – refer to the Materiality Matrix.	
G4-23	Significant changes from previous reporting periods in the scope and aspect boundaries	In addition to issues deemed essential by our parent company, we also address topics, which are especially important for Brau Union Österreich – refer to the Materiality Matrix.	



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STAKEHOLDER ENGAGEMENT			
G4-24	Stakeholder groups engaged by the organization	For the Good of Society, <i>page 47</i> Appendix, <i>page 75</i>	
G4-25	Basis for identification and selection of stakeholders with whom to engage	For the Good of Society, <i>pages 47–49</i> Appendix, <i>page 75</i>	
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement	For the Good of Society, <i>pages 47–49</i> Appendix, <i>page 75</i>	
G4-27	Key topics and concerns raised through stakeholder engagement	For the Good of Society, <i>pages 47–49</i> Appendix, <i>page 75</i>	
REPORTW PROFILE			
G4-28	Reporting period	2016 calendar year, 1st January 2016 – 31st December 2016	
G4-29	Date of the most recent previous report	September 2016	
G4-30	Reporting cycle	annually	
G4-31	Contact point for questions regarding the report or its contents	Contact Information, <i>page 76</i>	
G4-32	Option for "in accordance" with GRI and the chosen index	Facts and Figures Concerning our Sustainability Report, <i>page 54</i>	
G4-33	External assurance of the report		The facts and figures published in the 2015 Sustainability Report were independently assessed by ERNST & YOUNG Wirtschaftsprüfungsgesellschaft m.b.H. The 2016 report was created using the same structure and criteria; however, no special independent assessment was carried out for the 2016 report.
GOVERNANCE			
G4-34	Governance structure of the organization, including committees of the highest governance body	<p>Brau Union Österreich AG is a part of HEINEKEN International B.V. The ultimate authority and chairman of the board of Heineken is Jean-François van Boxmeer. Operationally, Brau Union Österreich is represented by directors DI Dr. Markus Liebl (Chairman) and Mag. Rob Kleinjan. DI Dr. Markus Liebl served as chairman until 31 December 2017 at which time he was succeeded by DI Dr. Magne Setnes as of 01 January 2018. During this reporting period, active members of the board were as follows: Dr. Ludwig Beurle (until 31 December 2017, succeeded by DI Dr. Markus Liebl as of 01 January 2018), Dkfm. Dr. Wolfgang Berger-Vogel, Mag. Wolf Müller, Mag. Walter Scherb, Erich Heiss and Johann Greimel.</p> <p>Our board members are responsible for the sustainability agendas. The seven-member management team is responsible for achieving the objectives in the area of sustainability.</p>	
ETHICS AND INTEGRITY			
G4-56	Reporting period	Brau Union Österreich, <i>page 54</i>	



Specific Standard Disclosures

G4 Indicators	Description	Page reference / Answer
CATEGORY: ECONOMIC		
ASPECT – ECONOMIC PERFORMANCE		
DMA		Foreword, page 2–3
G4-EC 2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Foreword, pages 2–3
ASPECT – INDIRECT ECONOMIC IMPACTS		
DMA		For the Good of Society, pages 44–49
G4-EC 8	Significant indirect economic impacts, including the extent of impacts	For the Good of Society, pages 44–49
ASPECT – PROCUREMENT PRACTICES		
DMA		For the Good of the Environment, page 49
G4-EC 9	Proportion of spending on local suppliers at significant locations of operation	Brau Union Österreich, page 14
CATEGORY: ENVIRONMENTAL		
ASPECT – MATERIALS		
DMA		For the Good of the Environment, pages 20, 22
G4-EN 1	Materials utilized by weight or volume	For the Good of the Environment, page 22 Appendix, page 66
G4-EN 2	Percentage of materials used that are recycled input materials	Appendix, page 67
ASPECT – ENERGY		
DMA		For the Good of the Environment, pages 16, 27–28
G4-EN 3	Energy consumption within the organization	For the Good of the Environment, pages 27–28 Appendix, pages 67–68
G4-EN 5	Energy intensity	For the Good of the Environment, pages 27–28 Appendix, page 68
G4-EN 6	Reduction in energy consumption	For the Good of the Environment, pages 26–29 Our Breweries, pages 50–53 Appendix, page 68
ASPECT – WATER		
DMA		For the Good of the Environment, pages 20, 25
G4-EN 8	Total volume of water withdrawal by source	For the Good of the Environment, page 25 Our Breweries, pages 50–53 Appendix, page 70
G4-EN 9	Water sources significantly affected by withdrawal of water	For the Good of the Environment, page 25 Appendix, page 70
ASPECT – EMISSIONS		
DMA		For the Good of the Environment, pages 20–21, 26
G4-EN 15	Direct greenhouse gas (GHG) emissions (Scope 1)	For the Good of the Environment, pages 21, 28 Appendix, page 69
G4-EN 16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	For the Good of the Environment, pages 21, 28 Appendix, page 69



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G4 Indicators	Description	Page reference / Answer
CATEGORY: ENVIRONMENTAL		
ASPECT – EMISSIONS		
G4-EN 18	Greenhouse gas (GHG) emissions intensity	For the Good of the Environment, <i>pages 27–28</i> Appendix, <i>page 69</i>
G4-EN 19	Reduction of greenhouse gas (GHG) emissions	For the Good of the Environment, <i>pages 26–29</i>
G4-EN 21	NO _x , SO _x and other significant air emissions	Appendix, <i>page 69</i>
ASPECT – EFFLUENTS AND WASTE		
DMA		For the Good of the Environment, <i>pages 20, 25</i>
G4-EN 22	Total water discharge by quality and destination	For the Good of the Environment, <i>page 25</i> Appendix, <i>page 70</i>
G4-EN 23	Total weight of waste by type and disposal method	For the Good of the Environment, <i>page 24</i> Appendix, <i>page 70</i>
G4-EN 24	Total number and volume of significant spills	No significant spills were reported within the period of this report. Data are collected using the HEINEKEN Business Comparison System (BCS).
ASPECT – PRODUCTS AND SERVICES		
DMA		For the Good of the Environment, <i>pages 20, 25</i>
G4-EN 27	Extent of impact mitigation of environmental impacts of products and services	For the Good of the Environment, <i>pages 23–28</i>
G4-EN 28	Percentage of products sold and their packaging materials that are reclaimed by category	For the Good of the Environment, <i>page 22</i> Appendix, <i>page 66</i> Approximately 65.3% of our products are sold in returnable containers (returnable bottles and kegs).
ASPECT – COMPLIANCE		
DMA		In order to conduct business and sell the products made by Brau Union Österreich, we must fulfill all legal requirements on a national level. This is the primary responsibility of our legal department which reports directly to our general director. The legal department oversees our compliance with guidelines and laws as well as addressing complaints regarding any non-compliance with regulations.
G4-EN 29	Monetary value of significant fines and total number of non-monetary transactions for non-compliance with environmental laws and regulation	During the time period of the report, Brau Union Österreich did not receive any significant fines or conduct any non-monetary transactions for non-compliance with environmental law and regulations. Data are collected using the HEINEKEN Business Comparison System (BCS).
ASPECT – TRANSPORT		
DMA		For the Good of the Environment, <i>pages 26–27</i>
G4-EN 30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	For the Good of the Environment, <i>pages 26–27</i> The environmental impact of domestic business trips as well as the commuter journey of our employees to and from work are considered negligible and were not reported.



G4 Indicators	Description	Page reference / Answer
ASPECT – SUPPLIER ENVIRONMENTAL ASSESSMENT		
DMA		For the Good of the Environment, <i>page 24</i>
G4-EN 32	Percentage of new suppliers that were screened using environmental criteria	For the Good of the Environment, <i>page 24</i> Appendix, <i>page 71</i> All new suppliers receive our Supplier Code which also contains environmental criteria. Failure to sign the agreement or not upholding the stipulations in the supplier code can lead to the termination of business relations.
G4-EN 33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	For the Good of the Environment, <i>pages 19–24</i>
ASPECT – ENVIRONMENTAL GRIEVANCE MECHANISMS		
DMA		refer to G4-EN 29
G4-EN 34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	During the period of the report, there were no grievances filed related to environmental impacts.

CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

ASPECT – EMPLOYMENT

DMA		For the Good of Our Employees, <i>page 32</i>
G4-LA 1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	For the Good of Our Employees, <i>page 32</i> Appendix, <i>page 72</i>
G4-LA 2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	For the Good of Our Employees, <i>pages 32–35</i> Appendix, <i>page 73</i>
G4-LA 3	Return to work and retention rates after parental leave, by gender	Appendix, <i>page 73</i>

ASPECT – OCCUPATIONAL HEALTH AND SAFETY

DMA		For the Good of Our Employees, <i>pages 32, 34</i>
G4-LA 5	Percentage of total workforce represented in formal joint management–worker committees	For the Good of Our Employees, <i>page 32</i> 100% of the employees at Brau Union Österreich are represented by joint management-worker committees.
G4-LA 6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	For the Good of Our Employees, <i>page 32</i> Appendix, <i>page 73</i>
G4-LA 7	Workers with high incidence or high risk of diseases related to their occupation	For the Good of Our Employees, <i>page 34</i> Brau Union Österreich employees are exposed to risks in different departments depending on the type of activity. Production: noise, odors, heat, cold, danger of explosion in some cases... Logistics: danger on the street due to traffic, injury from lifting or carrying heavy items Sales/Office: sitting for several hours at a time – impact on the spine, impact on vision



Specific Standard Disclosures

G4 Indicators Description

Page reference / Answer

CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

ASPECT – TRAINING AND EDUCATION

DMA		For the Good of Our Employees, pages 32-33
G4-LA 9	Average hours of training per year per employee by gender, and by employee category	For the Good of Our Employees, page 33 Appendix, page 74
G4-LA 10	Programs for skills management and lifelong learning	For the Good of Our Employees, page 33
G4-LA 11	Percentage of employees receiving regular performance and career development reviews	Every employee at Brau Union Österreich takes part in two annual employee performance review meetings with their supervisor. During these meetings, goals are defined and a development plan is drawn up for the employee. At the end of the year, the plan is reviewed to see if the goals have been met.

ASPECT – DIVERSITY AND EQUAL OPPORTUNITY

DMA		Promoting diversity and ensuring equal opportunity are of key importance at Brau Union Österreich. As a part of the international HEINEKEN family, we do not tolerate any form of discrimination, using the European Convention for the Protection of Human Rights and Fundamental Freedoms as a means of orientation. Our Code of Conduct, based on the UN Global Compact, applies to all our employees and includes anti-discrimination guidelines. Inappropriate behavior is identified and addressed through our "Speak Up" program.
G4-LA 12	Composition of governance bodies and breakdown of employees	Appendix, page 74 The majority of the employees at Brau Union Österreich are Austrian citizens and only a few minorities are employed by the company.

ASPECT – EQUAL REMUNERATION FOR WOMEN AND MEN

DMA		For the Good of Our Employees, page 32
G4-LA 13	Ratio of basic salary and remuneration of women to men	Brau Union Österreich does not pay different salaries based on gender.

ASPECT – SUPPLIER ASSESSMENT FOR LABOR PRACTICES

DMA		For the Good of the Environment, page 24
G4-LA 14	Percentage of new suppliers that were screened using labor practices criteria	For the Good of the Environment, page 24 Appendix, page 71 All new suppliers receive our Supplier Code, which also includes criteria with regard to labor practices. Failure to sign the agreement or not upholding the stipulations in the supplier code can lead to the termination of business relations.
G4-LA 15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken	For the Good of the Environment, page 24 Appendix, page 71

ASPECT – LABOR PRACTICES GRIEVANCE MECHANISMS

DMA		refer to G4-EN 29
G4-LA 16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	No grievances were filed during the report period with regard to labor practices.



SUB-CATEGORY: HUMAN RIGHTS

ASPECT – NON-DISCRIMINATION

DMA		Brau Union Österreich, page 8
G4-HR 3	Total number of incidents of discrimination and corrective actions taken	Brau Union Österreich, page 8 During the report period, there were no incidents of discrimination reported through our internal "Speak Up" program.

ASPECT – SUPPLIER HUMAN RIGHTS ASSESSMENT

DMA		For the Good of the Environment, page 24
G4-HR 10	Percentage of new suppliers that were screened using human rights criteria	For the Good of the Environment, page 24 Appendix, page 71 All new suppliers receive our Supplier Code, which also contains criteria with regard to human rights. Failure to sign the agreement or not upholding the stipulations in the supplier code can lead to the termination of business relations.
G4-HR 11	Significant actual and potential negative human rights impact in the supply chain and actions taken	For the Good of the Environment, page 71

ASPECT – HUMAN RIGHTS GRIEVANCE MECHANISMS

DMA		refer to G4-EN 29
G4-HR 12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	No grievances were filed during the report period with regard to human rights.

SUB-CATEGORY: SOCIETY

ASPECT – LOCAL COMMUNITIES

DMA		For the Good of the Environment, page 22 For the Good of Society, page 47
G4-SO 1	Percentage of operations with implemented local community engagement, impact assessments and development programs	For the Good of the Environment, pages 22–24 For the Good of Society, pages 48–49 At all brewing plants operated by Brau Union Österreich, we endeavor to communicate with our stakeholders and actively involve them in our activities. Thus, we frequently participate in roundtable discussions. In 2017, Brau Union Österreich plans to organize roundtable discussions at a number of our larger production sites (Göss, Puntigam, Schwechat, Wieselburg and Zipf), in order to strengthen their relationship with the local community. Any implications for the environment and society are first clarified prior to making any large investments to implement measures for improving infrastructure.
G4-SO 2	Operations with significant actual or potential negative impacts on local communities	During the report period, no significant actual or potential negative impacts of our business activity on the local communities were reported.



Specific Standard Disclosures

G4 Indicators Description

Page reference / Answer

CATEGORY: SOCIAL

SUB-CATEGORY: SOCIETY

ASPECT – ANTI-CORRUPTION

DMA		Brau Union Österreich, page 8
G4-SO 3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	<p>Brau Union Österreich, page 8</p> <p>The "Process and Control Improvement" (PCI) department is also responsible for, among other things, the fraud risk register. Every year, a fraud risk assessment is conducted involving every location where business transactions are conducted, as well as in all areas of operation. This has given rise to the fraud risk register in which 29 types of risks have been identified. Each type of risk has been assessed for the likelihood of its occurrence and its probable impact. Care has been taken to ensure that all locations are included in the assessment, and moreover, that the register is continuously updated.</p> <p>Due to the likelihood of their occurrence and the severe consequences associated with them, the following risks are worthy of mention:</p> <ul style="list-style-type: none"> - misappropriation of finished products - manipulation of empty packaging - "blacklisted customers"
G4-SO 4	Communication and training on anti-corruption policies and procedures	<p>Brau Union Österreich, page 8</p> <p>When they are hired, each employee receives the HEINEKEN Code of Conduct as part of the orientation process. This code of conduct includes guidelines regarding the anti-corruption policy with important information on measures and procedures to fight corruption.</p>
G4-SO 5	Confirmed incidents of corruption and actions taken	During the report year, no corruption incidents were reported.

ASPECT – COMPLIANCE

DMA		refer to G4-EN 29
G4-SO 8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	<p>During the report period, Brau Union Österreich did not receive any significant fines or conduct any non-monetary transactions for non-compliance with laws and regulations. Data are collected using the HEINEKEN Business Comparison System (BCS).</p>

ASPECT – SUPPLIER ASSESSMENT FOR IMPACTS ON SOCIETY

DMA		For the Good of the Environment, page 24
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	<p>For the Good of the Environment, page 24 Appendix, page 71</p> <p>All new suppliers receive our Supplier Code, which also contains criteria with regard to impacts on society. Failure to sign the agreement or not upholding the stipulations in the supplier code can lead to the termination of business relations.</p>
G4-SO 10	Significant actual and potential negative impacts on society in the supply chain and actions taken	For the Good of the Environment, pages 22–24

ASPECT – GRIEVANCE MECHANISMS FOR IMPACTS ON SOCIETY

DMA		refer to G4-EN 29
G4-SO 11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	During the report period, there were no grievances filed with regard to impacts on society.



SUB-CATEGORY: PRODUCT RESPONSIBILITY

ASPECT – CONSUMER HEALTH AND SAFETY

DMA		For the Good of Society, page 48
G4-PR 1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	For the Good of Society, page 48
G4-PR 2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	For the Good of Society, page 48 Brau Union Österreich is subject to strict legal requirements as well as self-imposed restrictions as a producer of alcohol. These are written into the "HEINEKEN Rules in Responsible Commercial Communication". Within the timeframe of this report, there were no instances reported regarding infringement of the rules.

ASPECT – PRODUCT AND SERVICE LABELING

DMA		For the Good of Society, page 48
G4-PR 3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	For the Good of Society, page 48 Brau Union Österreich, as part of the HEINEKEN concern, is subject to the "Labeling Requirements Standard". This standard includes mandatory as well as voluntary labeling procedures and is based on EU guidelines. Brau Union Österreich must also comply with the regulations in effect in Austria.
G4-PR 4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	During the report period, no incidents were reported. The HEINEKEN "Labeling Requirements Standard" also includes voluntary codes regarding label declarations, such as information on the responsible consumption of alcohol, for example. There is still room for improvement in this area.
G4-PR 5	Results of surveys measuring customer satisfaction	Approximately every two years, Brau Union Österreich conducts surveys on customer satisfaction. The last survey was carried out in 2015, the next survey will be held in 2017.

ASPEKT – COMPLIANCE

DMA		refer to G4-EN 29
G4-PR 9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	During the report period, Brau Union Österreich did not receive any significant fines or conduct any non-monetary transactions for non-compliance with laws and regulations regarding the provision and use of products and services. Data are collected using the HEINEKEN Business Comparison System (BCS).

