



Strictly confidential – business secret

GRI STANDARDS Report for 2017

16.3.2018
Communication
Events, Social responsibility and Activation



GRI STANDARDS

Report for 2017

	GRI Topic	GRI Disclosure	Value	Comment
Economic	GRI 201 – Economic Performance	201-1: Direct economic value generated and distributed		In NLB Group Annual report for 2017
		a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization’s global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:		
		i. Direct economic value generated: revenues;		
		ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;		
		iii. Economic value retained: ‘direct economic value generated’ less ‘economic value distributed’.		
		b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.		
	GRI 202 – Market Presence	202-2: Proportion of senior management hired from the local community		The recruitment procedure: In the event that NLB evaluates that the pool of talents does not provide a suitable candidate for the vacant senior management position, NLB prepares the tender invitation. The invitation is published on the Bank’s website and on the premises of the National Employment Office. Among the registered candidates there are several selection interviews and selection tests carried out. Fit & Proper rating is also involved. The selected candidates are employed at the bank for an indefinite period with 6 months’ probation period.
	a. Percentage of senior management at significant locations of operation that are hired from the local community.	99%		

			Senior management: General Managers directly subordinated to Management Board (B-1), the directors that are subordinated to B-2 level General Managers, other employees, who have an individual contract of employment (Advisor, Deputy Director, Head of Unit)
	b. The definition used for 'senior management'.		
	c. The organization's geographical definition of 'local'.		Republic of Slovenia
	d. The definition used for 'significant locations of operation'.		Republic of Slovenia and locations of NLB Group Members
GRI 205 – Anti-corruption	205-2: Communication and training about anti-corruption policies and procedures		
	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.	NLB Management Board: 4 members (100%), NLB Supervisory Board: 8 members (100%)	Members of the NLB Supervisory Board were acquainted with this topic in the context of specialized education in the field of risk of compliance and integrity, within which the risks of corruption and internal regulation of the area were presented on September 18 th 2017.
	b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	2.789 (100%) of current employees	
	d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	NLB Management Board: 4 members (100%), NLB Supervisory Board: 8 members (100%)	Members of the NLB Supervisory Board were acquainted with this topic in the context of specialized education in the field of risk of compliance and integrity, within which the risks of corruption and internal regulation of the area were presented in September 2017
	e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	2.789 (100%)	
	205-3: Confirmed incidents of corruption and actions taken		This means incidents of corruption (which is meant to include bribery, fraud or money laundering) and actions taken
	a. Total number and nature of confirmed incidents of corruption.	6: total number of incidents of corruption reviewed 1: confirmed incident of corruption; bribery for granting a loan 2: unconfirmed incidents of corruption 3: ongoing cases, not yet finished	
	b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	1	
	c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	0	

		d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	0	
Environmental	GRI 301 – Materials	301-1: Materials used by weight or volume		
		a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:		
		ii. renewable materials used.	34.38 A4 pages per employee per working day	Data is related to used A4 paper per employee per working day. The number of pages has been constantly reduced since 2014 (42). Compared to 2016, the amount of paper used decreased again (from 39.6 pages to 34.4 pages in 2017).
	GRI 302 – Energy	302-1: Energy consumption within the organization		
		i. electricity consumption in kWh	12,912.381.00	In 2017 we continued with the reduction of electricity consumption, which is 5,2% lower than in the year 2016.
GRI 306 – Effluents and Waste	306-2: Waste by type and disposal method		The waste is being treated by outsourced waste company.	
GRI 307 – Environmental Compliance	307-1: Non-compliance with environmental laws and regulations		NLB received no fines or penalties regarding failure to comply with environmental laws.	
Social	GRI 401 – Employment	401-1: New employee hires and employee turnover		
		a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.	In total 104 new employees in 2017. 34 were younger than 30 years, 69 were between 30 and 50 and 1 employee was older than 50. All were employed from Republic of Slovenia	See more into the section Employees in CSR Report 2017, Employee hires structure by gender, page 20 (link).
		b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	In total 200 employees departed from NLB in 2017. 8 were younger than 30, 81 were in the age between 30 and 50 and 111 employees were older than 50 years old.	See the section Employees in CSR Report 2017, Employee turnover structure by gender, page 21 (link).
		401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees		Promote and protect the rights, obligations and responsibilities arising from the employment relationship are regulated by laws, collective agreements and internal regulations. All employees have rights as they are determined by law, collective agreements and internal regulations.
		401-3: Parental leave		
		a. Total number of employees that were entitled to parental leave,	83 employees	
		b. Total number of employees that took parental leave,	83 employees	
c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	83 employees (100%)			

		d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work.	76 employees (92%)	
		e. Return to work and retention rates of employees that took parental leave.	100%	
GRI 402 - Labor/Management Relations		402-1: Minimum notice periods regarding operational changes		The way of cooperation with the Labor unions and the Worker's council is fixed by collective agreements, the Act of workers and management and the Agreement on cooperation between Worker's council and employer. Deadlines for informing the Unions and the Worker's council is in a minimum of 30 days
GRI 403 - Occupational Health and Safety		403-1: Workers representation in formal joint management–worker health and safety committees		
		a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	4 weeks in minimum prior to implementation of new operational changes with significant impact	
		403-4: Health and safety topics covered in formal agreements with trade unions		
		a. Whether formal agreements (either local or global) with trade unions cover health and safety. b. If so, the extent, as a percentage, to which various health and safety topics are covered by these agreements.	Global agreement with trade union 100%	
GRI 404 – Training and Education		404-1: Average hours of training per year per employee		
		Average hours of training that the organization's employees have undertaken during the reporting period.	21,6 hours per employee in the 2017	In 2017 8960 employees participated in internal lectures and workshops and 1096 employees participated on external training courses
		404-2: Programs for upgrading employee skills and transition assistance programs		
		Type and scope of programs implemented and assistance provided to upgrade employee skills.	Internal education (lectures and workshops), e-trainings, external training courses, courses for new employees	Every 3-month Human Resources department publish the list of all trainings and education programs for the next period. It includes 30 different education programs at average
		b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Provided for all employees in the case of termination of employment in the case of structural downsizing	

	404-3: Percentage of employees receiving regular performance and career development reviews		
	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	100%	The aim of the organization was all employees to receive a regular performance and career development review.
GRI 405 – Diversity and Equal Opportunity	405-1: Diversity of governance bodies and employees		
	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:		As organization's governance bodies we consider NLB Management Board and NLB Supervisory Board
	Gender;	16,7 % female 83,3 % male	Management Board has 4 members, all male; Supervisory Board has 8 members, 6 male and 2 female members
	Age group: under 30 years old, 30-50 years old, over 51 years old;	Under 30 years 0% 30-50 years old 58,3% Over 50 years old 41,7%	Under 30 years 0 members 30-50 years old 7 members Over 50 years old 5 members
	b. Percentage of employees per employee category in each of the following diversity categories:		See the section Employees in CSR Report 2017, pages from 16 to 21 (link).
GRI 406 – Non-discrimination	406-1: Incidents of discrimination and corrective actions taken		NLB has a policy of zero tolerance to any form of discrimination and violence.
	a. Total number of incidents of discrimination during the reporting period.	0	