

GRI Content Index

GRI 102: GENERAL DISCLOSURES (2016)					
GRI Standards (2016)	Description	Link / Direct Answer	Non_disclosures	NaDiVeG Requirement	Audit
Organizational profile					
GRI 102-1	Name of the organization	<i>Group Overview</i>			
GRI 102-2	Activities, brands, products & services	<i>Group Overview Group Organizational Structure</i>		<i>Business Model</i>	
GRI 102-3	Location of headquarters	<i>Group Overview</i>			
GRI 102-4	Location of operations	<i>Group Overview Casinos Austria International locations do not form part of the disclosures and are thus not listed.</i>		<i>Business Model</i>	
GRI 102-5	Ownership & legal form	<i>Group Overview</i>			
GRI 102-6	Markets served	<i>Group Overview</i>		<i>Business Model</i>	
GRI 102-7	Scale of organization	<i>Fiscal Year 2018 Top Employer Indicators</i>	<i>Incomplete – total capitalization missing. The Group is not publicly listed and is thus not obliged to disclose this information. Total capitalization is reported in our Annual Reports.</i>	<i>Business Model</i>	
GRI 102-8	Information on employees and other workers	<i>Fiscal Year 2018 Top Employer Indicators</i>		<i>Business Model</i>	
GRI 102-9	Supply chain	<i>Our Supply Chain</i>		<i>Business Model</i>	
GRI 102-10	Significant changes to the organization and its supply chain in the reporting period	<i>Three new WINWIN outlets were opened in the reporting period: WINWIN Vienna Prater on 15.2.2018, WINWIN Eugendorf on 25.3.2018 and WINWIN Bohemian Prater/Monte Laa on 27.4.2018. A new Management Board took office on 1 May 2019. The Foreword to the 2018 CSR Report was written by the new Management Board, while the focus in the remainder of the report lies on the 2018 reporting year.</i>		<i>Business Model</i>	
GRI 102-11	Precautionary principle or approach	<i>Foreword</i>			
GRI 102-12	External initiatives	<i>Our Approach to CSR</i>		<i>National, EU or international frameworks</i>	
GRI 102-13	Membership of associations	<i>Our Approach to CSR</i>		<i>National, EU or international frameworks</i>	
GRI 102-14	Statement from senior decision-maker	<i>Foreword</i>			
GRI 102-15	Key impacts, risks, and opportunities	<i>Foreword Legal and Regulatory Framework</i>		<i>Significant Risks</i>	
GRI 102-16	Values, principles, standards, and norms of behavior	<i>Our Values and Standards Top Employer Compliance on All Levels</i>			

GRI Standards (2016)	Description	Link / Direct Answer	Non-Disclosures	NaDiVeG Requirement	Audit
Governance					
GRI 102-18	Governance structure, incl. highest governance body	<i>Group Management Bodies</i>			
GRI 102-19	Delegating authority	<i>Group Management Bodies</i>			
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	<i>Our CSR Organization</i>			
GRI 102-22	Composition of the highest governance body and its committees	<i>Group Management Bodies Indicators</i>			
Stakeholder engagement					
GRI 102-40	List of stakeholder groups	<i>Our Key Stakeholders</i>			
GRI 102-41	Collective bargaining agreements	<i>The employees in our Group are covered by different collective bargaining agreements depending on their occupational group - 98% of them are covered by collective bargaining agreements.</i>			
GRI 102-42	Identifying and selecting stakeholders	<i>Our Key Stakeholders Indicators - Stakeholders</i>			
GRI 102-43	Approach to stakeholder engagement	<i>Indicators - Stakeholders</i>	<i>Incomplete. Currently being updated.</i>		
GRI 102-44	Key topics and concerns raised	<i>Identification of CSR Topics and Themes Indicators - Stakeholders</i>	<i>Incomplete. Currently being updated.</i>		
Reporting practice					
GRI 102-45	Entities included in the consolidated financial statements	<i>Group Overview</i>		<i>Business Model</i>	
GRI 102-46	Defining report content and topic boundaries	<i>Reporting Period and Practices</i>			
GRI 102-47	List of material topics	<i>Identification of CSR Topics and Themes</i>		<i>Key Issues</i>	
GRI 102-48	Restatements of information	<i>No explicit restatement in comparison to earlier reports.</i>			
GRI 102-49	Changes in reporting	<i>Identification of CSR Topics and Themes</i>			
GRI 102-50	Reporting period	<i>Reporting Period and Practices</i>			
GRI 102-51	Date of most recent report	<i>Reporting Period and Practices</i>			
GRI 102-52	Reporting cycle	<i>Reporting Period and Practices</i>			
GRI 102-53	Contact point for questions	<i>Our CSR Organization Imprint</i>			
GRI 102-54	Claims of reporting in accordance with the GRID Standards	<i>Reporting Period and Practices</i>		<i>National, EU or international Frameworks</i>	
GRI 102-55	GRI content index	<i>GRI Content Index</i>			
GRI 102-56	External assurance	<i>The PDF version of the report was subjected to an external audit by Deloitte. Indicators - Audit Report</i>			

GRI 201: ECONOMY

Specific Disclosures (2016)	Description	Link / Direct Answer	Non-Disclosures	NaDiVeG Requirement	Audit
GRI 203: Indirect Economic Impacts 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>People - Good for Austria Gaming - Player Protection of the Highest Quality</i>			
GRI 203-2	Significant indirect economic impacts	<i>People - Good for Austria Gaming - Player Protection of the Highest Quality</i>			
GRI 204: Procurement Practices 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>Environment - Sustainable Use of Resources Disclosure on Management Approach</i>			
GRI 204-1	Proportion of spending on local suppliers at main business locations	<i>Environment - Sustainable Use of Resources Indicators</i>			x
GRI 205: Anti-corruption 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>Gaming - Compliance on All Levels Disclosure on Management Approach</i>		<i>Anti-Corruption and Bribery</i>	
GRI 205-1	Operations assessed for risks related to corruption	<i>Gaming - Compliance on All Levels Indicators Our Compliance Department is also responsible for all matters relating to the prevention of corruption. Regular risk analyses are carried out for each of our Business Units (with the exception of Casinos Austria International, which organizes its own risk analyses). These analyses reveal a variety of different risks. Our individual places of business are audited regularly by our Internal Audit Department.</i>		<i>Concepts Applied & Results</i>	
GRI 205-2	Communication and training about anti-corruption policies and procedures	<i>Gaming - Compliance on All Levels Indicators Our anti-corruption rules apply to all staff in our Group (including board members) and are published on our intranet. They are informed of any changes to these rules by e-mail. Our Code of Conduct for Suppliers likewise includes provisions to combat corruption, and all our suppliers are required to accept and adhere to this code. Every new member of staff is required to complete an online anti-corruption training module and test. Our managers receive additional specific anti-corruption training as required. In 2018, all three members of our Management Board were informed about our anti-corruption rules and guidelines. Anti-corruption training was also provided to staff at our HQ in Vienna in the reporting year.</i>			
GRI 205-3	Confirmed incidents of corruption and actions taken	<i>There were no confirmed incidents of corruption in the reporting year.</i>			

ECOLOGY

Specific Disclosures (2016)	Description	Link / Direct Answer	Non-Disclosures	NaDiVeG Requirement	Audit
GRI 301: Materials 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>Environment - Sustainable Use of Resources Disclosure on Management Approach</i>		<i>Environment - Material Consumption</i>	
GRI 301-1	Materials used, by weight or volume	<i>Indicators</i>		<i>Concepts Applied & Results</i>	
GRI 302: Energy 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>Environment - Climate Protection Disclosure on Management Approach</i>		<i>Environment - Energy Consumption</i>	
GRI 302-1	Energy consumption within the organization	<i>Environment - Climate Protection Indicators</i>	<i>Incomplete - no data on transport or steam energy available for the reporting period.</i>	<i>Concepts Applied & Results</i>	
GRI 302-3	Energy intensity - specific energy consumption	<i>Indicators</i>			
GRI 302-4	Reduction of energy consumption	<i>Environment - Climate Protection Indicators</i>			
GRI 305: Emissions 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>Environment - Climate Protection Disclosure on Management Approach</i>		<i>Environment - CO2 Emissions</i>	
GRI 305-1	Direct GHG emissions (Scope 1)	<i>Environment - Climate Protection Indicators</i>		<i>Concepts Applied & Results</i>	x
GRI 305-2	Energy indirect GHG emissions (Scope 2)	<i>Environment - Climate Protection Indicators</i>	<i>Scope 2 emissions of biogenic origin are not reported, since none are produced.</i>		x
GRI 305-4	GHG emissions intensity	<i>Indicators</i>			
GRI 305-5	Reduction of GHG emissions	<i>Indicators</i>			
GRI 306: Effluents and Waste 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>Environment - Sustainable Use of Resources Disclosure on Management Approach</i>			
GRI 306-2	Waste by type and disposal method	<i>Environment - Sustainable Use of Resources Indicators</i>			
GRI 308: Supplier Environmental Assessment 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>Environment - Sustainable Use of Resources Disclosure on Management Approach</i>			
GRI 308-1	New suppliers that were screened using environmental criteria	<i>All our suppliers are required to accept and adhere to our Code of Conduct for Suppliers.</i>			

SOCIAL

Specific Disclosures (2016)	Description	Link / Direct Answer	Non-Disclosures	NaDiVeG Requirement	Audit
GRI 401: Employment 2016				<i>Employee Matters - Workplace Conditions, Fluctuation Human Rights</i>	
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>People - Top Employer Disclosure on Management Approach</i>		<i>Concepts Applied & Results</i>	
GRI 401-1	New employee hires and employee turnover	<i>People - Top Employer Indicators</i>			
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<i>All of the employee benefits provided by the Group are accorded to all employees, regardless of whether they are employed on a full-time or part-time basis or on permanent or temporary contracts: remuneration in line with collective bargaining agreements, social security and old-age pension contribution, legal entitlement to maternity/paternity leave, meal allowance, corporate health management, ...</i>			
GRI 401-3	Parental leave	<i>People - Top Employer Indicators</i>			
GRI 403: Occupational Health and Safety 2016				<i>Employee Matters - Health & Safety</i>	
GRI 103-1 bis 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>People - Top Employer Disclosure on Management Approach</i>		<i>Concepts Applied & Results</i>	
GRI 403-1	Workers representation in formal joint management-worker health and safety committees	<i>The majority of the employees in our Group are represented by works councils. The only exceptions here are our tipp3 and Casinos Austria International Business Units.</i>			
GRI 404: Training and Education 2016				<i>Employee Matters - Training and Education</i>	
GRI 103-1 bis 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>People - Top Employer Disclosure on Management Approach</i>		<i>Concepts Applied & Results</i>	
GRI 404-1	Average hours of training per year per employee	<i>People - Top Employer Indicators</i>			
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<i>People - Top Employer</i>			
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	<i>All employees in our Group have annual performance and career development reviews with their respective line manager during which their targets and career development plan are established and agreed. Target achievement is likewise assessed.</i>			

GRI 405: Diversity and Equal Opportunity 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>People - Top Employer Disclosure on Management Approach</i>		<i>Diversity</i>	
GRI 405-1	Diversity of governance bodies and employees	<i>Indicators</i>		<i>Concepts Applied & Results</i>	x
GRI 414: Supplier Social Assessment 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>Environment - Sustainable Use of Resources Disclosure on Management Approach</i>			
GRI 414-1	New suppliers that were screened using social criteria	<i>All our suppliers are required to accept and adhere to our Code of Conduct for Suppliers.</i>			
GRI 416: Customer Health and Safety 2016					
GRI 103-1 to 3	Explanation of the material topic and its boundaries, management approach and evaluation	<i>People - Good for Austria Gaming Disclosure on Management Approach</i>			
GRI 416-1	Assesment of the health and safety impacts of product and service categories.	<i>Gaming - Player Protection of the Highest Quality</i>			

Own Key Performance Indicators

RESPONSIBLE GAMING INDICATORS				
Brand specific topics	Description	Page Reference / Direct Answer	Non-Disclosures	Audit
Player Protection	Number of counseling interviews with guests pursuant to Art. 25 (3), Austrian Gaming Act	<i>Gaming - Player Protection of the Highest Quality Indicators</i>		x
	Number of restrictive measures pursuant to Art. 25 (3), Austrian Gaming Act	<i>Gaming - Player Protection of the Highest Quality Indicators</i>		
	Number of restrictive measures pursuant to Art. 25 (3), Austrian Gaming Act	<i>Gaming - Player Protection of the Highest Quality Indicators</i>		
Responsible gaming measures in game design	Risk potential analyses using the Gamgard V3.0 evaluation tool (game design)	<i>Indicators</i>		
Responsible gaming measures in advertising and sponsoring	Number of advertising materials checked in acc. with our Responsible Advertising guidelines and provisions	<i>Gaming - Player Protection of the Highest Quality Indicators</i>		
Regular, lasting training	Number of employees trained per year	<i>Indicators</i>		
	Number of retail partners trained per year	<i>Indicators</i>		
	Number of specially-trained responsible gaming staff at Casinos Austria	<i>Gaming - Player Protection of the Highest Quality Indicators</i>		
	Number of specially-trained responsible gaming staff at WINWIN	<i>Gaming - Player Protection of the Highest Quality Indicators</i>		
	Number of calls from customers to our responsible gaming hotline	<i>Gaming - Player Protection of the Highest Quality Indicators</i>		
Further development of responsible gaming measures	Number of participations in external conferences/talks/training events	<i>Indicators</i>		
	Number of participants at the RGA conference per year - internal	<i>Indicators</i>		
	Number of participants at the RGA conference per year - external	<i>Indicators</i>		
	Number of participants at the RGA conference per year - total	<i>Gaming - Player Protection of the Highest Quality Indicators</i>		
COMPLIANCE INDICATORS				
Brand-specific topics	Description	Page Reference / Direct Answer	Non-Disclosures	Audit
	Compliance checks by type	<i>Indicators</i>		