

BMW
GROUP



ROLLS-ROYCE
MOTOR CARS LTD

GRI CONTENT

INDEX 2021

IDENTIFIED MATERIAL TOPICS AND THEIR BOUNDARIES

	BMW Group value creation chain		
	Supply chain	Production	Sales and utilisation, recycling and disposal
Human rights	++	+	+
Combatting corruption and anti-competitive behaviour	++	++	++
Product safety			++
Fuel efficiency and vehicle CO ₂ emissions			++
Vehicle pollutant emissions			++
Alternative drivetrain technologies			++
Design for Recycling			++
Connected and autonomous driving			++
Mobility concepts and services			++
Energy efficiency and CO ₂ emissions in the value chain	++	+	+
Environmental and social standards in the supply chain	++		
Occupational health and safety	++	++	++
Attractive workplace, talent identification and retention	+	++	+
Employee development, training and education	+	++	+
Diversity and equal opportunity	+	++	+

++ High impact + Low impact

↗ GRI 102-47

FOUNDATION AND GENERAL DISCLOSURES

This Report was prepared in accordance with both the 2016 Global Reporting Initiative (GRI) Standards (Comprehensive option) and the updated 2018 GRI standards on occupational health and safety ([↗ GRI 403, 2018](#)).

All relevant content pertaining to the GRI was included in the audit of the report. References to the BMW Group Report 2021 were reconciled with the audited sections.

GRI 101: FOUNDATION

GRI 102: GENERAL DISCLOSURES

GRI Standard	BMW Group Report 2021	Further information	UNGC
Organizational profile			
GRI 102-1: Name of the organisation	↗ Organisational Structure		
GRI 102-2: Activities, brands, products and services	↗ Overview of the BMW Group ↗ Range of innovative mobility services ↗ Electric Mobility		
GRI 102-3: Location of headquarters	↗ Organisational Structure		
GRI 102-4: Location of operations	↗ Locations ↗ Production Network		
GRI 102-5: Ownership and legal form	↗ Organisational Structure ↗ Disclosures Relevant for Takeovers and Explanatory Comments ↗ List of investments at 31 December 2021		
GRI 102-6: Markets served	↗ Locations ↗ Production sites in key markets		

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 102-7: Scale of the organisation	<ul style="list-style-type: none"> ➤ BMW Group in Figures ➤ Locations ➤ Production Network ➤ The BMW Group's attractiveness as an employer ➤ Further GRI Information 		
GRI 102-8: Information on employees and other workers	<ul style="list-style-type: none"> ➤ Further GRI Information ➤ Employees and Society 	<p>Non-managerial staff are employed both directly and indirectly. The number of non-managerial staff is subject to very strong short-term fluctuations particularly during the main holiday period of the core workforce in the summer. Statements about the number of non-managerial staff as well as their composition by gender are therefore of limited value. Freelance staff are not relevant for most of the work in the BMW Group.</p> <p>The number of employees refers to BMW AG as well as all companies that BMW holds a majority share in, regardless of whether they are consolidated. Employees in dormant employment relationships and in the time-off period of pre-retirement part-time arrangements as well as low-income earners are not included.</p>	UNGC 6
GRI 102-9: Supply chain	<ul style="list-style-type: none"> ➤ Global network and local procurement 		
GRI 102-10: Significant changes to the organisation and its supply chain	<ul style="list-style-type: none"> ➤ 03. Increased shareholding in BMW Brilliance Automotive Ltd. 		
GRI 102-11: Precautionary principle or approach	<ul style="list-style-type: none"> ➤ Compliance Management System (CMS) ➤ Resource management at every location ➤ Taking ecological and social responsibility ➤ Decarbonising across the entire life cycle ➤ Electric Mobility ➤ Mobility Concepts and Services ➤ Range of innovative mobility services ➤ Product Safety and data protection 		UNGC 7

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 102-12: External initiatives	Dialogue with the Stakeholder ↗ Participation in public policy development and work in associations Compliance and Human Rights ↗ Further development of the CMS ↗ Global implementation of labour standards and human rights Products and Mobility Solutions ↗ Joining the Initiative Business Ambition for 1.5°C ↗ Improving framework conditions ↗ Shaping the future of mobility Production, Purchasing and Supplier Network ↗ Circularity as a strategic priority ↗ Taking ecological and social responsibility Employees and Society ↗ Building bridges between cultures ↗ Creating a forum for young talent across the world ↗ Strengthening employee engagement ↗ Physical and mental abilities ↗ Sexual orientation and identity		
GRI 102-13: Memberships of associations	↗ Participation in public policy development and work in associations ↗ Customer data protection ↗ Hydrogen ↗ Purchasing and Supplier Network ↗ Further development of the CMS		
Strategy			
GRI 102-14: Statement from senior decision-maker	↗ Statement of the Chairman of the Board of Management		
GRI 102-15: Key impacts, risks and opportunities	↗ Environmental Analysis and Megatrends ↗ Financial market presence with sustainability credentials ↗ Risks and opportunities ↗ Climate-Related Opportunities and Risks		

GRI Standard	BMW Group Report 2021	Further information	UNGC
Ethics and integrity			
GRI 102-16: Values, principles, standards and norms of behaviour	<ul style="list-style-type: none"> ➤ Compliance as a corporate function 	Further information <ul style="list-style-type: none"> ➤ BMW Group Legal Compliance Code ➤ BMW Group values-oriented human resources policies ➤ Joint Declaration on Human Rights and Working Conditions at the BMW Group ➤ BMW Group Code on Human Rights and Working Conditions ➤ BMW Group environmental guidelines ➤ BMW Group supplier sustainability policy ➤ BMW Group corporate values 	UNGC 10
GRI 102-17: Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> ➤ Reporting system for detecting possible non-compliance with the law and compliance controls 		UNGC 10
Governance			
GRI 102-18: Governance structure	<ul style="list-style-type: none"> ➤ Strategy Process ➤ Managing sustainability ➤ Fundamental Aspects of Corporate Governance 	Further information <ul style="list-style-type: none"> ➤ Corporate Governance Code ➤ Statement on Corporate Governance 	
GRI 102-19: Delegating authority	<ul style="list-style-type: none"> ➤ Strategy Process ➤ Performance Indicators ➤ Managing sustainability 	The Supervisory Board does not delegate any authority. Pursuant to § 111 (6) AktG, Supervisory Board members may not have their duties performed by others.	
GRI 102-20: Executive-level responsibility for economic, environmental and social topics	<ul style="list-style-type: none"> ➤ Strategy Process ➤ Managing Sustainability ➤ Organisation and processes for managing climate-related risks 		
GRI 102-21: Consulting stakeholders on economic, environmental and social topics	<ul style="list-style-type: none"> ➤ Stakeholder engagement ➤ Results of the employee survey ➤ Employee involvement 	Stakeholder feedback and positions are communicated to the Board of Management via different channels, for example in regular Board meetings, in direct interaction with individual stakeholder groups (for example with investors, political decision makers) and, not least, also through briefings of expert bodies within the company, in particular before attending larger internal and external events like OECD conferences or general meetings. The Chairperson of the Supervisory Board, in particular, is in contact with stakeholders (for example investors). The members of the Supervisory Board take part in the Annual General Meeting and, in addition, many of them interact with stakeholders as part of their other activities and mandates.	
GRI 102-22: Composition of the highest governance body and its committees	<ul style="list-style-type: none"> ➤ Current Members of the Board of Management ➤ Current Members of the Supervisory Board 		
GRI 102-23: Chair of the highest governance body	<ul style="list-style-type: none"> ➤ Current Members of the Board of Management ➤ Current Members of the Supervisory Board ➤ Overview of Supervisory Board Committees and their Composition 	The Chairman of the Supervisory Board has no executive function.	

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 102-24: Nominating and selecting the highest governance body	<ul style="list-style-type: none"> ➤ Supervisory Board 		
GRI 102-25: Conflicts of interest	<ul style="list-style-type: none"> ➤ Current Members of the Supervisory Board ➤ Report of the Supervisory Board 	Further information ➤ BMW Group Legal Compliance Code	
GRI 102-26: Role of highest governance body in setting purpose, values and strategy	<ul style="list-style-type: none"> ➤ Strategy Process ➤ Performance Indicators ➤ Managing Sustainability 		
GRI 102-27: Collective knowledge of highest governance body	<ul style="list-style-type: none"> ➤ Environmental Analysis and Megatrends ➤ Strategy Process ➤ Managing Sustainability ➤ Current Members of the Board of Management ➤ Overview of Supervisory Board Committees and their Composition 		
GRI 102-28: Evaluating the highest governance body's performance	<ul style="list-style-type: none"> ➤ Supervisory Board ➤ Remuneration Report 		
GRI 102-29: Identifying and managing economic, environmental and social impacts	<ul style="list-style-type: none"> ➤ Environmental Analysis and Megatrends ➤ Strategy Process ➤ Managing Sustainability ➤ Managing Non-Financial Risks as Reported in the NFS ➤ Climate-Related Opportunities and Risks 		
GRI 102-30: Effectiveness of risk management processes	<ul style="list-style-type: none"> ➤ Organisation of Risk Management ➤ Organisation and processes for managing climate-related risks 		
GRI 102-31: Review of economic, environmental and social topics	<ul style="list-style-type: none"> ➤ Strategy Process ➤ Managing Sustainability ➤ Organisation and processes for managing climate-related risks ➤ Report of the Supervisory Board 		
GRI 102-32: Highest governance body's role in sustainability reporting		Overall responsibility lies with the Board of Management of the BMW Group. The Supervisory Board is responsible for auditing the information as part of the non-financial statement (NFS). The external auditors support the Supervisory Board in fulfilling its obligation to undertake audits.	
GRI 102-33: Communicating critical concerns	<ul style="list-style-type: none"> ➤ Reporting system for detecting possible non-compliance with the law and compliance controls ➤ Regular compliance reporting to the Board of Management and Supervisory Board 	Further information ➤ Statement of Corporate Governance	
GRI 102-34: Nature and total number of critical concerns	<ul style="list-style-type: none"> ➤ Reporting system for detecting possible non-compliance with the law and compliance controls 	This information is confidential and is not communicated externally by the BMW Group.	

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 102-35: Remuneration policies	<ul style="list-style-type: none"> ➤ Performance Indicators ➤ Report of the Supervisory Board ➤ Remuneration of the members of the Board of Management ➤ Remuneration of the members of the Supervisory Board 	The company pension scheme system is designed consistently for all employee levels. Pensions are determined in line with annual remuneration and the market, based on the individual's category and the relation between the highest management body, managers and other employees. As the company pension scheme is not provided as a supplementary benefit at all Group companies, no statement can be made for the BMW Group as a whole.	
GRI 102-36: Process for determining remuneration	<ul style="list-style-type: none"> ➤ Remuneration Report 		
GRI 102-37: Stakeholders' involvement in remuneration	<ul style="list-style-type: none"> ➤ Report of the Supervisory Board ➤ Fundamental Aspects of Corporate Governance ➤ Remuneration of the members of the Board of Management 		
GRI 102-38: Annual total compensation ratio		In accordance with the Remuneration Report and based on remuneration levels at BMW AG, the annual remuneration of the highest-paid employee and the average annual remuneration of the workforce as a whole are reported. Due to our global approach, the ratio of the annual remuneration of the highest-paid employee to the average level paid across the workforce as a whole is also in line with the market, but can, however, vary greatly, depending on the market spread between countries. As the relevant data are only available at local company level, but not at corporate level, it is not possible to provide information at individual country level.	
GRI 102-39: Percentage increase in annual total compensation ratio		The percentage of the increase in annual remuneration is decided according to various factors, such as the inflation rate and the current market positioning of the enterprise, and basically follows the market trend. See also GRI 102-38	
Stakeholder engagement			
GRI 102-40: List of stakeholder groups	<ul style="list-style-type: none"> ➤ Stakeholder Groups and Forms of Dialogue 		
GRI 102-41: Collective bargaining agreements	<ul style="list-style-type: none"> ➤ Further GRI Information 		UNGC 3
GRI 102-42: Identifying and selecting stakeholders	<ul style="list-style-type: none"> ➤ Stakeholder engagement 		
GRI 102-43: Approach to stakeholder engagement	<ul style="list-style-type: none"> ➤ Material topics addressed in the NFS ➤ Stakeholder engagement ➤ Results of the employee survey ➤ Employee involvement ➤ Fundamental Aspects of Corporate Governance 	We are in constant dialogue with a variety of different stakeholder groups in all of our locations and markets. Our Stakeholder Engagement Policy provides guidelines for these activities. In identifying our stakeholders, we are guided by the AA1000 standard. Depending on the situation, we choose different forms and methods of engagement.	
GRI 102-44: Key topics and concerns raised	<ul style="list-style-type: none"> ➤ Material topics in 2021 ➤ Results of the employee survey ➤ Employee involvement 	For the purpose of the dialogues, the BMW Group conducts a survey of its stakeholders in order to identify key issues and overarching topics. The BMW Group explains how it deals with these topics in its report.	
Reporting practice			
GRI 102-45: Entities included in the consolidated financial statements	<ul style="list-style-type: none"> ➤ List of investments at 31 December 2021 		
GRI 102-46: Defining report content and topic boundaries	<ul style="list-style-type: none"> ➤ Material topics addressed in the NFS ➤ Environmental Analysis and Megatrends ➤ Stakeholder engagement 		

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 102-47: List of material topics	↗ GRI Content Index 2021		
GRI 102-48: Restatements of information	↗ Changes in reporting and outlook for reporting requirements ↗ Publication and scope ↗ Further GRI Information	New definitions, calculation methods or scopes are described, if applicable, in footnotes to the respective graphics.	
GRI 102-49: Changes in reporting	↗ Material topics addressed in the NFS		
GRI 102-50: Reporting period	↗ Publication and scope		
GRI 102-51: Date of most recent report	↗ Publication and scope		
GRI 102-52: Reporting cycle	↗ Publication and scope	Annual reporting as part of the integrated BMW Group Report	
GRI 102-53: Contact point for questions regarding the report	↗ Contacts		
GRI 102-54: Claims of reporting in accordance with the GRI Standards	↗ GRI Content Index 2021		
GRI 102-55: GRI Content Index	↗ GRI Content Index 2021		
GRI 102-56: External assurance	↗ External audit ↗ Independent Practitioner's Report ↗ Independent Auditor's Report		

MATERIAL TOPICS

We report all relevant information on significant themes in accordance with our management approaches. For reasons of confidentiality, we do not report on the personnel and financial resources that are used for the management of these themes.

HUMAN RIGHTS

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Global implementation of labour standards and human rights ➤ Global network and local procurement ➤ Taking ecological and social responsibility 		UNGC 1, 2, 3, 4, 5, 6
GRI 412: Human Rights Assessment			
GRI 412-1: Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> ➤ Risk analyses on ecological and social responsibilities 	<p>Following publication of the UN Guiding Principles on Business and Human Rights, in 2012 and 2013 we performed a systematic analysis of the rights cited in the Universal Declaration of Human Rights with regard to their relevance and implications for various business entities of the BMW Group. A Human Rights Compliance Assessment followed in 2017, in the course of which we reviewed 71 of 75 legal entities worldwide, covering every country where the BMW Group operates. In 2021, the German Bundestag adopted the Supply Chain Due Diligence Act, in which the BMW Group actively participated through its involvement in the National Action Plan "Business and Human Rights" as part of the automotive sector dialogue. Furthermore, the BMW Group is participating in ongoing legislative processes via associations and initiatives. During the period under report, we were involved in the DICO (German Institute for Compliance), particularly in the area of human rights, in order to support legislative activities in Germany and the EU aimed at reinforcing due diligence requirements in the supply chain.</p> <p>In 2022, we plan to perform a risk assessment in accordance with the new legal requirements. In line with annual compliance procedures, all of the BMW Group's organisational units are regularly surveyed regarding their assessment of the local risk of potential human rights violations and possible incidents. Their responses form the basis for developing further measures to minimise risks. The question of human rights is also an integral part of our assessment process for new corporate locations.</p>	

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 412-2: Employee training on human rights policies or procedures	<ul style="list-style-type: none"> ➤ Expanded training activities ➤ Preventive and remedial measures ➤ Training for the supply chain 	<p>After the adoption of the UN Guiding Principles on Business and Human Rights, we informed our employees via the hierarchy cascade of the BMW Group's position and the requirements with regard to human rights.</p> <p>Human rights are a component of the introductory seminars for new employees and of our Web-based training on sustainability. We regularly update the compliance-related training documents used in face-to-face training, most recently in 2019.</p> <p>Since 2021, the topic of human rights has also been part of the Group-wide online training programme "Compliance Basics". Since 2021, participation in this training programme has been mandatory once every two years for all employees worldwide who work in indirect areas. As human rights are an integral part of the above training, the actual hours of training are not recorded at present.</p>	
GRI 412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<ul style="list-style-type: none"> ➤ Global implementation of labour standards and human rights ➤ Taking ecological and social responsibility 	<p>In addition to the international purchasing conditions, all dealer contracts as well as importer contracts worldwide currently contain a clause on compliance and human rights.</p> <p>In 2021, all material investments in property, plant and equipment (including production equipment and buildings) worldwide were covered by human rights clauses. Material investment volumes are investments that account for at least 95 % of the total investment in tangible assets reported in the 2021 Annual Report.</p>	

COMBATTING CORRUPTION AND ANTI-COMPETITIVE BEHAVIOUR

GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	➤ Compliance and Human rights		UNGC 10
GRI 205: Anti-corruption			
GRI 205-1: Operations assessed for risks related to corruption		The total number and percentage of operations assessed for risks related to corruption and the risks identified are not published for reasons of confidentiality.	
GRI 205-2: Communication and training about anti-corruption policies and procedures	➤ Expanded training activities	<p>The BMW Group Legal Compliance Code is available in twelve languages and is communicated to all BMW Group employees via the BMW Group Intranet. The document is also available in printed form.</p> <p>Upon their appointment, the members of the Board of Management of BMW AG receive a letter with information on their corporate governance duties. They are required to dutifully and responsibly comply with the principles for preventing legal violations set out in the BMW Group Legal Compliance Code and to see to it that these principles are implemented within the company. The BMW Group Legal Compliance Code, which also regulates corruption prevention, is handed out together with a cover letter. The compliance duties of the Board of Management members also include signing the BMW Group Compliance Declaration and successful participation in the online compliance training in "Compliance Essentials" and "Antitrust Compliance".</p> <p>For reasons of confidentiality, no further disclosures over and above the training figures reported in the chapter "Compliance and human rights" are disclosed. The ➤ BMW Group Sustainability Standard for Suppliers includes a reference to corruption prevention activities.</p> <p>A quantification of how many business partners have been informed is not yet possible because this information cannot be reliably captured at present.</p>	

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 205-3: Confirmed incidents of corruption and actions taken	➤ Further development of the CMS	No legal proceedings concerning corrupt practices took place during the period under report. The BMW Group does not currently have any comprehensive Group-wide information on labour law sanctions imposed due to legal violations. Therefore, this aspect of the indicator is not fully reported on. Detailed data on the total number of cases in which contracts with business partners were not renewed due to violations related to corruption are not currently available.	

GRI 206: Anti-competitive Behaviour

GRI 206-1: Legal actions for anti-competitive behaviour, antitrust and monopoly practices	➤ Further development of the CMS		
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PRODUCT SAFETY

GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	➤ Product Safety and Data Protection		
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GRI 416: Customer health and safety

GRI 416-1: Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> ➤ Product Safety as part of quality management ➤ Effective safety systems ➤ Pollutants management 	All BMW Group vehicles are subject to strict tests during development and production with regard to product safety, conformity and health.	
GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	➤ Product Safety as part of quality management		

GRI Standard

BMW Group Report 2021

Further information

UNGC

FUEL EFFICIENCY AND VEHICLE CO₂ EMISSIONS

GRI 103: Management approach
(inclusive 103-1, 103-2, 103-3)

➤ Strategic targets of the BMW Group

BMW Group Integrated Strategy

- Climate change and CO₂ reduction
- Position
- Performance Indicators
- Managing Sustainability

Products and Mobility Solutions

- Decarbonising across the entire life cycle
- Designing conventional drive systems for greater efficiency and lower emissions

Production, Purchasing and Supplier Network

- Carbon emissions at BMW Group locations
- Reducing carbon emissions in the supply chain

UNGC 7, 8, 9

GRI 302: Energy

GRI 302-5:
Reductions in energy requirements
of products and services

- Designing conventional drive systems for greater efficiency and lower emissions
- Technological improvements
- Driving electric mobility forward

Since 2021, the calculation of the average volume-weighted fleet carbon emissions generated by our European new vehicle fleet have been based on the specifications and assumptions stipulated for the Worldwide Harmonized Light Vehicle Test Procedures ([↗ WLTP](#)). The test cycle was introduced with effect from 2017 to gain a more realistic indication of emissions and fuel consumption data. Previously, calculations were based on the specifications and assumptions of the New European Driving Cycle (NEDC). Figures reported for our US new vehicle fleet refer to Greenhouse Gas (GHG) legislation and are based on the US Combined Cycle. Electricity consumption and the corresponding upstream emissions are also taken into account when determining total carbon fleet emissions worldwide.

GRI 305: Emissions

GRI 305-5:
Reduction of GHG emissions

Products and Mobility Solutions

- Decarbonisation during the use phase meets legal requirements
- Driving electric mobility forward
- Expanding charging infrastructure and enabling faster charging
- Digital connectivity and automation

Production, Purchasing and Supplier Network

- Carbon emissions at BMW Group locations
- Compensation of site-related carbon emissions

see therefore GRI 302-5

GRI Standard	BMW Group Report 2021	Further information	UNGC
VEHICLE POLLUTANT EMISSIONS			
GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Strategic targets of the BMW Group ➤ Climate change and CO₂ reduction ➤ Position ➤ Performance Indicators ➤ Managing Sustainability 		UNGC 7, 8, 9
GRI 305: Emissions			
GRI 305-5: Reduction of GHG emissions	<ul style="list-style-type: none"> ➤ Pollutants management 		UNGC 7, 8, 9
ALTERNATIVE DRIVETRAIN TECHNOLOGIES			
GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Strategic targets of the BMW Group ➤ Electromobility and drive technologies ➤ Position ➤ Performance Indicators ➤ Drive technologies of the future ➤ Driving electric mobility forward 		UNGC 7, 8, 9
DESIGN FOR RECYCLING			
GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Position ➤ Managing sustainability ➤ Circular design – a topic shaping the future ➤ Circularity as a strategic priority 		UNGC 7, 8
GRI 301: Materials			
GRI 301-1: Materials used by weight or volume	<ul style="list-style-type: none"> ➤ Further GRI Information 	Subdividing the total weight into non-renewable and renewable materials is not possible since this data cannot currently be captured reliably. On average, BMW Group vehicles contain up to 30 % (by vehicle weight) of secondary raw materials typical for the industry. The BMW Group has quotas for selected secondary raw materials and components. When calculating the average figure, weighting is applied according to the number of units sold in each product line.	
GRI 301-2: Recycled input materials used	<ul style="list-style-type: none"> ➤ Preference for secondary materials 		

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 301-3: Reclaimed products and their packaging materials	<ul style="list-style-type: none"> ➤ Circularity as a strategic priority 	<p>Packaging: Vehicles are delivered to our end customers without packaging. We use covered rail wagons or protective film for transporting vehicles to the dealership. The protective film is recycled after use by certified waste management companies. When parts are shipped to regional distribution centres, any packaging materials (packaging materials for transport and parts protection for separate parts) are disposed of there by certified waste management companies.</p> <p>In the further supply chain from the regional distribution centres in Germany to the BMW Group dealerships, responsibility for disposal of packaging materials lies with the dealership but is organised, financed and monitored centrally by the BMW Group.</p> <p>Customers who purchase spare parts or lifestyle articles can return the packaging material to the BMW Group dealership or dispose of it in Germany via the legally regulated dual system of waste collection. Manufacturers who make use of sales and shipping packaging are legally required to participate in this system. The exact percentage of reused packaging categories cannot be reported, as these data are only collected in the countries where it is required by law (e. g. Germany). Global figures are therefore not available. For the same reason, it is not possible to report the percentage of packaging materials per product category.</p>	

CONNECTED AND AUTONOMOUS DRIVING

GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Automated / autonomous driving ➤ Strategic approach ➤ Shaping the future of mobility ➤ Digital connectivity and automation 		
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MOBILITY CONCEPTS AND SERVICES

GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Mobility patterns ➤ Mobility Concepts and Services 		UNGC 9
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ENERGY EFFICIENCY AND CO₂ EMISSIONS IN THE VALUE CHAIN

GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Strategic targets of the BMW Group ➤ Position ➤ Performance Indicators ➤ Managing Sustainability ➤ Resource management at every location ➤ Reducing carbon emissions in the supply chain 		UNGC 7, 8, 9
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GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 302: Energy			
GRI 302-1: Energy consumption within the organisation	<ul style="list-style-type: none"> ➤ Energy management and efficiency ➤ Further GRI Information 	At a few Group locations, heat is generated via steam to a small extent. However, no data are collected that list the type of supply of externally procured district heating. The calorific values of the fossil fuels used are taken from the invoices of the various energy utilities in some cases. The BMW Group provides control power for stabilising the public electricity grid. However, the sale of energy is not part of the BMW Group's business model.	
GRI 302-2: Energy consumption outside of the organisation	<ul style="list-style-type: none"> ➤ Further GRI Information 	The conversion factors provided in the GaBi software tool are used for this purpose.	
GRI 302-3: Energy intensity	<ul style="list-style-type: none"> ➤ Energy management and efficiency 		
GRI 302-4: Reduction of energy consumption	<ul style="list-style-type: none"> ➤ Energy management and efficiency 		
GRI 305: Emissions			
GRI 305-1: Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> ➤ Carbon emissions at BMW Group locations ➤ Further GRI Information 	The BMW Group reports CO ₂ emissions in accordance with the "operational control" option of the GHG Protocol. CO ₂ emissions from the BMW Brilliance Automotive (BBA) joint venture are therefore included in full. The combustion of wood pellets generates biogenic CO ₂ emissions, however, due to their origin they are considered CO ₂ neutral.	
GRI 305-2: Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> ➤ Carbon emissions at BMW Group locations 	The BMW Group reports CO ₂ emissions in accordance with the "operational control" option of the GHG Protocol.	
GRI 305-3: Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> ➤ Decarbonising across the entire life cycle ➤ Decarbonisation during the use phase meets legal requirements ➤ Carbon emissions at BMW Group locations ➤ Further GRI Information 		
GRI 305-4: GHG emissions intensity	<ul style="list-style-type: none"> ➤ Carbon emissions at BMW Group locations 		
GRI 305-6: Emissions of ozone-depleting substances (ODS)		According to a BMW Group internal standard, substances with ozone-depleting potential as listed in the legal provisions are not allowed. The BMW standard "Prohibited and declarable substances" contains a ban on chlorofluorocarbons and thus substances that have a strong ozone-depleting potential. The BMW Group thus not only regulates emissions of these substances but prevents them from being used at all.	

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 305-7: Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	<ul style="list-style-type: none"> ➤ Pollutant emissions ➤ Solvents 	<p>The BMW Group's production sites generate emissions in the form of VOC, NOx, CO and SO2 as well as particulate matter and dust.</p> <p>We measure the exact quantities of pollutant emissions generated per vehicle in line with legal requirements. EU limits for pollutant emissions of PM, CO, and NOx decreased from 1992 (Euro 1) to 2021 (Euro 6d) as follows: for PM, from 140 mg / km (diesel) to 4.5 mg / km; for CO, from 2,720 mg / km to 500 mg / km (diesel) and 1,000 mg / km (petrol); for NOx, from 970 mg / km* to 80 mg / km (diesel) and 60 mg / km (petrol).</p> <p>In accordance with legal requirements, information on pollutant emissions according to the WLTP cycle as well as the declared RDE maximum values are included in the EU certificate of conformity accompanying the vehicle. In addition, RDE values obtained from type testing measurements are available on the ACEA website and as brief summaries on our own AOS website.</p> <p>* The figure for NOx and HC (volatile organic substances) is a combined one, as no specific limit for NOx was defined in 1992.</p>	

ENVIRONMENTAL AND SOCIAL STANDARDS IN THE SUPPLY CHAIN

GRI 103: Management approach (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Taking ecological and social responsibility ➤ Reducing carbon emissions in the supply chain 		UNGC 1, 2, 3, 4, 5, 6, 10
GRI 308: Supplier environmental assessment			
GRI 308-1: New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> ➤ Taking ecological and social responsibility ➤ Carbon Disclosure Project (CDP) for supplier empowerment ➤ Further GRI Information 	In the number of suppliers that have been reviewed in terms of materials required for production and materials not required for production, newly contracted supplier locations are included (once they exceed the threshold values of € 2 million or € 10 million of purchasing volume).	
GRI 308-2: Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> ➤ Preventive and remedial measures ➤ Carbon Disclosure Project (CDP) for supplier empowerment ➤ Further GRI Information 	During the year under report, a total of 5,101 (2020: 3,220) supplier locations were assessed using an industry-specific sustainability questionnaire. Based on ESG criteria, sustainability deficits were identified at 2,247 (2020: 1,902) suppliers. The main three areas of focus identified during the RBA audits were hazardous materials management, energy consumption and carbon emissions, and water management.	
GRI 414: Supplier social assessment			
GRI 414-1: New suppliers that were screened using social criteria	<ul style="list-style-type: none"> ➤ Taking ecological and social responsibility ➤ Risk analyses on ecological and social responsibility ➤ Further GRI Information 	In the number of suppliers that have been reviewed in terms of materials required for production and materials not required for production, newly contracted supplier locations are included (once they exceed the threshold values of €2 million or €10 million of purchasing volume).	
GRI 414-2: Negative social impacts in the supply chain and actions taken	<ul style="list-style-type: none"> ➤ Preventive and remedial measures ➤ Carbon Disclosure Project (CDP) for supplier empowerment ➤ Further GRI Information 	During the year under report, a total of 5,101 (2020: 3,220) supplier locations were assessed using an industry-specific sustainability questionnaire. Based on ESG criteria, sustainability deficits were identified at 2,247 (2020: 1,902) suppliers.	

GRI Standard	BMW Group Report 2021	Further information	UNGC
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OCCUPATIONAL HEALTH AND SAFETY

GRI 103: Management approach 2016 (inclusive 103-1, 103-2, 103-3)	➤ Health and performance	Further information ➤ BMW Group Code on Human Rights and Working Conditions	
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GRI 403: Occupational health and safety

GRI 403-1: Occupational health and safety management system	➤ Certified occupational health and safety management system	All legal requirements with regard to occupational health and safety are being implemented. The BMW Group can provide access to the comprehensive register of legal requirements if required. Occupational health and safety management systems in accordance with ISO 45001 or OHRIS are in place at all BMW Group production sites with the exception of the plant in Manaus (Brazil), the partner plant in Kaliningrad (Russia) and the contract manufacturing facility in Born (Netherlands). All Group sites in Germany have also been certified. The coverage provided by a management system for occupational health and safety also applies to temporary workers and, via an interface agreement (contractor's declaration), to cooperation with external companies.	
GRI 403-2: Hazard identification, risk assessment and incident investigation	➤ Recognising and avoiding risks	Employees are explicitly encouraged to report hazardous situations, near-accidents or adverse working conditions to their line manager. Employees do not have to fear discrimination as a result of reporting any such matters. Employees are also welcome to submit suggestions for improvement via databases such as Cre8. Information can also be submitted anonymously via a compliance hotline or the occupational health and safety management functions.	
GRI 403-3: Occupational health services	➤ Health management on a holistic basis	All physicians at BMW AG are required to meet their obligation as medical professionals to stay up to date with the latest medical findings and to expand their knowledge and practical skills and consolidate and further develop their professional competence while practising. The quality of the health services is ensured in addition through internal training and qualifications for physicians and occupational health assistants. There are also external training courses for paramedics. A monthly exchange of information on relevant topics takes place on the international level, and a workshop with physicians and health managers is held as needed, as a rule annually. The projects for defining new prevention campaigns are staffed internationally with health managers, experts and physicians, whose knowledge thus also benefits our prevention work.	
GRI 403-4: Worker participation, consultation and communication on occupational health and safety	➤ Occupational safety and ergonomics at Group sites	At the BMW Group, there are special committees on occupational health and safety that address the relevant topics and in some cases environmental issues as well. In Germany, this area is regulated by § 11 "Occupational health and safety committees" of the German Occupational Safety and Health Act. Such a committee is made up of the employer or its agent, works council members appointed by the works council, company physicians, occupational safety specialists and safety representatives in accordance with § 22 of Book Seven of the Social Insurance Code. The occupational health and safety committee has the task of advising on matters of work safety and accident prevention. The committee meets at least once a quarter. Any decisions made apply to the specific site for which the committee is meeting. Similar committees exist in other countries where the BMW Group has operations.	
GRI 403-5: Worker training on occupational health and safety	➤ Regular training for employees		

GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 403-6: Promotion of worker health	➤ Health management on a holistic basis	The preventive measures in health management focus on reducing health risks such as muscular or skeletal disorders due to a lack of physical activity and undue physical strain or metabolic disorders as a result of an unbalanced diet.	
GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	➤ Occupational safety along the value chain	The dangers and risks are similar to those within the BMW Group itself, e. g. tripping accidents or injuries while operating machines (e. g. crush injuries). A person nominated by the contracted party provides instruction to the employees of external companies and their sub-contractors. The BMW Group's procedural instruction on occupational and environmental protection management sets out the requirements for medical check-ups and instructions for temporary staff. BMW AG provides a matrix with required medical check-ups. Temporary staff are provided with instruction by the agency and the BMW Group on general topics and particular risks at the workplace.	
GRI 403-8: Workers covered by an occupational health and safety management system	➤ Certified occupational health and safety management system	We use our internal systems to collect the data.	
GRI 403-9: Work-related injuries	➤ Accident frequency ➤ Further GRI Information	In order to pre-empt the most common causes of accidents, the BMW Group launched a prevention campaign, under the umbrella of which the "Be a Hero" branch campaign will be continued in 2022 at the Berlin and Sud / West branches. The related pilot project ran until the end of 2019, with the aim of identifying frequent causes of accidents and initiating prevention measures. The Safe Walking campaign, which was launched in 2016 and is still ongoing, also aims to prevent what is proportionally the largest single source of accidents. The accident frequency rate (injuries resulting in at least one lost workday) and the accident severity rate are currently reported within the BMW Group. For reasons of confidentiality, the number of accidents and the number of working hours affected are not reported. The accident frequency rate for temporary employees of the BMW Group was 10.4 in 2021 (2020: 7.9). The year-on-year increase should be seen in light of the corona pandemic and the tight supply situation for semiconductors, which resulted in temporary employees being deployed in positions that they were unaccustomed to on occasions. The data reported to the BMW Group by temporary employment agencies for the purpose of calculating the accident frequency rate of temporary workers are all taken into account. Legislation regarding the collection of medical data varies from one country to another. For this reason, data on work-related injuries to employees of external companies working at BMW sites cannot be reliably collected at Group level and is therefore not reported by the BMW Group. Given the sensitivity of the data, it is not currently possible to draw direct conclusions about the causes of downtimes using the BMW Group's systems at international level. The BMW Group uses internal systems to collect the data. Unless otherwise stated, no other assumptions have been made.	
GRI 403-10: Work-related ill health		There is no international definition of work-related ill health that covers all countries in which the BMW Group operates. Legislation also differs from country to country with regard to the possibilities for recording medical data. Data on work-related ill health can therefore not be reliably consolidated at Group level.	

GRI Standard	BMW Group Report 2021	Further information	UNGC
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ATTRACTIVE WORKPLACE, TALENT IDENTIFICATION AND RETENTION

GRI 103: Management approach 2016 (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ How does the BMW Group ensure cooperation? ➤ The BMW Group's attractiveness as an employer 	<p>The Munich-based "HR Marketing and Recruiting" department coordinates worldwide measures to maintain and enhance the attractiveness of the BMW Group as an employer and to identify and retain talent. The HR departments at the respective locations are responsible for implementation.</p> <p>Further information ➤ BMW Group Code on Human Rights and Working Conditions</p>	UNGC 6
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GRI 401: Employment

GRI 401-1: New employee hires and employee turnover	<ul style="list-style-type: none"> ➤ The BMW Group's attractiveness as an employer ➤ Further GRI Information 	<p>For competitive reasons, the number of new employees recruited and their distribution by age group and region within the BMW Group is confidential information and has therefore not been reported. A breakdown of recruitment by gender at the BMW Group is not available, as this data is not systematically recorded across the enterprise. The proportion of women recruited by BMW AG is 20 % (2020: 28 %). The absolute figure and the percentages of employees leaving the BMW Group, broken down by region, age and gender, are currently not systematically recorded across the Group either and can therefore not be reported. The fluctuation rate for BMW AG, and therefore for around 65 % of all employees, is recorded centrally. The fluctuation rate at the BMW Group's various international locations is also recorded, but not consolidated at Group level.</p>	
GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> ➤ Attractive employment conditions ➤ Health management on a holistic basis 	<p>Our principles apply to all employees. There is no distinction made between full-time and part-time employees or those with fixed-term contracts. For part-time employees, the principle of proportionate remuneration is applied, with some benefits (e.g. job tickets, issue of shares to employees) even being granted on a full-time basis.</p> <p>Detailed information on actual benefits are not included in the BMW Group's Annual Report since they are considered immaterial. Examples can be found on ➤ company pension scheme or ➤ company health services.</p>	
GRI 401-3: Parental leave	<ul style="list-style-type: none"> ➤ Gender ➤ Further GRI Information 	<p>For competitive reasons, the number of new employees recruited and their distribution by age group and region within the BMW Group is confidential information and has therefore not been reported. A breakdown of recruitment by gender at the BMW Group is not available, as this data is not systematically recorded across the enterprise. The proportion of women recruited by BMW AG is 20 % (2020: 28 %). The absolute figure and the percentages of employees leaving the BMW Group, broken down by region, age and gender, are currently not systematically recorded across the Group either and can therefore not be reported. The fluctuation rate for BMW AG, and therefore for around 65 % of all employees, is recorded centrally. The fluctuation rate at the BMW Group's various international locations is also recorded, but not consolidated at Group level.</p>	

EMPLOYEE DEVELOPMENT, TRAINING AND EDUCATION

GRI 103: Management approach 2016 (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ How does the BMW Group ensure cooperation? ➤ Developing expertise for the future ➤ Recruiting and promoting new staff 	<p>The Munich-based "Training and Qualification, Apprentice Programmes and Transformation Management" department coordinates employee development measures worldwide. The HR departments at the respective locations are responsible for implementation.</p> <p>Further information ➤ BMW Group Code on Human Rights and Working Conditions</p>	UNGC 6
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GRI Standard	BMW Group Report 2021	Further information	UNGC
GRI 404: Training and Education			
GRI 404-1: Average hours of training per year per employee	<ul style="list-style-type: none"> ➤ Largest training initiative in the BMW Group's history ➤ Further GRI Information 	A breakdown by gender is not available, as the data are not systematically recorded across the BMW Group and will not be expanded in the future due to GDPR (data protection through minimisation).	
GRI 404-2: Programmes for upgrading employee skills and transition assistance programmes	<ul style="list-style-type: none"> ➤ Developing expertise for the future ➤ Recruiting and promoting new staff ➤ Age and experience 	Through our continuous skills analysis process, which also serves as the basis for planning Group-wide training, we assist our employees in building and maintaining skills throughout their career. We also offer seminars helping employees prepare for retirement from active working life.	
GRI 404-3: Percentage of employees receiving regular performance and career development reviews		All employees receive a consistent and comprehensive performance review to support their career development at least once a year.	

DIVERSITY AND EQUAL OPPORTUNITY

GRI 103: Management approach 2016 (inclusive 103-1, 103-2, 103-3)	<ul style="list-style-type: none"> ➤ Strategic targets of the BMW Group ➤ How does the BMW Group ensure cooperation? ➤ Performance Indicators ➤ Diversity 	The topics of diversity and equal opportunity are managed strategically by the "HR Policy and HR Strategy" department in Munich. "HR Management and Services" in Munich and the HR departments at the Group's various locations are responsible for coordinating the implementation of the policies. The HR and the Compliance and Legal departments are responsible for the topic of non-discrimination. Line managers, the relevant specialist departments, the HR department and the Works Council are available as direct contacts for employees.	UNGC 6
GRI 405: Diversity and equal opportunity			
GRI 405-1: Diversity of governance bodies and employees	<ul style="list-style-type: none"> ➤ Promoting diversity ➤ Increasing the share of women ➤ Fundamental Aspects of Corporate Governance ➤ Further GRI Information 	As the data are not systematically recorded throughout the BMW Group, a breakdown of employees by age group is currently available only for BMW AG. There are no plans to expand the current scope of data collection. Disclosures on diversity in the BMW Group's supervisory bodies are available in our Corporate Governance Statement .	
GRI 405-2: Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> ➤ Gender 	The same policies for remuneration and fringe benefits apply to all BMW Group companies, irrespective of gender, religion, origin, age, disability, sexual orientation or country-specific characteristics. The effective ratio of basic salary and remuneration of women to men is not published for reasons of confidentiality.	
GRI 406: Non-discrimination			
GRI 406-1: Incidents of discrimination and corrective actions taken		The BMW Group is not currently involved in any court or arbitration proceedings that in the company's estimation might have a significant impact on its financial condition. Further information on cases of discrimination is not published for reasons of confidentiality.	