

► GRI Index

GRI CHAPTER	GRI INDICATORS	DEGREE TO WHICH FULFILLED	COMMENT
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STRATEGY AND ANALYSIS














1.1	Statement from the most senior decision-maker of the organization	●	Dialog Continuity
1.2	Description of key impacts, risks, and opportunities	●	Successes Environment Networks Achievements




ORGANIZATIONAL PROFILE

2.1	Name of the organization	●	Company/Contact details
2.2	Primary brands, products, and/or services	●	Company/Travel with AIDA Successes/Sustainable business
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	●	Carnival group as a whole Company/AIDA as an employer Successes/Locations
2.4	Location of organization's headquarters	●	Company/AIDA as an employer Successes/Locations
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	●	Company/Careers/ Workplace Successes/Locations
2.6	Nature of ownership and legal form	●	Company/History
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	●	Company/Travel with AIDA/ Objectives AIDA in figures Table of Achievements
2.8	Scale of the reporting organization	●	AIDA in figures
2.9	Significant changes during the reporting period regarding size, structure, or ownership	●	AIDA in figures Successes/Company Successes/Driving the economy
2.10	Awards received in the reporting period	●	Company/Awards

REPORT PARAMETERS




















3.1	Reporting period (e.g., fiscal/calendar year) for information provided in the report		Table of Achievements
3.2	Publication of most recent previous report (if any)		News
3.3	Reporting cycle (annual, biannual, etc.)		Table of Achievements
3.4	Contact point for questions on the report and its content		Dialog
3.5	Process for defining report content		Standards Up-to-date data and new projects are requested based on the checklists stipulated by our parent company. Data evaluation and the determination of key areas for action is done based on considerations including employee and guest surveys, environmental impacts, compliance with statutory requirements and economic viability.
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).		Successes
3.7	State any specific limitations on the scope or boundary of the report		Successes
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations		Successes
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report		Standards see above
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)		AIDA in figures Table of Achievements
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report		No significant changes in this reporting period
3.12	Table identifying the location of the Standard Disclosures in the report		GRI Index
3.13	Policy and current practice with regard to seeking external assurance for the report		GRI Index
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight		Carnival Group as a whole and Carnival Group sustainability report Company/Management Philosophy Dialog















4.2	Indicate whether the Chair of the highest governance body is also an executive officer		Carnival Group as a whole and Carnival Group sustainability report Company/Management Successes/Company
4.3	For organizations that have a unitary board structure: State the number of members of the highest governance body that are independent or not executive members		Carnival Group as a whole and Carnival Group sustainability report Company/Management
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body		Company/News Employees Careers/Open corporate culture
4.5	Linkage between compensation for members of the highest governance body, senior managers, and members of the executive board (including severance payments) and the performance of the organization (including the economic and ecological performance).		Company/AIDA as an employer News
4.6	Mechanisms in place for the highest governance body to ensure conflicts of interest are avoided.		Employees/Code of Business Conduct and Ethics AIDA in figures
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.		The members of the highest governance body were selected due to their qualifications and expertise. News
4.8	Internally developed statements of internal codes of conduct, and principles relevant to economic, environmental, and social performance of the organization, and the way in which these are implemented.		Philosophy Strategy Successes
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and compliance with internationally agreed standards, codes of conduct, and principles.		Standards Table of Achievements
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.		There is an annual budget based on economic, ecological and social goals.
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.		Successes/Sustainable business Successes/Driving the economy Standards
4.12	Externally developed economic, environmental, and social agreements, principles, or other initiatives to which the organization subscribes or endorses.		Standards Networks
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations.		Networks
4.14	List of stakeholder groups engaged by the organization.		Networks









4.15	Basis for selection of stakeholders with whom to engage.		Network
4.16	Approaches followed for stakeholder engagement, including frequency of engagement by type and by stakeholder group.		Networks Employee survey Guest survey Table of Achievements There are no discrepancies in the quality of dialog with stakeholders (e.g. frequency).
4.17	Key topics and concerns that have been raised through stakeholder engagement, and data on how the organization has responded to these topics and concerns, including through its reporting.		Networks Employee survey Guest survey Table of Achievements

ECONOMIC PERFORMANCE INDICATORS

EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and public bodies/authorities.		Successes AIDA in figures Carnival group as a whole
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.		Successes AIDA in figures Carnival group as a whole
EC3	Coverage of the organization's defined benefit plan obligations		The framework agreement for employees at sea provides for a private pension. AIDA offers an employer-financed pension to shoreside employees.
EC4	Significant financial assistance received from government (e.g. subventions)		Not reported for competition reasons.
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation		Wages based on collective bargaining
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation		Successes/Value added
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation		Career pages Employees
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement		Successes Table of Achievements
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts		Successes/Value added Company/Economic impact
EN1	Materials used by weight or volume		Unlike a production company, we only use consumer goods.

EN2	Percentage of materials used that are recycled input materials		Successes Environment/ Everyday practice AIDA in figures/Recycling quota
EN3	Direct energy consumption by primary energy source		AIDA in figures
EN4	Indirect energy consumption by primary source		AIDA in figures
EN5	Energy saved due to conservation and efficiency improvements		Environment AIDA in figures
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives		Environment AIDA in figures
EN7	Initiatives to reduce indirect energy consumption and reductions achieved		Guests Environment
EN8	Total water withdrawal by source		Environment AIDA in figures
EN9	Water sources significantly affected by withdrawal of water		AIDA in figures Environment
EN10	Percentage and total volume of water recycled and reused		AIDA in figures Environment
EN11	Location and size of land leased or managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		No sites in these areas and no routes in areas with fragile ecosystems
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas		Guests/Smart travel Environment
EN13	Natural habitats protected or restored		None in this reporting period
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity		see EN12
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		Commitment to preservation of biodiversity. No routes in areas with fragile ecosystems Co-founders of "Freunde der Meere" (Friends of the Sea) association in 2013
EN16	Total direct and indirect greenhouse gas emissions by weight		AIDA in figures
EN17	Other relevant greenhouse gas emissions by weight		All relevant emissions detailed in AIDA in figures, CO ₂ , NO _x , SO _x
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved		Environment AIDA in figures Successes
EN19	Emissions of ozone-depleting substances by weight		No use of ozone-depleting refrigerants.
EN20	NO _x , SO _x and other air significant air emissions by type and weight		AIDA in figures







EN21	Total water discharge by quality and destination		AIDA in figures
EN22	Total weight of waste by type and disposal method		Environment AIDA in figures
EN23	Total number and volume of significant spills		Environment
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally		Environment No waste of this type
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff		No protected areas affected
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation		Successes AIDA in figures Guests
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		Philosophy, Standards/Strategy
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce		Environment Employees We are working on new transport plans for goods, employees and guests.
EN30	Total environmental protection expenditures and investments by type		We report to our parent company and our expenditures and investments are provided in a consolidated report.
LA1	Total workforce by employment type, employment contract, and region		AIDA in figures
LA2	Total number and rate of employee turnover by age group, gender, and region		AIDA in figures
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations		All employees are obliged to pay social insurance and tax in full. Remuneration schemes are based on collective bargaining or in-house agreements and the company's success.
LA4	Percentage of employees covered by collective bargaining agreements		AIDA in figures
LA5	Minimum notice period(s) regarding significant operational agreements, including whether the notice period is specified in collective agreements		We cultivate a policy of open communication. This includes the active exchange of information and experience as well as our Open Door policy: Executive management and managers are available to listen to employees' concerns at all times. We keep our employees up-to-date with all the latest news from the AIDA world through the employee newspaper "WIR", the AIDA intranet and the monthly newsletter.

LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs		Up to 25% of AIDA employees on board and ashore are represented by joint manager-worker health and safety committees for vessel-based and shoreside issues. They are involved in issues concerning safety equipment, training and professional development, complaint procedures and the setting of targets.
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region		AIDA in figures
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases		Employee services
LA9	Health and safety topics covered in formal agreements with trade unions		Employees Company/AIDA as an employer
LA10	Average hours of employee training and professional development per year, per employee and per employee category		AIDA in figures
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in their professional advancement		Employees/Training and professional development Career pages
LA12	Percentage of employees receiving regular performance and career development reviews		AIDA skills model (LINK to Employees) as the basis of personnel and manager tools <ul style="list-style-type: none"> - Area-specific performance reviews, potential review tools and diagnostic tools within the framework of personnel selection and development - Guidelines for managers on performance reviews and recognizing potential - AIDA leadership standards (also as web-based training courses)
LA13	Composition of governance bodies and breakdown of employees by gender		AIDA in figures


SOCIAL PERFORMANCE INDICATORS: HUMAN RIGHTS

HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening		We oblige all significant suppliers and service providers to respect human rights
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken		Environment/ Waste management Philosophy
HR3	Total hours of employee training on the organization's policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained		Employees/ Ethics
HR4	Total number of incidents of discrimination and actions taken		none
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights		Employees AIDA as an employer Diversity charter
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor		Philosophy Employees Code of Business Conduct and Ethics
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor		Philosophy Employees Code of Business Conduct and Ethics
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations		All employees receive training on the Code of Business Conduct and Ethics and are obliged to comply with it.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken		None

SOCIAL PERFORMANCE INDICATORS: SOCIETY

SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including beginning, carrying out, and ending operations in a community or region		Successes/Value added
SO2	Percentage and total number of business units analyzed for risks related to corruption		Monitoring of compliance with the Code of Business Conduct and Ethics; Carrying out risk assessment in collaboration with the parent company with regard to risks of corruption Definition of actions and investigations
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures		Employees/Ethics AIDA in figures
SO4	Actions taken in response to incidents of corruption		No incidents
SO5	Public policy positions and participation in public policy development and lobbying		Intensive dialog with political stakeholders, in particular to push forward with the development of more environmentally friendly infrastructure (shoreside power, hybrid barge). Only in an advisory capacity, no financial contributions in accordance with the Code of Business Conduct and Ethics
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country		see SO5

SOCIAL PERFORMANCE INDICATORS: PRODUCT RESPONSIBILITY

PR1	Life cycle stages at which health and safety impacts of products and services are assessed for improvement, and percentage of products and services categories subject to such procedures		Strategy Corporate Environment Successes
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes		none
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction		Customer satisfaction AIDA in figures
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		Guests data protection