



GRI Index of Content for CSR Report 2013, TDC A/S

About the GRI Index

TDC's CSR Report 2013 has been prepared in accordance with the G3.1 Sustainability Reporting Guidelines developed by the Global Reporting Initiative (GRI). G3.1 is a voluntary standard for sustainability reports that provides the opportunity for reporting at levels A, B or C. TDC has chosen to report at level C with self-assessment.

This GRI Content Index creates an overview of TDC's CSR report in accordance with the G3.1 guidelines.

For references to TDC's *CSR Report 2013*, please see <http://csrreport2013.tdc.dk/>

For references to TDC's *Annual Report 2013*, please see <http://annualreport2013.tdc.dk>

GRI Indicator		Included	Comments	Location of information
Profile				
1. Strategy and Analysis				
1.1	Core	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy. The statement should present the overall vision and strategy for the short-term, medium-term (e.g., 3-5 years), and long-term, particularly with regard to managing the key challenges associated with economic, environmental, and social performance	YES	CSR Report 2013: About CSR
2. Organisational profile				
2.1		Name of the organization	YES	CSR Report 2013: About CSR
2.2		Primary brands, products and/or services	YES	TDC Annual Report 2013: TDC today
2.3		Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	YES	TDC Annual Report 2013: TDC today
2.4		Location of the organisation's headquarters	YES	TDC Annual Report 2013: Shareholder information

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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	YES		TDC Annual Report 2013: TDC today
2.6		Nature of ownership and legal form	YES		TDC Annual Report 2013: Shareholder information
2.7		Markets served (including geographic breakdown, sectors served, and types of customers / beneficiaries)	YES		TDC Annual Report 2013: TDC today
2.8		Scope of the reporting organisation	YES		TDC Annual Report 2013: Financial statement
2.9		Significant changes during the reporting period regarding size, structure, or ownership including:	YES		TDC Annual Report 2013: Financial statement
2.10		Awards received in the reporting period.	YES	Winner of CO2 Reduction Prize at CSR Awards 2013 in Denmark	CSR Awards 2013

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3. Report Parameters				
3.1	Reporting cycle	YES	Fiscal year = calendar year (2013), in accordance with TDC Group Annual Report	CSR Report 2013: About CSR
3.2	Date of the most recent report	YES	CSR Report 2012 was officially published on 7 February, 2013.	CSR Report 2012
3.3	Reporting frequency	YES	TDC reports annually	CSR Report 2013: About CSR
Scope and delimitations of the report				
3.4	Contact person for questions concerning the report	YES	TDC's CSR Department: samfund@tdc.dk	
3.5	Process for defining the report content	YES		CSR Report 2013: About CSR
3.6	Boundary of the report	YES		CSR Report 2013: About CSR
3.7	State any specific limitations on the scope or boundary of the report	YES		CSR Report 2013: About CSR
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	YES		CSR Report 2013: About CSR
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)	YES		CSR Report 2013: 'Results' and 'Objectives'
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	YES		CSR Report 2013: 'Results' and 'Objectives'
3.12	Table identifying the location of the Standard Disclosures in the report	YES		CSR Report 2013: link to GRI Index from front page (top menu)



4. Governance, Commitments and Engagement / Stakeholder Involvement					
4.1		The organisation's management structure	YES		TDC Annual Report 2013: Corporate governance; Management More information available at: http://tdc.com/publish.php?dogtag=com_profile_cp_oc
4.2		State the extent to which the chairman of the Board of Directors is also a CEO or holds another management position	YES		TDC Annual Report 2013: Corporate governance More information available at: http://tdc.com/publish.php?dogtag=com_profile_cp_bd
4.3		Organisations with a unit-structured Board of Directors must state the number of independent Board members	YES		TDC Annual Report 2013: Corporate governance
4.4		Ways in which shareholders and employees can suggest recommendations to the Board of Directors	YES		TDC Annual Report 2013: Corporate governance
Stakeholder involvement					
4.14		Lists of stakeholder groups involved in the organisation	YES	Information on Stakeholder Dialogue at TDC	CSR Report 2013: About CSR
4.15		Basis for identifying and selecting the relevant stakeholders from the organisation's point of view	Partially		CSR Report 2013: About CSR



GRI Indicator			Included	Comments	Location of information
Result indicators: Economic performance					
Management approach and result indicators					
EC1	Core	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 governments.	YES		TDC Annual Report 2013: Financial statement
Environmental					
Materials					
EN1	Core	Materials used by weight or volume	YES		CSR Report 2013: Environment
EN2	Core	Percentage of materials recycled as input materials. Percentage of materials used that are recycled input materials	YES		CSR Report 2013: Environment
Energy					
EN3	Core	Direct energy consumption by primary energy source	YES		CSR Report 2013: Environment
EN4	Core	Indirect energy consumption by primary source	YES		CSR Report 2013: Environment
EN5	Supplementary	Energy saved due to conservation and efficiency improvements	YES		CSR Report 2013: Environment
EN6	Supplementary	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	YES		CSR Report 2013: Environment

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Water					
Emissions, wastewater and waste					
EN8	Core	Total water withdrawal by source	YES	Only tap water	CSR Report 2013: Environment
EN16	Core	Total direct and indirect greenhouse gas emissions by weight	YES		CSR Report 2013: Environment
EN18	Supplementary	Initiatives to reduce greenhouse gas emissions and reductions achieved	YES		CSR Report 2013: Environment
EN20	Core	NO, SO, and other significant air emissions by type and weight	YES		CSR Report 2013: Environment
Products and services					
EN26	Core	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	YES		CSR Report 2013: Environment



GRI Indicator		Included	Comments	Location of information
Working conditions / Labour Practices and Decent Work				
Employment				
LA1	Core	Total workforce by employment type, employment contract, and region, broken down by gender	Partially	<p>Persons with a skilled occupation appointed on a group contract basis, agreed with The Danish Metalworkers' Union, or similar</p> <p>Women: 1,360 Men: 3,120</p> <p>Persons with academic background appointed on a group contract basis, agreed with The Danish Confederation of Professional Associations (AC), or similar</p> <p>Women: 333 Men: 652</p> <p>Persons in management and persons in positions of trust:</p> <p>Women: 460 Men: 892</p>
LA2	Core	Total number and rate of new employee hires and employee turnover by age group, gender, and region	YES	<p>New hires</p> <p>New hires, women: 215 New hires, men: 525</p> <p>Employee turnover</p> <p>Women, total: 6.4% Men, total: 5.4%</p> <p>Age 18-29: 20.0% Age 30-44: 5.6% Age 45-54: 1.6% Age 55 and higher: 0.8%</p>
Working environment				
LA6	Supplementary	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	YES	3.9%
Training and education				
LA12	Supplementary	Percentage of employees receiving regular performance and career development reviews, by gender	YES	<p>Women: 15% Men: 28%</p> <p>Very low due to implementing a new IT system and a new process</p>

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GRI Indicator		Included	Comments	Location of information	
Human rights					
Child labour					
HR6	Core	Operations and significant suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination effective abolition of child labour	YES	No operations or significant suppliers identified as having significant risk for incidents of child labour.	More information available at: http://tdc.com/publish.php?dogtag=com_profile_cr_cust_sup
Obligatory and duty-bound labour					
HR7	Core	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour	YES	No operations or significant suppliers identified as having significant risk for incidents of forced or compulsory labour.	More information available at: http://tdc.com/publish.php?dogtag=com_profile_cr_cust_sup
Society					
Corruption					
SO3	Core	Percentage of employees trained in organization's anti-corruption policies and procedures	Partially	TDC has adopted an anti-corruption policy as a preventive measure, and this is communicated through internal channels	More information available at: http://tdc.com/publish.php?dogtag=com_profile_cr_cust_anti
SO4	Core	Actions taken in response to incidents of corruption	Partially	No recorded incidents at TDC. Nonetheless, TDC has adopted an anti-corruption policy as a preventive measure.	More information available at: http://tdc.com/publish.php?dogtag=com_profile_cr_cust_anti
Public-sector policies					
SO5	Core	Public policy positions and participation in public policy development and lobbying	YES		More information available at: http://tdc.com/publish.php?dogtag=com_profile_cr_cust_anti
SO6	Supplementary	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	YES	TDC does not contribute to political parties, politicians or related institutions	More information available at: http://tdc.com/publish.php?dogtag=com_profile_cr_cust_anti

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GRI Indicator			Included	Comments	Location of information
Product responsibility					
Product and service labelling					
PR5	Supplementary	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	YES		TDC Annual Report 2013: Operational efficiency. CSR Report 2013: Results; Customer trust and safety
Marketing communications					
PR6	Core	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	YES	TDC has acceded to the Danish Telecommunications Industry Association's voluntary agreement with the consumer ombudsman. This agreement defines the framework for TDC's core services in a wide range of areas.	CSR Report 2013; About CSR; Commitment and Cooperation