

Supporting Resources

GRI Index (G3)

We have self-declared this report at Level B+, having received third party verification from Ernst and Young and having had GRI check the report. The following GRI Index includes all Core Indicators, all Additional Indicators, and all indicators from the Logistics and Transportation Sector Supplement.

➤ Fully covered GRI indicators

GRI	Page(s)	GRI	Page(s)	GRI	Page(s)
1.1	13-14	Overall Management Approach Disclosure	p.25-27	LA13	Board of Directors breakdown: 20 Workforce breakdown by gender: 54 Workforce breakdown by age: 46
1.2	18-19	EC	Management Approach Disclosure p.25	HR	Disclosure on Management Approach p. 26-27
2.1	9	EC1	30-33	HR1	0%
2.2	5-7	EC2	30	HR3	None or minimal
2.3	8,10	EC3	Aramex has no defined benefit plan obligations because retirement plans are typically government managed. Aramex complies with government set rules and regulations concern contributions for employees.	HR4	55
2.4	8-9	EC4	0	HR5	26-27, 55
2.5	5	EC6	34	HR6	55
2.6	9	EC7	34	HR7	55-56
2.7	5, 6, 32	EC8	None from direct business operations. Some in-kind and pro-bono contributions as per p. 76	HR8	0%
2.8	Number of employees p.45, 46, 56	EC9	30	HR9	Not relevant
2.8	Net sales p. 31	EN	Management Approach Disclosure p.25		
2.8	Total capitalization p.8	EN2	0%	SO	Disclosure on Management Approach p.27
2.8	Quantity of products/services sold p.30	EN5	No energy saved as no initiatives, excluding Two Way. New initiatives and any existing Two Way initiatives will be included in next report.	SO1	66-70
2.9	7-9	EN6	87-89	SO3	21, 24
2.10	9	EN7	No initiatives, excluding Two Way. New initiatives and any existing Two Way initiatives will be included in next report.	SO4	No incidents brought to attention in 2006
3.1	20	EN9	No water sources significantly affected.	SO5	21-24
3.2	20	EN10	(0)	SO6	(0) 24
3.3	20	EN11	Not relevant / not material	SO7	(0) 24
3.4	20	EN12	Not relevant / not material	SO8	(0) No significant fines. p.24
3.5	Determining materiality: 10,11	EN13	Not relevant / not material		
3.5	Prioritizing topics in report : 10, 11	EN14	Not relevant / not material	PR	Disclosure on Management Approach p.27
3.5	Identifying stakeholders : 16, 17	EN15	Not relevant / not material	PR2	64
3.5	Guidance on report content : 9-11	EN18	85-86, 87-89	PR4	(0)
3.6	9-11	EN24	90	PR5	38-41
3.7	9-11	EN25	Not relevant / not material	PR7	(0)
3.8	11-12	EN26	90-91	PR8	(0) 41
3.9	11-12	EN27	(0%) 90	PR9	(0) 41
3.10	Not relevant for first report	EN28	(0) 90		
3.11	Not relevant for first report	EN30	(0) Excluding Two Way. This will change significantly in 2007, to be reported in next sustainability report.	GRI	Logistics and Transportation Sector Supplement
3.12	99	LA	Disclosure on Management Approach p.26-27	LT1	88-89. We have 1 boat operating within city of Dubai. It is registered in Dubai with Dubai Port's World. It does not require registration in a shipping registry as this boat cannot go into deep sea.
3.13	10, 96-98	LA1	45-46	LT2	88-89
4.1	20	LA6	(0%) Managers are responsible for overall safety. There are currently no committees.	LT3	87-90 including: Policies, systems: 85-87 Hybrids: 89 Modal shift: 86-87, 89-90 Route planning: 86-89
4.2	20	LA8	None.	LT4	None
4.3	20	LA9	None.	LT5	69, 86, 87-91

➤ Fully covered GRI indicators (continued)

GRI	Page(s)	GRI	Page(s)	GRI	Page(s)
4.4	Shareholder resolutions: 20	LA11	Not relevant in the context of no layoffs / no downsizing	LT6	69, 86-89
4.4	Informing/consulting employees: 20			LT7	68
4.5	For Board of Directors: 20			LT8	Not relevant
4.5	For Executives: 20			LT8	Not relevant
4.6	20			LT13	Not relevant
4.7	20			LT15	78
4.8	2, 20-21				
4.9	20				
4.10	20				
4.11	22				
4.12	21-22				
4.13	23				
4.14	16, 17				
4.15	16				
4.16	16, 17				
4.17	16, 17				

➤ Partially covered GRI indicators

GRI	Page(s)	GRI	Page(s)	GRI	Page(s)
EC5	34	LA5	No such minimum periods. Aramex makes every effort to offer reasonable and fair time in the case of a relevant issue.	HR2	We have agreements in place with our subcontractor in India that insist on compliance with our policies on child labor, forced labor, etc.
EN1	90	LA7	Work-related fatalities: 64	SO2	24
EN22	Weight of waste is currently equivalent to weight of materials used (EN1).	LA7	Number of injuries p.64. Will be reported more fully in 2007 Sustainability Report	PR3	One type of labeling relates to hazardous waste: 89-91
LA2	56	LA7	Absenteeism rates: 57	LT12	64
LA4	No Aramex employees are members of a company union. Many are members of national trade unions.	LA10	52-53		

➤ Future coverage GRI indicators

GRI	Page(s)	GRI	Page(s)	GRI	Page(s)
EN3	Will be reported online before end of Q3 2007	EN23	Will be reported in 2007 Sustainability Report	LT9	As relevant, will be reported in 2007 Sustainability report
EN4	Will be reported online before end of Q3 2007	EN29	Will be reviewed, and to extent relevant, will be integrated into 2008 Sustainability Report	LT10	Only a handful of our couriers travel long distances. Indicator will be reviewed and to extent relevant, will be integrated into 2007 or 2008 Sustainability report
EN8	Will be reported in 2007 Sustainability Report	LA3	Will be reported in 2007 Sustainability Report	LT11	Will be reported in 2007 Sustainability Report
EN16	Will be reported online before end of Q3 2007	LA12	Will be reported in 2007 Sustainability Report	LT14	As relevant, will be reported in 2007 Sustainability report
EN17	Will be reported in 2007 Sustainability Report	LA14	Will be reported in 2007 Sustainability Report		
EN19	Will be reported in 2008 Sustainability Report	PR1	Will be reported in 2007 Sustainability Report		
EN20	Will be reported online before end of Q3 2007	PR6	Will be reported in 2007 Sustainability Report		
EN21	Will be reported online before end of Q3 2007				

Glossary

UN Global Compact	"United Nations Global Compact" is an initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on them. Under the Compact, companies are brought together with UN agencies, labor groups and civil society.
AccountAbility1000	(AA1000) series are principles based standards intended to provide the basis for improving the sustainability performance of organizations. The AA1000 Framework was developed to help organizations build their accountability and social responsibility through quality social and ethical accounting, auditing and reporting. It addresses the need for organizations to integrate their stakeholder engagement process into their daily activities.
ISO9001:2000	is intended for use in any organization which designs, develops, manufactures, installs and/or services any product or provides any form of service. It provides a number of requirements which an organization needs to fulfill if it is to achieve customer satisfaction through consistent products and services which meet customer expectations.
ISO14000	A set of international Environmental management standards that brings a world-wide focus to the environment, encouraging a cleaner, safer, healthier world for us all. As part of the ISO standards, ISO14000 exists to help organizations minimize how their operations negatively affect the environment (cause adverse changes to air, water, or land), comply with applicable laws, regulations, and other environmentally oriented requirements.
OHSAS18000	is an international occupational health and safety management system specification that helps organizations to control occupational health and safety risks.
Social Accountability 8000	SA8000 is promoted as a voluntary, universal standard for companies interested in auditing and certifying labor practices in their facilities and those of their suppliers and vendors.
London Benchmarking Group	LBG is a group of over 100 companies working together to measure Corporate Community Investment (CCI). The LBG model provides a comprehensive and consistent set of measures for CCI professionals to determine their company's contribution to the community, and to also capture the outputs and longer-term impacts of CCI projects on society and the business itself.
Carbon dioxide	is a chemical compound often referred to by CO ₂ , and is present in the Earth's atmosphere.
Carbon-constrained economy	(or carbon-restricted economy) is an economy which has to deal with the future effects of global warming and constraints on the emissions of greenhouse gases.
Carbon neutral	Carbon neutral is relating to the maintenance of a balance between producing and using carbon, especially balancing carbon-dioxide emissions by certain activities and through adapting an audit system is an effective means of accounting for greenhouse gas control efforts. It establishes that the claimed reductions in emissions, or carbon sequestration, has actually occurred and is stable.
Climate Change	describes changes in the variability or average state of the atmosphere over time scales ranging from decades to millions of years.
Global Warming	is the increase in the average temperature of the Earth's near-surface air and oceans in recent decades and its projected continuation.
Greenhouse Gas (GHG)	is a component of the atmosphere that contribute to the Greenhouse effect, some occur naturally and others are a result from Human activities.
Sustainability	is an attempt to provide the best outcomes for the human and natural environments both now and into the indefinite future.
Sustainability management	is the integrated management of our economic, environmental, and social performance in a manner that optimizes value for all of our stakeholders.
Sustainability reporting	is an ongoing testimony of your commitment towards sustainable development.

Global Reporting Initiative (GRI)	is a long-term, multi-stakeholder, international process whose mission is to develop and disseminate globally applicable Sustainability Reporting Guidelines.
G3 Reporting Guidelines	are a framework for reporting on an organization's economic, environmental, and social performance.
General Services Office (GSO)	is the company's Headquarters Office in Amman, Jordan.
Global Distribution Alliance	is a partnership of over 40 leading logistics and transportation companies. With operations throughout the world, the GDA is strategically positioned to provide swift and reliable global transportation solutions, with each member of the alliance providing an extensive coverage and expertise in each region of the world.

Acronyms

AA1000	AccountAbility 1000
AA1000SES	AccountAbility 1000 Stakeholder Engagement Standard
AA1000AS	AccountAbility 1000 Assurance Standard
CO ₂	Carbon dioxide
CRM	Customer Relationship Management
CSR	Corporate Social Responsibility
G3	The G3 version of the GRI Sustainability Reporting Guidelines
GDA	Global Distribution Alliance
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GSO	General Services Office
H&S	Health and Safety
IATA	International Air Transport Association
ISO9001:2000	International Organization for Standardization generic management systems standard for quality management
ISO14000	International Organization for Standardization generic management systems standard for environmental management
KPI	Key Performance Indicator
LEV	Low Emission Vehicle
LBG	London Benchmarking Group
NO _x	Nitrogen Oxides
RG	Reporting Guidelines (the G3 version of GRI RG)
OHSAS18000	Occupational Health and Safety Assessment Series 18000, an international occupational health and safety management system specification (also OHSAS18001)
PZEV	Partial Zero Emission Vehicle
SA8000	Social Accountability 8000
SO _x	Sulfur Oxides
SULEV	Super Ultra-Low Emission Vehicle
ULEV	Ultra-Low Emission Vehicle
QSA	Quality Safety Audits