

# 2016 GRI Performance Indicators

## Social Performance



GRI Indicator	Indicator Title	2014	2015	2016
<b>Labor Practices and Decent Work</b>				
<b>Aspect: Employment</b>				
G4-LA1 <sup>(1)</sup>	Total number and rates of new employee hires and employee turnover by age group, gender, and region	New Hires/Terminations	New Hires/Terminations	New Hires/Terminations
	Total Count	154 / 272	225 / 253	247/259
	Total Rate	4.2% / 7.4%	6.1% / 6.8%	6.5% / 6.8%
	Count Male	88 / 189	125 / 156	143 / 154
	Count Female	66 / 83	100 / 97	104 / 105
	Rate Male	2.4% / 5.1%	3.3% / 4.2%	3.8% / 4.1%
	Rate Female	1.8% / 2.3%	1.7% / 2.6%	2.7% / 2.8%
	Count Age <30	40 / 128	43 / 24	68 / 26
	Count Age 30-50	75 / 51	147 / 91	136 / 111
	Count Age 50+	30 / 93	34 / 138	43 / 122
	Rate Age <30	1.1% / 3.5%	1.2% / 0.6%	1.8% / 0.7%
	Rate Age 30-50	2.2% / 1.4%	4% / 2.5%	3.6% / 2.9%
Rate Age 50+	0.9% / 2.5%	0.9% / 2.9%	1.1% / 3.2%	
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	The benefits provided to all employees are described at Jobs at PNNL. << <a href="http://jobs.pnnl.gov/compensation.stm">http://jobs.pnnl.gov/compensation.stm</a> >> Salaried less than full-time employees are eligible for the benefits listed on that website; however, benefits are pro-rata reduced based on their scheduled working hours and medical/dental premiums are doubled. Research Associates, also known as Limited Term Employees, are eligible for the benefits listed with the exception of Savings, Pension, Short-Term Disability and Long-Term Disability. Hourly employees are only eligible for Business Travel Accident Insurance and the Savings and Pension Plans. In order for an hourly employee to be eligible for the Savings and Pension plan, they must complete one year of eligibility service, which is defined as the first employment year or Plan Year in which the employee is credited with at least 1,000 hours of service.		
G4-LA3	Return to work and retention rate after parental leave	Salaried employees may be eligible for six to eight weeks (amount of time dependent on type of delivery) of paid maternity leave under the Short-Term Disability benefit. Additionally, time off for both mothers and fathers may be taken without pay under the Family and Medical Leave Act and Washington State's Family Leave Act.		
<b>Aspect: Occupational Health and Safety</b>				
G4-LA5	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	The Directorate Safety and Operations Councils (DSOCs) provide an open forum for employees and managers to raise and resolve safety and operational challenges. The goal of the DSOCs is to improve performance through communications, staff/management interactions, and increased awareness. Senior management is engaged via the Laboratory Safety and Operations Council (LSOC) where DSOC representatives, VPP Steering Committee representatives, and senior management meet to evaluate lab wide issues and strategic resolution. Roughly 3% of employees are directly involved in health and safety committees (via the DSOCs). These Employee Group Representatives represent every major organization within PNNL. The representatives are tasked with bringing issues forward to the DSOC for consideration or resolution and communicating activities back to the staff population. We are working to increase awareness of the DSOC and other avenues that employees can use to communicate health and safety concerns.  The Voluntary Protection Program (VPP), established in 1998, is an ongoing partnership between management and staff committed to change Laboratory safety culture. PNNL's VPP Steering Committee serves as an avenue for employees to raise safety and health issues and provides a forum for worker involvement to develop, enhance, and promote continuous worker safety and health performance. Committee member is divided equally between bargaining unit and non-bargaining unit staff and has representatives from each of the Lab's directorates.		
G4-LA6 <sup>(2)</sup>	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Average (Male; Female)	Average (Male; Female)	Average (Male; Female)
	Injury Rate	0.76 (M: 0.44, F: 0.32)	0.81 (M: 0.62, F: 0.19)	0.86 (M: 0.63, F: 0.23)
	Illness Rate (includes Occupational Diseases)	0.11 (M: 0.11; F: 0.00)	0.05 (M: 0.05, F: 0)	0.0 (M: 0.0, F: 0.0)
	Days Away From Work Rate <sup>(3)</sup>	15.02 (M: 7.89; F: 7.13)	38.14 (M: 38.14; F:0)	0.28 (M: 0.23; F: 0.05)
	Total Recordable Case Rate (TRCR)	0.87 (M: 0.54; F: 0.33)	0.86 (M: 0.67, F: 0.19)	0.45 (M:0.29; F: 0.16)
	Days Away Restricted or Transferred (DART)	0.27 (M: 0.16; F: 0.11)	0.46 (M: 0.46, F: 0)	0.42 (M: 0.34; F: 0.08)
	Number of Fatalities	0	0	0
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	No workers or work groups have been identified to have high incidence or high risk of diseases related to their individual occupations.		
G4-LA8	Trade union formal agreement health and safety topics	Article VI of the Collective Bargaining Agreement between Battelle and Hanford Atomic Metal Trades Council addresses Health, Safety, and Sanitation. A wellness plan with the crafts personnel has also been established.		
<b>Aspect: Training and Education</b>				
G4-LA9	Average hours of training per year per employee by employee category			
	Salaried	9	9	9
	Hourly	9	9	14
	Bargaining unit	28	26	33

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## Social Performance (cont'd)



GRI Indicator	Indicator Title	2014	2015	2016
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<p>PNNL's Enterprise Learning Program provides employees with required training programs, which vary based on job requirements, as well as optional professional development opportunities. Examples of internal training courses include a mandatory annual refresher training for all employees, harassment training for managers, and technical job training such as electrical safety.</p> <p>Through PNNL University, PNNL offers employees opportunities to positively impact their lives and careers through several two-year leadership development programs. These include: Advanced Leadership Program, Management Skills Development Program, Project Manager Development Program, and Emerging Leader Program. Also the Harvard ManageMentor is an online learning program offered by PNNL, which provides employees with access to a variety of topics such as coaching, ethics, and leading.</p> <p>Finally, employees may be eligible to receive 100% reimbursement of tuition and certain fees for academic study. Course of study must align with PNNL's mission and be applicable to the employee's current or anticipated job responsibility.</p>		
G4-LA11	Percentage of employees receiving regular performance and career development reviews	100% <sup>(4)</sup>	100%	100% <sup>(4)</sup>
<b>Aspect: Diversity and Equal Opportunity</b>				
G4-LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity			
	<b>Composition of governance body</b>			
	% male	69%	77%	79%
	% female	31%	23%	21%
	Age 30-50	15%	23%	29%
	Age 50+	85%	77%	71%
	White	92%	92%	93%
	Hispanic/Latino	8%	8%	7%
	<b>Composition of workforce as a whole</b>			
	American Indian/Alaska Native	1%	1%	1%
	Asian	8%	11%	9%
	Black/African American	1%	1%	1%
	Hispanic/Latino	5%	5%	5%
	Native Hawaiian/Oth Pac Island	0%	0%	0%
	White	85%	82%	85%
	2 or More Ethnicities	0%	0%	0%
	Ethnicity Not Specified	0%	0%	0%
	% male	62%	62%	61%
	% female	38%	38%	39%
	Age <30	5%	5%	6%
	Age 30-50	53%	50%	52%
	Age 50+	42%	45%	42%
<b>Aspect: Equal Remuneration for Women and Men</b>				
G4-LA13	Ratio of basic salary of men to women by employee category	<p>Compensation is reviewed annually in order to determine if there are significant discrepancies in pay when comparing female to male rates of pay (and minority versus non-minority rates of pay). If discrepancies do exist, a thorough review is conducted to determine if the difference in pay is justified due to appropriate factors. If the difference in pay cannot be justified, PNNL implements a plan to address the issue.</p>		
<b>Aspect: Labor Practice Grievance Mechanisms</b>				
G4-LA16	Number of grievances about labor practices files	<p>The Integrated Investigations Committee and Employee Concerns Program provides channels of communications (management, a support line, HR Managers, etc.) available for staff members to raise issues and concerns without fear of harassment, retaliation, intimidation, discrimination, or disciplinary action. We do not report the number of labor-related concerns raised for confidentiality reasons; however, we conduct inquires and/or investigations in all cases and when substantiated, we took corrective or disciplinary action as appropriate.</p>		
<b>Human Rights</b>				
<b>Aspect: Non-discrimination</b>				
G4-HR3	Total number of incidents of discrimination and actions taken	<p>Two active complaints with the EEOC, one lawsuit, and one complaint with the Washington State Human Rights Commission. In March 2014, one active complaint with the EEOC was withdrawn by the individual. In August 2014, the second active complaint was dismissed by the EEOC.</p>	<p>No new complaints. The lawsuit was dismissed in 2015. The complaint with the Washington State Human Rights Commission is still an active complaint from two years ago and pending further communication from the State.</p>	<p>Two new charges pending. The complaint with the Washington State Human Rights Commission was dismissed.</p>
<b>Society</b>				
<b>Aspect: Local Communities</b>				
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	<p>PNNL conducts formal impact assessments for environmental aspects of all PNNL operations each year as part of our ISO 14001 compliance. See <a href="http://www.pnnl.gov/ems">http://www.pnnl.gov/ems</a>. We do not conduct formal social impact assessments of our operations; however, PNNL has a Community and Regional Outreach organization dedicated to building mutually beneficial relationships and implementing strategies to promote economic vitality, generate goodwill and advocacy for the laboratory, our community, and our regional neighbors. Through our extensive involvement in various community organizations, we have a good understanding of PNNL's impacts and community stakeholder interests.</p>		
G4-SO2	Operations with significant actual and potential negative impacts on local communities	<p>There have been no significant impacts on the Tri-Cities Washington community.</p>		

# 2016 GRI Performance Indicators

## Social Performance (cont'd)



GRI Indicator	Indicator Title	2014	2015	2016
<b>Aspect: Corruption</b>				
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	100%	100%	100%
G4-SO4	Communication and training on anti-corruption policies and procedures	100%	100%	100%
G4-SO5	Confirmed incidents of corruption and actions taken	0	0	0
<b>Aspect: Anti-Competitive Behavior</b>				
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	0	0	0
<b>Aspect: Compliance</b>				
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	0	0	0
<b>Product Responsibility</b>				
<b>Aspect: Compliance</b>				
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	\$200,000 (monetary remedy, not a civil penalty)	0	0

(1) 4,480 staff in 159 locations within the United States; 0.04% of employees are based in 2 locations in Germany and Dubai.

(2) Rates reported per 200,000 employee hours worked.

(3) Previous years have been reported as days; as of 2016 reported as rate

(4) Asterisk indicates rate is estimated based on policy that 100% of eligible staff receive an annual performance review. Actual rates are based on periodic audits, but these are not completed each year.