

# 2018 GRI PERFORMANCE INDICATORS

## Social Performance



GRI Indicator	Indicator Title	2016	2017	2018
<b>Labor Practices and Decent Work</b>				
<b>Employment</b>				
401-1	New employee hires and employee turnover	New Hires/Terminations	New Hires/Terminations	New Hires/Terminations
	Total Count	247 / 259	204 / 277	173 / 282
	Total Rate	6.5% / 6.8%	5.4% / 7.3%	4.6% / 7.5%
	Count Male	143 / 154	122 / 158	103 / 164
	Count Female	104 / 105	82 / 119	70 / 108
	Rate Male	3.8% / 4.1%	3.2% / 4.1%	2.7% / 4.3%
	Rate Female	2.7% / 2.8%	2.2% / 3.1%	1.9% / 3.1%
	Count Age <30	68 / 26	42 / 20	34 / 25
	Count Age 30-50	136 / 111	129 / 102	106 / 125
	Count Age 50+	43 / 122	33 / 155	33 / 132
	Rate Age <30	1.8% / 0.7%	1.1% / 0.5%	0.9% / 0.7%
	Rate Age 30-50	3.6% / 2.9%	3.4% / 2.7%	2.8% / 3.3%
	Rate Age 50+	1.1% / 3.2%	0.9% / 4.1%	0.9% / 3.5%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The benefits provided to all employees are described at Jobs at PNNL. &lt;&lt;<a href="http://jobs.pnnl.gov/compensation.stm">http://jobs.pnnl.gov/compensation.stm</a>&gt;&gt; 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.</p>		
401-3	Parental leave	<p>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.</p>		
<b>Occupational Health and Safety</b>				
403-1	Workers representation in formal joint management-worker health and safety committees	<p>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.</p> <p>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.</p>		
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities	Average (Male; Female)	Average (Male; Female)	Average (Male; Female)
	Injury Rate	0.86 (M: 0.63, F: 0.23)	0.70 (M: 0.52, F: 0.18)	0.44 (M: 0.31; F: 0.13)
	Illness Rate (includes Occupational Diseases)	0.0 (M: 0.0, F: 0.0)	0.0 (M: 0.0, F: 0.0)	0.0 (M: 0.0, F: 0.0)
	Days Away From Work Rate	0.28 (M: 0.23; F: 0.05)	0.23 (M: 0.18; F: 0.05)	0.23 (M: 0.18; F: 0.05)
	Total Recordable Case Rate (TRCR)	0.45 (M:0.29; F: 0.16)	0.70 (M:0.52; F: 0.18)	0.44 (M: 0.31; F: 0.13)
	Days Away Restricted or Transferred (DART)	0.42 (M: 0.34; F: 0.08)	0.33 (M: 0.26; F: 0.07)	0.34 (M: 0.26; F: 0.08)
	Number of Fatalities	0	0	0
403-3	Workers with high incidence or high risk of diseases related to their occupation	<p>No workers or work groups have been identified to have high incidence or high risk of diseases related to their individual occupations.</p>		
403-4	Health and safety topics covered in formal agreements with trade unions	<p>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.</p>		
<b>Training and Education</b>				
404-1	Average hours of training per year per employee			
	Salaried	9	10	9
	Hourly	14	12	9
	Bargaining unit	33	35	32

# 2018 GRI PERFORMANCE INDICATORS

## Social Performance (cont'd)



GRI Indicator	Indicator Title	2016	2017	2018
404-2	Programs for upgrading employee skills and transition assistance programs	<p>PNNL's Training Division provides employees with required Institutional training programs, in addition to job, and activity training, 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, Emerging Leader Program, Management Skills Development Program, Project Manager Development Program, and Scientist &amp; Engineer Development Program. In addition, PNNL University offers a Professional Development series with a variety of topics. These sessions are intended to encourage self-development, help build key skills and to facilitate learning with and from others in order to help achieve PNNL's Mission and Vision.</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>		
404-3	Percentage of employees receiving regular performance and career development reviews	100%	100%	100%*
<b>Diversity and Equal Opportunity</b>				
405-1	Diversity of governance bodies and employees			
	<b>Composition of governance body</b>			
	% male	79%	71%	71%
	% female	21%	29%	29%
	Age <30	-	-	0%
	Age 30-50	29%	21%	14%
	Age 50+	71%	79%	86%
	White	93%	93%	93%
	American Indian/Alaska Native	-	-	7%
	Black/African American	0%	7%	0%
	Hispanic/Latino	7%	0%	0%
	<b>Composition of workforce as a whole</b>			
	American Indian/Alaska Native	1%	1%	1%
	Asian	9%	9%	9%
	Black/African American	1%	1%	1%
	Hispanic/Latino	5%	5%	5%
	Native Hawaiian/Oth Pac Island	0%	0%	0%
	White	85%	84%	83%
	2 or More Ethnicities	0%	0%	0%
	Ethnicity Not Specified	0%	0%	0%
	% male	61%	62%	62%
	% female	39%	38%	38%
	Age <30	6%	6%	6%
	Age 30-50	52%	52%	49%
	Age 50+	42%	42%	45%
<b>Equal Remuneration for Women and Men</b>				
405-2	Ratio of basic salary and remuneration of women to men	<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>Society</b>				
<b>Local Communities</b>				
413-1	Operations with 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>		
413-2	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>		
<b>Compliance</b>				
419-1	Non-compliance with laws and regulations in the social and economic area	0	0	0