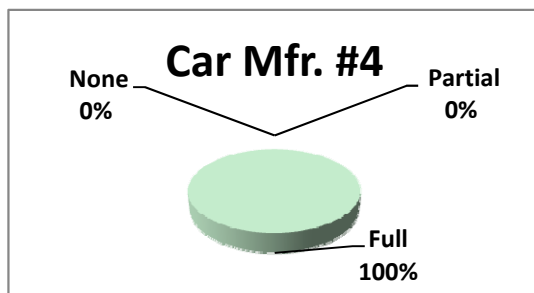
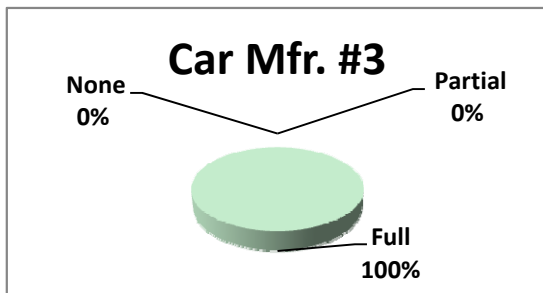
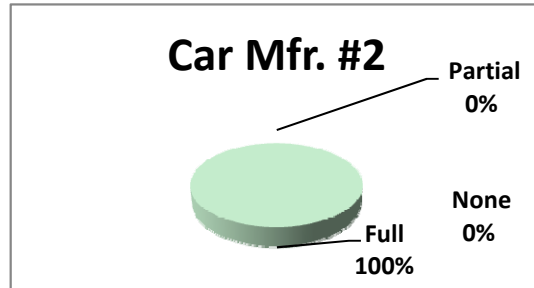
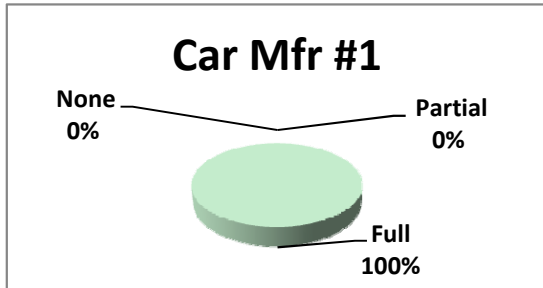


KEY

F	Full Disclosure
P	Partial Disclosure
N	No Disclosure

1. Strategy and Analysis

This section is intended to provide a high-level, strategic view of the organization’s relationship to sustainability in order to provide context for subsequent and more detailed reporting against other sections of the Guidelines. It may draw on information provided in other parts of the report, but this section is intended to produce insight on strategic topics rather than simply summarize the contents of the report. The strategy and analysis should consist of the statement outlined in 1.1 and a concise narrative outlined in 1.2.

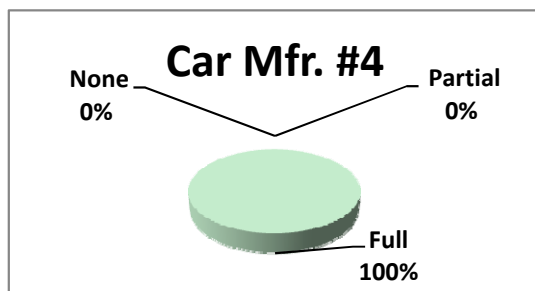
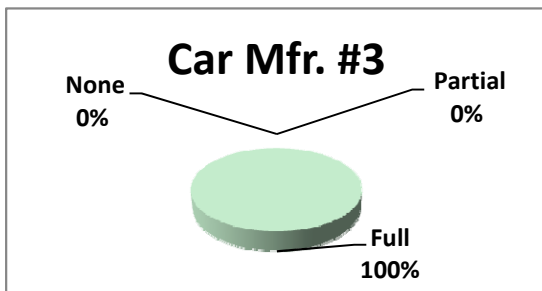
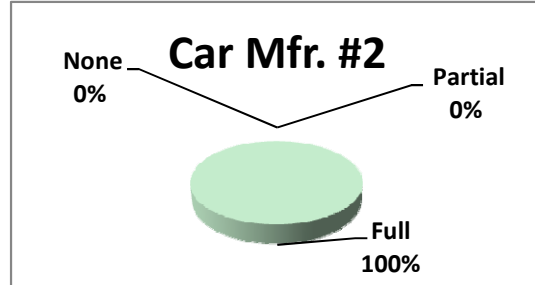
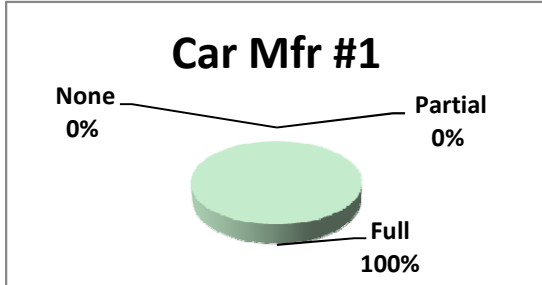


	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
1.1	F	F	F	F
1.2	F	F	F	F

Statement from the most senior decisionmaker 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.

Description of key impacts, risks, and opportunities. The reporting organization should provide two concise narrative sections on key impacts, risks, and opportunities. Section One should focus on the organization’s key impacts on sustainability and effects on stakeholders, including rights as defined by national laws and relevant internationally agreed standards. This should take into account the range of reasonable expectations and interests of the organization’s stakeholders.

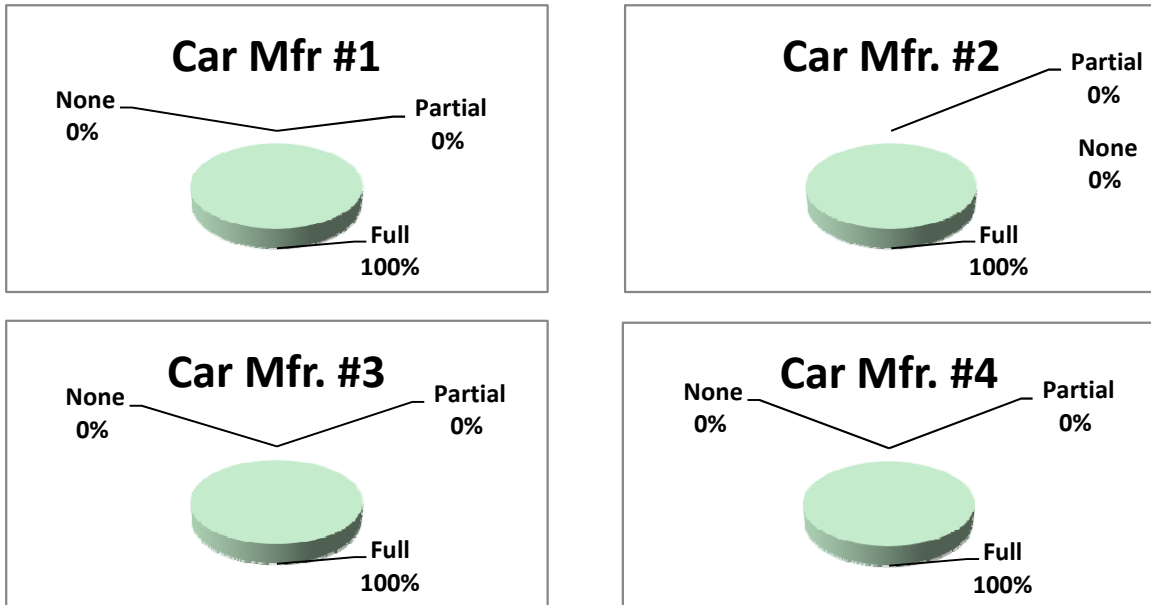
2. Organizational Profile



	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
2.1 Name of the organization	F	F	F	F
2.2 Primary brands, products, and/or services <i>The reporting organization should indicate the nature of its role in providing these products and services, and the degree to which it utilizes outsourcing.</i>	F	F	F	F
2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	F	F	F	F
2.4 Location of organization's headquarters.	F	F	F	F
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.	F	F	F	F
2.6 Nature of ownership and legal form	F	F	F	F
2.7 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	F	F	F	F
2.8 Scale of the reporting organization	F	F	F	F
2.9 Significant changes during the reporting period regarding size, structure, or ownership.	F	F	F	F
2.10	F	F	F	F

Awards received in the reporting period

3. Report Parameter



Report Profile

	Car Mfr. #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
3.1	F	F	F	F
Reporting period (e.g., fiscal/calendar year) for information provided				
3.2	F	F	F	F
Date of most recent previous report (if any).				
3.3	F	F	F	F
Reporting cycle (annual, biennial, etc.)				
3.4	F	F	F	F
Contact point for questions regarding the report or its contents.				

Report Scope and Boundary

	Car Mfr. #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
3.5	F	F	F	F
Process for defining report content				
3.6	F	F	F	F
Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.				
3.7	F	F	F	F
State any specific limitations on the scope or boundary of the report.				
3.8	F	F	F	F
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.				
3.9	F	F	F	F



Sample
GRI G4 Basic Peer Benchmarking Report
January 4, 2016

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.

Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.

3.10	F	F	F	F
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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).

3.11	F	F	F	F
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Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.

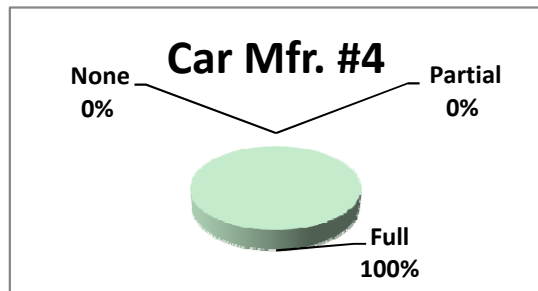
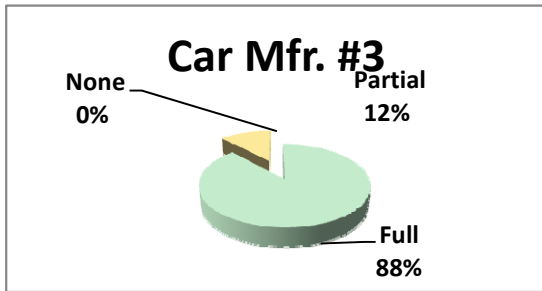
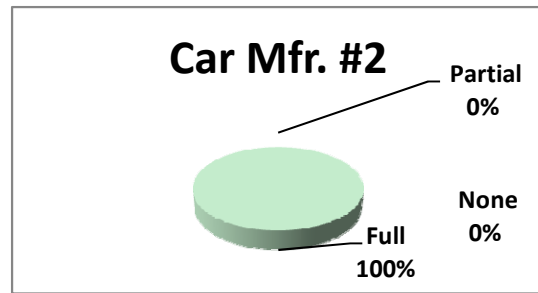
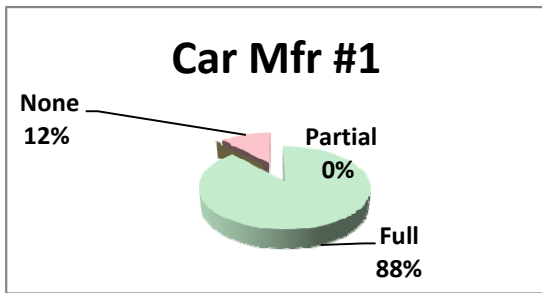
GRI Content Index	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
3.12	F	F	F	F

Table identifying the location of the Standard Disclosures in the report.

Assurance	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
	F	F	F	F

Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s).

4. Governance, Commitments, and Engagement



Governance

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
4.1	F	F	F	F
Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.				
4.2	F	F	F	F
Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement).				
4.3	F	F	F	F
For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members. <i>State how the organization defines 'independent' and 'non-executive'. This element applies only for organizations that have unitary board structures. See the glossary for a definition of 'independent'.</i>				
4.4	F	F	F	F
Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.				
4.5	N	F	F	F
Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).				
4.6	F	F	F	F
Processes in place for the highest governance body to ensure conflicts of interest are avoided				
4.7	F	F	F	F
Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.				
4.8	N	F	F	F
Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.				

4.9 F F F F

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 adherence or compliance with internationally agreed standards, codes of conduct, and principles.

4.10 F F P F

Processes for evaluating the highest governance body’s own performance, particularly with respect to economic, environmental, and social performance

Commitments to External Initiatives

Car Mfr #1 Car Mfr. #2 Car Mfr. #3 Car Mfr. #4

4.11 F F F F

Explanation of whether and how the precautionary approach or principle is addressed by the organization.

Article 15 of the Rio Principles introduced the precautionary approach. A response to 4.11 could address the organization’s approach to risk management in operational planning or the development and introduction of new products.

4.12 F F F F

Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.

4.13 F F F F

Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization has positions in governance bodies; Participates in projects or committees; Provides substantive funding beyond routine membership dues; Views membership as strategic. This refers primarily to memberships maintained at the organizational level.

Stakeholder Engagement

The following Disclosure Items refer to general stakeholder engagement conducted by the organization over the course of the reporting period. These Disclosures are not limited to stakeholder engagement implemented for the purposes of preparing a sustainability report.

4.14 F F F F

List of stakeholder groups engaged by the organization. Examples of stakeholder groups are: Civil society;Customers; Employees, other workers, and their trade unions; Local communities; Shareholders and providers of capital; and Suppliers.

4.15 F F P F

Basis for identification and selection of stakeholders with whom to engage. This includes the organization’s process for defining its stakeholder groups, and for determining the groups with which to engage and not to engage.

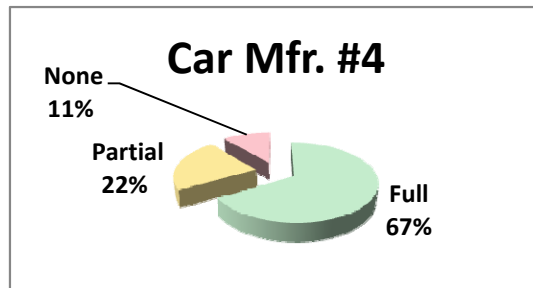
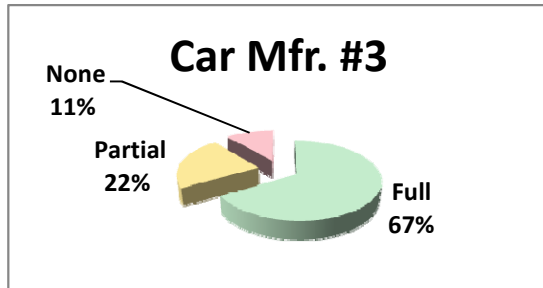
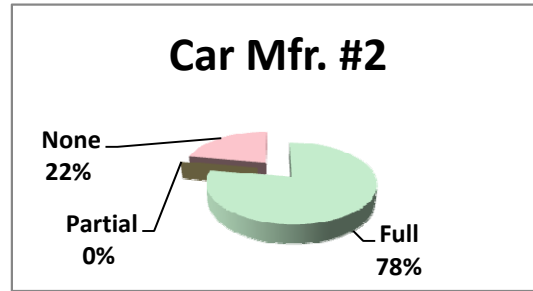
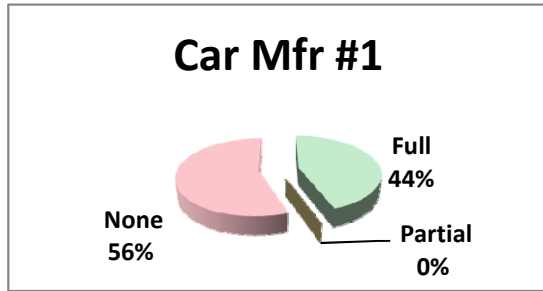
4.16 F F F F

Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group. This could include surveys, focus groups, community panels, corporate advisory panels, written communication, management/union structures, and other vehicles. The organization should indicate whether any of the engagement was undertaken specifically as part of the report preparation process.

4.17 F F F F

Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting

Economic Performance Indicators (EC)



Aspect: Economic Performance	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EC1	F	F	F	F

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

EC2	N	F	F	F
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Financial implications and other risks and opportunities for the organization's activities due to climate change.

EC3	F	F	F	F
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Coverage of the organization's defined benefit plan obligations.

EC4	N	F	P	N
-----	---	---	---	---

Significant financial assistance received from government.

Aspect: Market Presence	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EC5	N	N	N	P

Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.

EC6	N	F	P	P
-----	---	---	---	---

Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.

Indirect Economic Impacts	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EC7	N	F	F	F

Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation.

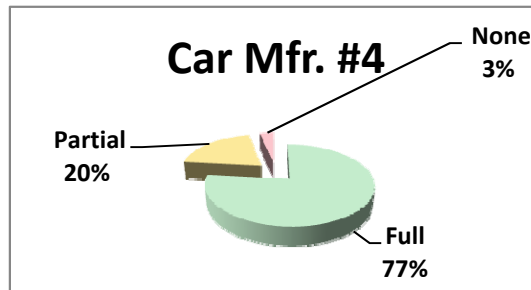
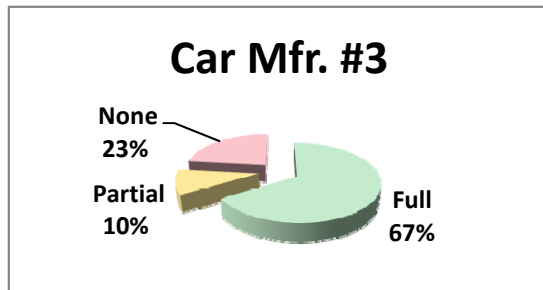
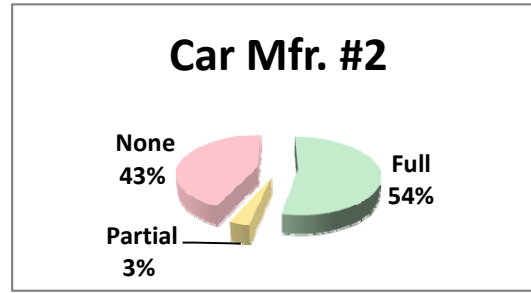
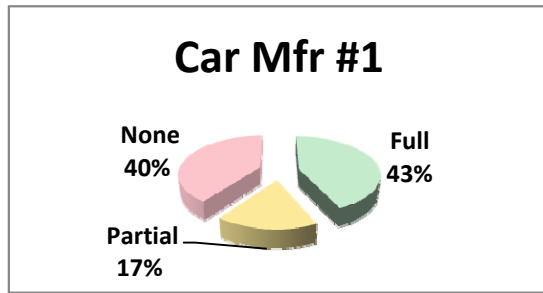
EC8	F	F	F	F
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Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, inkind, or pro bono engagement.

EC9	F	N	F	F
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Understanding and describing significant indirect economic impacts, including the extent of impacts.

Environmental Performance Indicators (EN)



Aspect: Materials

EN1

Materials used by weight or volume

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
P	N	N	P

EN2

Percentage of materials used that are recycled input materials

N	N	N	F
---	---	---	---

Aspect: Energy

EN3

Direct energy consumption by primary energy source.

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	F	F	F

EN4

Indirect energy consumption by primary source.

N	F	P	F
---	---	---	---

EN5

Energy saved due to conservation and efficiency improvements.

F	P	F	F
---	---	---	---

EN6

Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives

F	N	F	F
---	---	---	---

EN7

Initiatives to reduce indirect energy consumption and reductions achieved

F	N	F	F
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Aspect: Water

EN8

Total water withdrawal by source.

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	F	F	P

EN9

Water sources significantly affected by withdrawal of water.

N	N	N	F
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EN10

Percentage and total volume of water recycled and reused.

N	F	F	F
---	---	---	---

Aspect: Biodiversity

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	P	F	N	F
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	F	F	F	F
EN13 Habitats protected or restored	F	N	F	F
EN14 Strategies, current actions, and future plans for managing impacts on biodiversity.	F	N	F	F
EN15 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	N	N	N	P

Aspect: Emissions, Effluents, And Waste

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EN16 Total direct and indirect greenhouse gas emissions by weight	F	F	F	F
EN17 Other relevant indirect greenhouse gas emissions by weight	N	F	F	F
EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved	F	F	F	F
EN19 Emissions of ozone-depleting substances by weight	N	F	F	F
EN20 NO, SO, and other significant air emissions by type and weight	P	F	F	F
EN21 Total water discharge by quality and destination	P	F	F	F
EN22 Total weight of waste by type and disposal method.	P	F	F	P
EN23 Total number and volume of significant spills	F	F	F	F
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.	N	N	N	P
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.	N	N	N	P



Aspect: Products And Services

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EN26	F	F	F	F

Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.

EN27	N	N	P	N
-------------	---	---	---	---

Percentage of products sold and their packaging materials that are reclaimed by category

Aspect: Compliance

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EN28	F	F	F	F

Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations

Aspect: Transport

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EN29	N	N	F	F

Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.

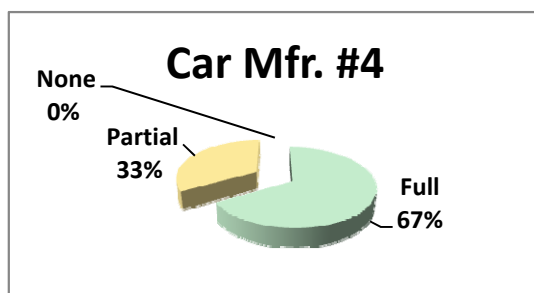
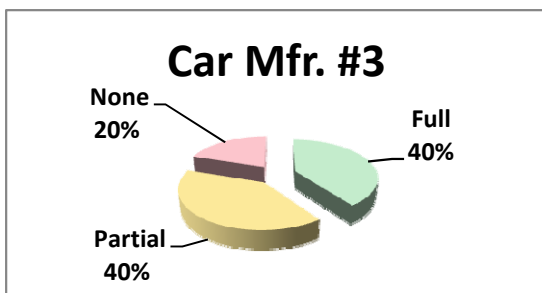
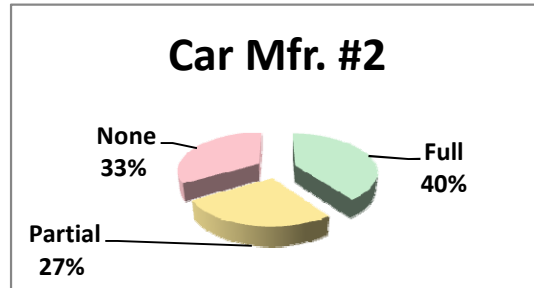
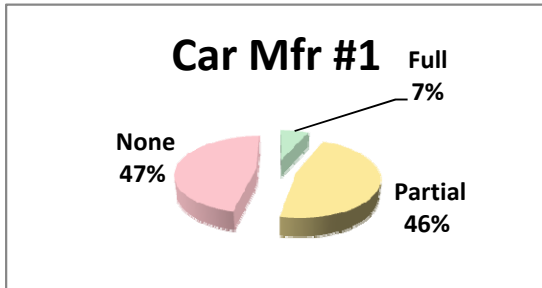
Aspect: Overall

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
EN30	N	N	P	F

Total environmental protection expenditures and investments by type.

Social Performance Indicators

Labor Practices and Decent Work Performance Indicators (LA)



Aspect: Employment

LA1

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
LA1	P	F	P	F

Total workforce by employment type, employment contract, and region, broken down by gender.

LA2

LA2	P	P	P	P
-----	---	---	---	---

Total number and rate of new employee hires and employee turnover by age group, gender, and region

LA3

LA3	N	N	N	F
-----	---	---	---	---

Benefits provided to full-time employees that are not provided to temporary or parttime employees, by significant locations of operation.

LA15

LA15	N	F	P	P
------	---	---	---	---

Return to work and retention rates after parental leave, by gender.

Aspect: Labor /

Management Relations

LA4

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
LA4	N	F	N	F

Percentage of employees covered by collective bargaining agreements.

LA5

LA5	N	F	F	F
-----	---	---	---	---

Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements.

Aspect: Occupational Health and Safety

LA6

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
LA6	N	N	F	F

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.

LA7

LA7	P	P	P	F
-----	---	---	---	---



Sample
GRI G4 Basic Peer Benchmarking Report
January 4, 2016

Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.

LA8	F	F	F	F
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Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.

LA9	N	N	N	F
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Health and safety topics covered in formal agreements with trade unions.

Aspect: Training and Education

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
--	------------	-------------	-------------	-------------

LA10	P	N	P	P
-------------	---	---	---	---

Average hours of training per year per employee by gender, and by employee category.

LA11	P	F	F	F
-------------	---	---	---	---

Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.

LA12	P	N	F	F
-------------	---	---	---	---

Percentage of employees receiving regular performance and career development reviews, by gender.

Aspect: Diversity and Equal Opportunity

	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
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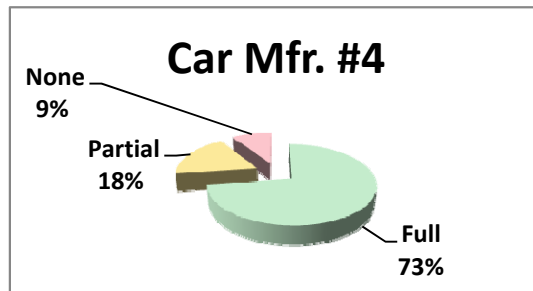
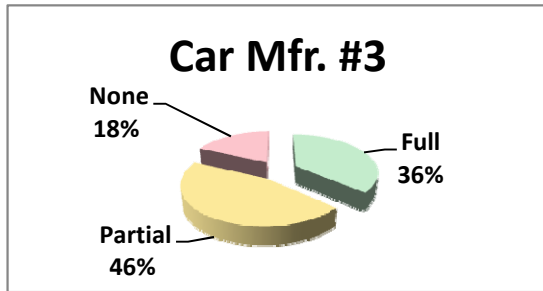
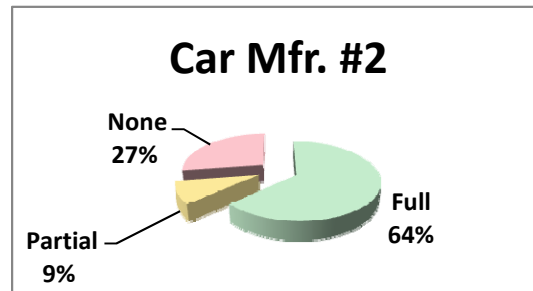
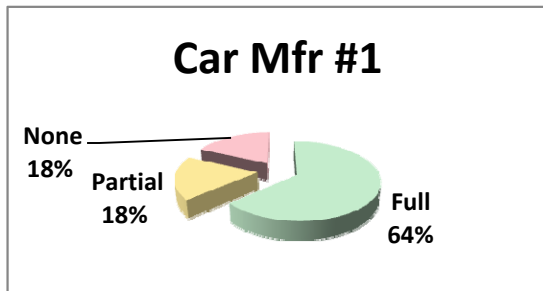
LA13	P	P	P	P
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Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.

LA14	N	P	F	P
-------------	---	---	---	---

Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.

Human Rights Performance Indicators



Aspect: Investment and Procurement Practices

HR1

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	F	P	P

Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.

HR2

P	F	P	F
---	---	---	---

Percentage of significant suppliers, contractors, and other business partners that have undergone human rights screening, and actions taken.

HR3

F	F	P	P
---	---	---	---

Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.

Aspect: Non-Discrimination

HR4

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
P	F	P	F

Total number of incidents of discrimination and corrective actions taken.

Aspect: Freedom of Association and Collective Bargaining

HR5

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	F	F	F

Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.

Aspect: Child Labor

HR6

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	F	F	F

Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.

Aspect: Forced and Compulsory Labor
HR7

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	F	F	F

Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.

Aspect: Security Practices
HR8

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	N	N	F

Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.

Aspect: Indigenous Rights
HR9

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
N	N	N	N

Total number of incidents of violations involving rights of indigenous people and actions taken.

Aspect: Assessment
HR10

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	N	P	F

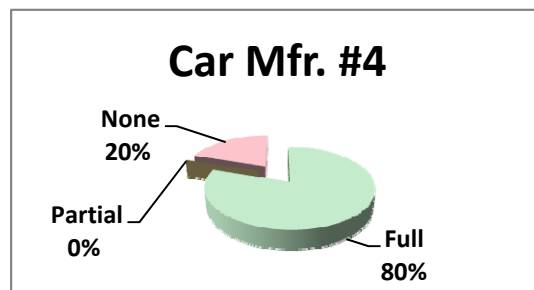
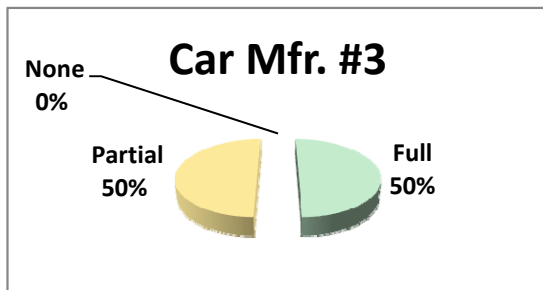
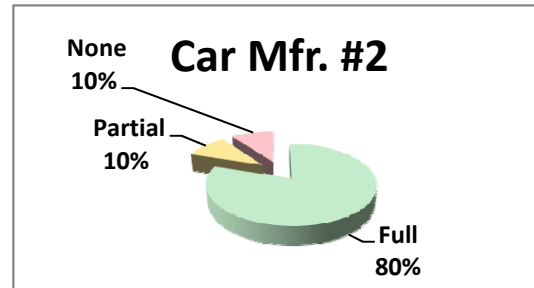
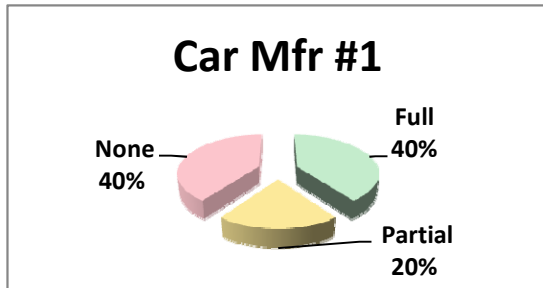
Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.

Aspect: Remediation
HR11

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
N	P	F	F

Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.

Society Performance Indicators



Aspect: Local Communities

SO1

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
P	F	F	F

Percentage of operations with implemented local community engagement, impact assessments, and development programs.

SO9

N	F	P	F
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Operations with significant potential or actual negative impacts on local communities

SO10

P	F	P	F
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Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.

Aspect: Corruption

SO2

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	N	P	F

Percentage and total number of business units analyzed for risks related to corruption.

SO3

F	F	P	F
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Percentage of employees trained in organization's anti-corruption policies and procedures.

SO4

F	F	P	F
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Actions taken in response to incidents of corruption.

Aspect: Public Policy

SO5

Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
F	F	F	F

Public policy positions and participation in public policy development and lobbying.

SO6

N	F	F	F
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Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.



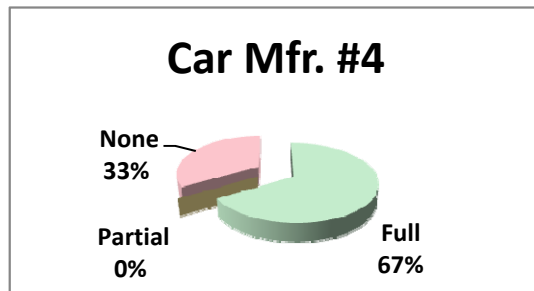
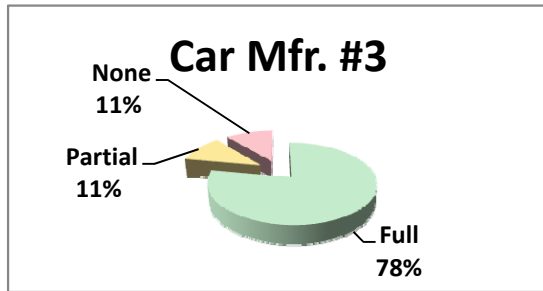
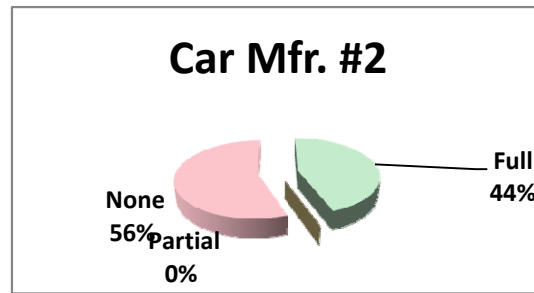
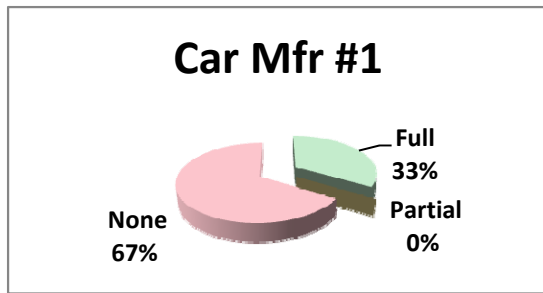
Aspect: Anti-Competitive Behavior	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
S07	N	P	F	N

Total number of legal actions for anticompetitive behavior, anti-trust, and monopoly practices and their outcomes.

Aspect: Compliance	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
S08	N	F	F	N

Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with laws and regulations.

Product Responsibility Performance Indicators (PR)



Aspect: Customer Health & Safety	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
PR1	F	F	F	F

Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.

PR2	N	N	F	F
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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.

Aspect: Product & Service Labeling	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
PR3	F	F	P	F

Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.

PR4	N	N	F	F
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Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.

PR5	N	N	N	F
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Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.

Aspect: Product & Service Labeling	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
PR6	F	F	F	F

Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.



Sample
GRI G4 Basic Peer Benchmarking Report
January 4, 2016

PR7	N	N	F	N
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Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.

Aspect: Customer Privacy	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
PR8	N	N	F	N

Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.

Aspect: Compliance	Car Mfr #1	Car Mfr. #2	Car Mfr. #3	Car Mfr. #4
PR9	N	F	F	N

Monetary value of significant fines for noncompliance with laws and regulations concerning the provision and use of products and services.