Sustainability Report ANNEX 2014

U.S. ARMY

SUSTAIN THE MISSION • SECURE THE FUTURE

Contents

ANNEX OVERVIEW

This annex contains supplemental information about the Army's organization and services using the internationally accepted Global Reporting Initiative (GRI) reporting framework. The Army reports data to GRI Application Level B of the GRI RG: Sustainability Reporting Guidelines (third generation, or G3), which means it discloses on all of the general organization and strategy indicators, as well as select indicators on economics, environment, human rights, labor, society, and product responsibility. Of 87 indicators, the Army fully reports on 33 and partially reports on 30, a decrease of 4 in fully reported and an increase of 5 in partially reported, from the Army Sustainability Report (ASR) 2012. Army and Department of Defense (DoD) public references and data are included to improve the transparency of the Army's sustainability reporting against GRI.

GRI directs users to evaluate indicators that reflect the organization's significant economic, environmental, and social impacts that influence stakeholders and are material to the organization. For the Army, material indicators affect the well-being of its stakeholders. As a public agency, the Army's stakeholders include the American public, Congress, and Army Soldiers, Families, and Civilians.

Please note the following limitations and changes in ASR14:

- The Army primarily uses publicly available information for its GRI reporting — including data released in this report, which is considered a publicly sourced document — to facilitate public access to associated information. The Army reports additional information internally and within the federal government. Some of this information may be material to Army sustainability, and the use of GRI has helped the Army evaluate improvements in its internal and external reporting practices. The Army has set processes in place to ensure that all data reported in the ASR14 have been reviewed by the appropriate Army organization responsible for that information. In addition, the Army relies on external and internal audit coverage, which evaluates the effectiveness of programs and processes related to sustainability data, to ensure their quality and continually improve this report.
- The primary source documents for the ASR that have been updated or changed include the following:
    - Fiscal year (FY) 2012 and 2013 United States Army Annual Financial Reports (AFRs).
    - FY12 and FY13 Defense Environmental Programs Annual Report to Congress (DEP ARC). Each year since 1994, the Army has submitted its environmental performance data to DoD, which publishes them as part of the DEP ARC. This report fulfills congressional reporting requirements under Title 10 United States Code (USC) § 2711, and presents funding invested by each of the services in the progress of DoD's environmental programs.
    - 2012 and 2013 Army Posture Statements. These statements address sections 517 and 521 of National Defense Authorization Act (NDAA) 1994 and support budget and posture statements given to Congress.
    - DoD Annual Energy Management Reports (EMRs), FY12 and FY13. DoD, like all federal agencies, is required to submit an annual energy management report to the Department of Energy (DOE). The Army annual energy data are submitted to DoD, which then submits the DoD agency report to DOE. The submittals respond to current regulations, including the Energy Policy Act of 2005 (EPAct05), Executive Order (EO) 13423, the John Warner NDAA of 2007, Energy Independence and Security Act of 2007 (EISA 2007), and EO 13514.
    - DoD Strategic Sustainability Performance Plan (SSPP), FY13 (covering FY12 data), and DoD Sustainability Performance Report, FY14 (covering FY13 data).
    - 2012 and 2013 Army Strategic Planning Guidance, Section I of The Army Plan, is the Army's initial guidance for adapting existing programs to meet new DoD priorities, as defined by *Sustaining U.S. Global Leadership: Priorities for 21st Century Defense* and *Defense Planning Guidance for Fiscal Years 2014–18*.
- Beginning with ASR12, all ASRs cover a 2-year period.
- Performance is tracked for FY12–13. The "FY12" and "FY13"columns include a few metrics reported on a calendar year (CY) basis, such as the hazardous waste and toxic release inventory data from CY12 and CY13.

- Some performance metrics are reported differently than in previous years due to changes in the source material.
- Each indicator may not reflect the entire bootprint of the Army's activities, such as the majority of contingency operations, which are excluded from federal performance metrics.
- The management approach or performance indicators may not be disclosed for four possible reasons:
  - *Not material*. An explanation has been provided as to why the indicator is not material to the Army's corporate business.
  - *Not applicable*.
  - *Not available*. Some data may not be publicly available or may not be relevant to the indicator.
  - *Proprietary*. For reasons of sensitivity or national security.
- The reporting status of indicators in Tables A-2, A-3, and A-4 is indicated as follows:
  - Full =
  - Partial =
  - Not Reported =

ASR14 — GRI CONTENT INDEX

Table A-1 contains the index for GRI-recommended content for an organization sustainability report, and Tables A-2, A-3, and A-4 contain the recommended GRI economic, environmental, and social responsibility performance, respectively. For each GRI-recommended element, the tables provide a reference (page number or website) to the source of the Army data.

Table A-1. GRI Content Index to Army FY12 and FY13 Information

GRI Indicator	Description of GRI- Recommended Report Content	Reference to Army FY12 and FY13 Information
1	Vision and Strategy	Pages 3, 8-9. "Endorsement from Army Leaders."
1.1	Statement from the most senior decision maker of the organization	Pages 3, 8-9. "Endorsement from Army Leaders."
1.2	Description of key impacts, risks, and opportunities	Pages 11–12, and 17–18, describes impacts, risks, and opportunities of the Army's mission that may impact global sustainability. This is further supported by the *2012 and 2013 Army Posture Statements* (APSs) www.army.mil/info/institution/posturestatement/.
2	Organization Profile	
2.1	Name of reporting organization	United States Army.
2.2	Organization mission, functions, and responsibilities	Pages 8–10.
2.3	Operational structure of the organization	Pages 8–10. Supplement with reference to www.army.mil/.
2.4	Location of organization's headquarters	Arlington, VA, pentagontours.osd.mil/.
2.5	Number of countries where the organization operates	More than 80 countries worldwide. See Army global commitments in the 2012 and 2013 APSs, for specific countries of significance for sustainability, www.army.mil/info/institution/posturestatement/.
2.6	Nature of ownership and legal form	Page 9. The Army executes Title 10 and Title 32 USC directives, organizing, equipping, and training forces for prompt, sustained land combat operations. It accomplishes missions assigned by the President, Secretary of Defense (SecDef), and combatant commanders.

GRI Indicator	Description of GRI- Recommended Report Content	Reference to Army FY12 and FY13 Information
2.7	Markets served	The Army does not serve markets in the way private organizations do, but for GRI reporting, it considers its markets to be the lines of operations it supports. This includes the institutional and operational missions described in this report and its materiel, training, intelligence, medical, engineering, and acquisition needs.
2.8	Scale of the reporting organization, including number of employees, net revenues, and quantity of products or services provided	Page 31 includes end strength. Net costs and assets are available on pages 33–40 of the FY12 AFR and pages 33–40 of the FY13 AFR. Information on the quantity of services is located throughout ASR14, the 2012 and 2013 APSs, and the FY12 and FY13 AFRs. The annual Army budget shows its revenues as well as how it has used its budget and plans to allocate funds in the future, asafm.army.mil/offices/BU/BudgetMat.aspx?OfficeCode=1200.
2.9	Significant changes during the reporting period regarding size, structure, or ownership, including the location of, or changes in operations including facility openings, closings, and expansions	The Army has been directed to transition from a force focused on counterinsurgency operations to operational adaptability while still meeting combatant commander requirements. The Active Army is reducing its end-strength from a wartime high of approximately 570,000 to 490,000 by the end of FY15; the Army National Guard (ARNG) will go from 358,000 to 350,200 by the end of FY17; the US Army Reserve will maintain a 205,000 end-strength; and the Civilian workforce will reduce from 272,000 to 255,000 by the end of FY17. These reductions began in FY12 and will represent a net loss of 106,000 Soldier and Civilian positions by the end of FY17. Additional information regarding operational changes within the Army is identified in the 2012 and 2013 APSs (pages 2-5 and 2-6 respectively).
2.10	Awards received in the previous reporting period	This report only includes awards given by headquarters, or higher levels, and recognizes that installations give awards recognizing superior performance and may receive recognition from local communities. Additional award information can be found at www.army.mil/. Relevant awards include **White House GreenGov Presidential Awards,** www.whitehouse.gov/administration/eop/ceq/Press_Releases/November_1_2011, **Commander in Chief's Annual Award for Installation Excellence,** www.defense.gov/releases/release.aspx?releaseid=13443 and www.defense.gov/releases/release.aspx?releaseid=14428, **SecDef Environmental Awards,** www.denix.osd.mil/awards/, **Secretary of the Army** (**SecArmy**) **Energy and Water Management Awards,** army-energy.hqda.pentagon.mil/awards/sec_army.asp, **SecArmy Environmental Awards,** aec.army.mil/Outreach/Awardprograms.aspx and **Army Safety Award Programs,** https://safety.army.mil/AWARDS/ProgramOverview.aspx.
3	**Report Profile**	
3.1	Reporting period for information provided	FY12 and FY13.
3.2	Date of most recent previous report (if any)	FY12.
3.3	Reporting cycle (annual, biennial, etc.)	Biannual, covering FY12 and FY13.
3.4	Contact point for report	Back cover of this report.
Report Scope and Boundary		
3.5	Process for defining report content	Annex, page A-1. Lists the restrictions and changes in report content. The resources in the ASR14 GRI Annex give stakeholders further access to topics relevant to sustainability but not determined material for the report. These stakeholders include individual Soldiers, Families, Army Civilians, the US public, and lawmakers.

GRI Indicator	Description of GRI- Recommended Report Content	Reference to Army FY12 and FY13 Information
3.6	Boundary of the report	This report includes Army operational and institutional programs, though performance metrics are limited as described in their source documentation. For the most part, the performance highlights metrics that apply to operations in the United States. Those reported outside the United States do not include forward operating locations unless specified. This report does not cover activities and impacts of suppliers or privatized facilities, but it does cover most leased facilities. The Army is dedicated to a One Army approach, including the Active Army, Army Reserve, and National Guard where possible. This report does not include any sensitive or proprietary information or that which may jeopardize national security.
3.7	State any specific limitations on the scope or boundary of the report	Pages A-1–A-31, Annex. Some performance information is only available for certain sections of the Army or is not reported, such as indirect energy use. This Annex does not include the impact of contingency operations for FY12 and FY13.
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	ASR14 only reports on publicly available or releasable data, so the basis of reporting for each metric is specific to the source text. This may affect reporting when methods for collecting information or data guidelines change year to year. For financial reporting, the FY12 and FY13 AFRs provide detail on leases and state and locally owned land used for federal purposes (pages 21, 43–44, and 56–58, and 30, 43–44, 56, and 58, respectively). For energy reporting, the FY12 and FY13 EMRs discuss leased facilities (page 33 and pages 36 and 59 respectively). For environmental reporting, Congress mandates the DEP ARC, the scope of which responds to changes in reporting requirements or those in Army mission or structural responsibilities in DoD.
3.9	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	All performance metrics in this report are from other sources, and those other sources are the locations for any measurement techniques. Tables A-1, A-2, A-3, and A-4 in the Annex explain divergence from the GRI indicator protocols.
3.10	Explanation of the effect of any restatements of information provided in earlier reports	Page A-1, Annex.
3.11	Significant changes from previous reporting periods	Page A-1, Annex.
3.12	Table identifying the location of the Standard Disclosures in the report	Table A-1, Annex.
3.13	Policy and current practice with regard to seeking external assurance for the report	The Army did not seek external assurance for this report.
4 Governance Commitments and Engagement		
4.1	Governance structure of the organization	Pages 8–10. Title 10 USC Chapters 303–307 also describe the Army governance structure, uscode.house.gov/download/download.shtml.
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Title 10 USC Chapter 303 prescribes civilian and military leadership roles, uscode.house.gov/download/download.shtml.
4.3	The number of members of the highest governance body that are independent and/or non-executive members	Does not apply to the Army. GRI's *Public Agencies Sector Supplement* does not contain direction on how to apply this indicator.

GRI Indicator	Description of GRI- Recommended Report Content	Reference to Army FY12 and FY13 Information
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	The general public can direct the highest governance body through civic participation, including elections, and by engaging their representatives. For its employees, the Army has a chain of command and open door policy as described in Army Regulation (AR) 600-20, *Army Command Policy*, Sections 2-1 and 2-2 (page 6), armypubs.army.mil/epubs/pdf/r600_20.pdf. The mailing address is available at www.army.mil/info/institution/publicAffairs/.
4.5	Linkage between compensation for members of the highest governance body, senior managers and executives and the organization's performance	Organizational performance for the Army as a public agency is linked to program execution and sustainment, not to economic profit. Individuals can be considered for general pay increases, performance-based promotions, and placement actions through a rating from the Personnel Management Information and Support System. Part of an individual's rating may reflect his or her ability to execute programs as part of the organization's performance, cpol.army.mil/library/permiss/.
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided	All government employees are held to the standards in 5 *Code of Federal Regulations* (CFR) 2635, Standards of Ethical Conduct for Employees of the Executive Branch, ecfr.gpoaccess.gov/cgi/t/text/text-idx?c=ecfr&tpl=/ecfrbrowse/Title05/5cfr2635_main_02.tpl. DoD officials are further held to the Joint Ethics Regulation, DoD 5500.7-R Chapter 5, which covers conflict of interest, ia.signal.army.mil/docs/DoD5500_7/jer1-4.pdf. Procurement conflicts of interest are also listed in Title 10 USC Chapter 137, Procurement Generally, www.gpo.gov/fdsys/search/pagedetails.action?collectionCode=USCODE&searchPath=Title+10%2FSubtitle+A%2FPart+IV%2FCHAPTER+137&granuleId=USCODE-2011-title10-subtitleA-partIV-chap137&packageId=USCODE-2011-title10&oldPath=Title+10%2FSubtitle+A%2FPart+IV%2FChapter+137%2FSec.+2302&fromPageDetails=true&collapse=true&ycord=770&browsePath=Title+10%2FSubtitle+A%2FPart+IV%2FCHAPTER+137&fromBrowse=true.
4.7	Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics	Title 10 USC Chapter 305 describes how members of the staff are selected. The Chief of Staff and Vice Chief of Staff are appointed by the President and confirmed by the Senate, according to Title 10 USC Chapter 305 § 3033–3034.The SecArmy, Undersecretary, Assistant Secretaries, and General Counsel are appointed by the President with senatorial confirmation, according to Title 10 Chapter 303 § 3013–3019. Qualifications for senior leadership for the Army are outlined in *How the Army Runs: A Senior Leader Reference Handbook*, 2011–2012, www.carlisle.army.mil/orgs/SSL/dclm/publications.htm.
4.8	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	Pages 11–12. Describes selected Army sustainability goals.
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental and social performance	In December 2009, SecArmy appointed the Under Secretary as the Army senior sustainability official to oversee the implementation of EO 13514. These responsibilities are described on page 9.
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	In FY12 and FY13, the Army continued strengthening the methods through which it evaluates economic, environmental, and social performance. Future ASRs will detail this. The highest governance body is evaluated by its adherence to laws and EOs, described in GRI indicator PA3 (Table A-1).

GRI Indicator	Description of GRI- Recommended Report Content	Reference to Army FY12 and FY13 Information
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization	Pages 8–10. Describes Army dedication to acting proactively through meeting the requirements of EO 13514 and other policies described throughout this report.
4.12	Externally developed economic, environmental, and social charters, principles or other initiatives to which the organization subscribes or endorses	Numerous statutes, regulations, and EOs apply to DoD activities, www.archives.gov/. The Army also adheres to all DoD directives, www.dtic.mil/whs/directives/corres/ins1.html. It also designs new construction to ASHRAE 189.1 and uses the US Green Building Council's Leadership in Energy and Environmental Design certification standards, www.usgbc.org/.
4.13	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 or views membership as strategic	Not reported in one Army location. The Army is involved in many interagency working groups, including the Interagency Sustainability Working Group, energy.gov/eere/femp/ interagency-sustainability-working-group. It is also associated with the National Guard Association of the United States and the Association of the United States Army, as well as similar organizations.
4.14	List of stakeholder groups engaged by the organization	As a public agency, the Army has several classes of stakeholders outside its organization, including communities outside installations, lawmakers, other agency officials, and the US public.
4.15	Basis for identification and selection of stakeholders with whom to engage	The Army engages with stakeholders in the communities around installations in different ways, depending on the purpose. For example, the Comprehensive Environmental Response, Compensation, and Liability Act and National Environmental Policy Act (NEPA) require the Army to solicit and consider stakeholder comments on alternatives. The Army requires community relations plans for properties on the National Priority List. AR 200-1, *Environmental Protection and Enhancement*, includes guidelines for identifying stakeholders for environmental restoration plans, page 59, www.apd.army.mil/pdffiles/r200_1.pdf. The Army also has some special partnership programs, including the Army Compatible Use Buffer (ACUB) program, pages 31–32. It engages with the community in open houses or community educational events. AR 360-1, *The Army Public Affairs Program*, pages 29–30, contains guidelines for these events, www.apd.army.mil/pdffiles/r360_1.pdf.
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	The Army gives testimony to Congress throughout the year and has specific dates for reports. Army installations interact with their local communities at various times throughout the year. In 2008, the Army created the Army Community Covenant, a resource for communities and Army Soldiers and Families to identify programs outside of the installations for support, www.army.mil/community. The Army also has four regional environmental and energy offices that coordinate region sustainability issues, review state regulations, facilitate partnerships, identify and address issues and actions having potential effects on military operations, and share best practices, www.asaie.army.mil/ Public/InfraAnalysis/REEO/. The Army is required to include public comment periods for activities analyzed under NEPA.

GRI Indicator	Description of GRI- Recommended Report Content	Reference to Army FY12 and FY13 Information
4.17	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	The Army continuously reports to Congress on its activities and responds to many information requests and reporting requirements each year. The Army provides information to the general public on its activities beyond reports aimed at Congress, including via the APS and ASR. The Army Family Covenant represents the Army's commitment to ensuring Soldiers and their Families have the quality of life appropriate for the service they provide. Although much is still to be done, significant progress has been made in improving Family programs, education, healthcare, and housing, www.myarmyonesource.com/default.aspx.
Public Policies and Performance Integration Measures		
PA1	Describe the relationship to other governments or public authorities and the position of the agency within its immediate governmental structures	Pages 8–10. The DoD organization chart shows the position of the Army in its immediate governmental structures, www.defense.gov/orgchart/#3. The US Government Manual Chart, frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=2008_government_manual&docid=214669tx_xxx-3.pdf, shows DoD's position in the federal government.
PA2	Define sustainable development used by the public agency and identify any statements or principles adopted to guide sustainable development policies	For this report, the Army interprets sustainable development to refer to its infrastructure and planning activities. Specific policies include AR 201-20, the Army's sustainable design and development (SDD) policy, www.asaie.army.mil/Public/IE/doc/Sustainable%20Design%20and%20Dev%20Policy%20Update.pdf, and guidance that encourages sustainable master planning at the installation level. The requirements of EO 13514 also include many aspects of sustainable development.
PA3	Identify the aspects for which the organization has established sustainable development policies	The SSPP sets broad goals for sustainability, discussed in ASR14. Specific policies include the Army's SDD policy for buildings, www.asaie.army.mil/Public/IE/doc/Sustainable%20Design%20and%20Dev%20Policy%20Update.pdf, and guidance that encourages sustainable master planning at the installation level. The requirements of EO 13514 also include many aspects of sustainable development across the entire organization. Specifically, the Army is incorporating sustainability goals in the 2012 *Army Strategic Planning Guidance* (Pages 7, 13, and 20) as well as 2013 *Army Strategic Planning Guidance* (Pages 14, 17, and 20) www.army.mil/standto/archive_2013-02-07/.
PA4	Identify the specific goals of the organization for each aspect listed in PA3	Tables 2, 3, 4, and 7. EO 13514, EO 13423, EPAct05, EISA 2007, and the annual DoD SSPP delineate Army energy and environmental goals. DOE created a crosswalk of the goals and statutes, www.fedcenter.gov/_kd/Items/actions.cfm?action=Show&item_id=14107&destination=ShowItem. The Army has additional goals outside its federal requirements, including those for SDD and Net Zero approaches for energy, water, and waste.

| GRI Indicator	Description of GRI- Recommended Report Content	Reference to Army FY12 and FY13 Information
PA5	Describe the process by which the aspects and goals in PA3 and PA4 were set	The goals in EO 13514 were signed by President Obama in October 2009. The DOE crosswalk listed in PA4 also references the statute sources of some of the EO goals. The goals in the Army's 2007 SDD policy were signed by the Acting Deputy Assistant Secretary of the Army (Installations and Housing). The policy was updated on October 27, 2010, www.asaie.army.mil/Public/IE/doc/Sustainable%20Design%20and%20Dev%20Policy%20Update.pdf. It was further enhanced by a policy memorandum on master planning policy guidance for SDD on November 11, 2011. In addition, the other aspects above are plans and programs established by Army leadership because of identified needs. (For more information regarding SDD and related Army energy directives, see army-energy.hqda.pentagon.mil/policies/key_directives.asp.)
PA6	For each goal, provide the following: implementation measures; results of relevant assessments of the effectiveness of measures before they are implemented; targets and key indicators used to monitor progress, with a focus on outcomes; description of progress relative to goals and targets in the reporting periods, including results of key indicators; actions to ensure continuous improvement toward reaching the public agency's goals and targets; post-implementation assessment and targets for the next time period; and public policies and implementation measures	The Army is working to improve its response to this indicator. EO 13514 expanded the goals set in EO 13423. The Army reports its progress on this implementation to the Office of the Secretary of Defense (OSD), for rollup in OSD submissions on the various Office of Management and Budget (OMB) scorecards, www.fedcenter.gov/admin/itemattachment.cfm?attachmentid=296. In FY12 and FY13, DoD improved its overall transportation and environmental stewardship. Some of this information is available in the DoD Annual EMR on energy, water, and building performance, www.acq.osd.mil/ie/energy/energymgmt_report/main.shtml. It is also reported on the Army's Energy Program website, army-energy.hqda.pentagon.mil/. The DoD SSPP, www.denix.osd.mil/sustainability/PlansGuidance.cfm, addresses energy and water performance data—as well as information concerning renewable energy use, greenhouse gas (GHG) emissions reductions, waste reduction, and sustainable buildings, among other things. The performance highlights section of this report lists some of these goals, with information on progress and developments in relation to performance.
PA7	Describe the role of, and engagement with, stakeholders relative to the items disclosed in PA6	External or public/private stakeholders are generally not involved in the goals described in PA3–PA6 for the Army. However, DoD, an overall organization stakeholder for the Army corporately, is involved to a certain extent. External stakeholders can influence sustainability goals for federal agencies through their representatives in Congress. However, each Army installation may have external stakeholders involved in making plans on the local level.

ASR14 — GRI Economic Indicators

As a federal entity, the Army differs from most GRI-based sustainability reporters because its economic performance reflects how well it is operating as a steward for the American public, rather than showing profit earned. In addition to the efficient use of federal funding, Army facilities and operations also have economic effects on local communities. The Army's financial statements are prepared in accordance with the accounting principles established by the Federal Accounting Standards Advisory Board.

The Army officials with primary responsibility for oversight of programs associated with economic indicators are the Assistant Secretary of the Army for Financial Management and the Army's Comptroller; however, many Army organizations are involved in activities related to economic indicators.

Table A-2 cites publicly available information sources and references sections of this report that contain information relevant to economic indicators.

Table A-2. Combined FY12 and FY13 Army Sustainability Report Economic Indicators

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Information
EC1	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		The FY12 and FY13 AFRs present financial records organized by the Army General Fund, Army Working Capital Fund, and Civil Works program. Each division includes a consolidated balance sheet, a consolidated statement of changes in net position, and other summaries. The Army FY12 and FY13 budget documentation includes FY12 and FY13 funds enacted on operations and maintenance, procurement, research, construction, personnel, and other obligations. The FY12 and FY13 defense budget reports include tables on the Army's total obligation authority, budget authority, and outlay, asafm.army.mil/offices/BU/BudgetMat.aspx?OfficeCode=1200.
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change		Pages 11, and 17–18. The Army has analyzed the budgetary impact for overall mission impact of operations. Although the Army has not publicly released its own individual analysis of the overall financial implications of operations, they are reported as department-wide analyses to Congress and the public under the DoD budget request overview. However, these analyses are not specific to climate change, so this indicator is listed as partial. The *FY13 Budget Request Overview*, February 2012, and the *FY14 Budget Request Overview*, April 2013, are at dcmo.defense.gov/publications/documents/FY2013_Budget_Request_Overview_Book.pdf and comptroller.defense.gov/Portals/45/Documents/defbudget/fy2014/FY2014_Budget_Request_Overview_Book.pdf. The overview books emphasize the most significant aspects of each year's budget request, focusing on changes from previous years and subjects likely to be of high interest to Congress and the public. In addition, DoD is publishing an analysis of defense budget priorities and choices that will further document risks and opportunities for the department, which includes the Army, but climate change is not specifically addressed in this report, www.defense.gov/pubs/DefenseBudgetPrioritiesChoicesFiscalYear2014.pdf. The Army has acknowledged that climate change may further stress its resources. Although the Army does not currently report on the financial implications of climate change, the DoD SSPP (FY12 and FY13) contains multiple references to climate change with relevance to vulnerability, resilience, and adaptation www.denix.osd.mil/sustainability/.
EC3	Coverage of the organization's defined benefit plan obligations		The Army has a website discussing benefits for military personnel, including planning calculators and benefits at the federal and state level, myarmybenefits.us.army.mil/. Army civilian benefits are listed on the Defense Finance and Accounting Service website, www.dfas.mil/civilianemployees.html, which also includes pay tables for military and civilian personnel as well as benefits for retirees. The FY12 AFR (pages 7–10, 22, 29–33, 39–45, 49, 58–59, and 63–75) and the FY13 AFR (pages 7–10, 27–29, 32–33, 39–42, 46, 49, 53, 59, and 64–73) show the annual Army contribution to military and other federal employment benefits. This includes military retirement pensions and health benefits, Voluntary Separation Incentive Programs, DoD Education Benefits Fund, and the Federal Employees Compensation Act cost.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Information
EC4	Significant financial assistance received from government		The FY12 and FY13 AFRs include tables on budgetary financing sources broken out into the Army General Fund and the Army Working Capital Fund, and the FY12 and FY13 *AFR USACE* [US Army Corps of Engineers]—*Civil Works* contain budgetary and financing sources for the Civil Works program.
EC5	Range of ratios of standard entry-level wage compared to local minimum wage at significant locations of operation		The Army is held to the Fair Labor Standards Act (FLSA) and considers state and local laws in setting pay, www.opm.gov/oca/wage/index.asp. Soldier pay is prescribed by law and its computation is listed in the *DoD Financial Management Regulation*, comptroller.defense.gov/FMR.aspx. Soldiers can receive changes in pay for hazardous duty, submarine duty, diving duty, hardship duty, career sea pay, pay for service as a member of a Weapons of Mass Destruction Civil Support Team, assignment incentive pay, duty subject to hostile fire or imminent danger, and an extension of duty at a designated overseas location and for particular skills, including foreign language proficiency or critical skill retention, Volumes 1–15.
			The Army provides allowances to offset cost of living based on locality. A basic allowance for housing is based on local civilian housing markets, myarmybenefits.us.army.mil/Home/Benefit_Library/Federal_Benefits_Page/Allowances.html?serv=147.
			Information on pay for the ARNG compared with federal and military pay charts is found at myarmybenefits.us.army.mil/Home/Benefit_Library/Federal_Benefits_Page/Basic_Pay.html?serv=150.
			The Office of Personnel Management (OPM) includes information on how pay differs for Army Civilians. Civilians have locality pay areas that consider local cost of living, archive.opm.gov/oca/12tables/index.asp and archive.opm.gov/oca/13tables/index.asp. Pay for foreign national employees located outside the United States is based in the Foreign Service Act of 1980 and can include local compensation plans that consider consistency with prevailing wage rates. Further, the rate cannot be lower than the minimum set by FLSA, www.dtic.mil/whs/directives/corres/pdf/141608m.pdf. This GRI indicator is listed as fully reported, though no ratio is reported due to the detailed directives.
EC6	Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation	Not material	Not material. Although locally based purchasing is an important indicator of sustainability and the Army does make local purchases, this metric is not significant to how the Army corporately operates.
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation		Only part of this indicator applies to the Army. The first part addresses whether there is a procedure, and the second part addresses the metric of the local hiring proportion of senior management. The Army fully reports against the portion of the indicator that applies to its operations. The Army does have procedures, adheres to DoD Instructions (DoDIs), and hires from the local community in many locations for civilian roles, www.dtic.mil/whs/directives/corres/html/CPM_table2.html. DoDI 1400.25, Volume 1231 (page 8), lists processes for hiring foreign nationals, www.dtic.mil/whs/directives/corres/pdf/1400.25-V1231.pdf. This hiring practice is also guided by individual treaties. The portion of this metric indicator concerning the hiring of senior leadership does not apply to how the Army operates. Senior Army management personnel are hired to support the operational structure of the Army and may or may not be from the local community.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Information
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement		The Army, as a public agency, has a mission based on providing services directly for public benefit — the Nation's security as well as a vibrant Civil Works program. The Civil Works program focuses on infrastructure and supports navigation, flood risk management, ecosystem restoration, recreation, hydropower, and other needs. The Army Civil Works FY12, www.usace.army.mil/Portals/2/docs/civilworks/budget/FY2012ArmyAFR_USACE.pdf, and FY13 financial statements, www.usace.army.mil/Portals/2/docs/civilworks/budget/fy2013_usace_finstat_notes.pdf, detail the size and scope of the Civil Work program's efforts. This differentiates the Army from other organizations using GRI. In addition to providing infrastructure for the community, the Army also analyzes the community infrastructure affected by changes in Army presence, as described under indicator EC9. The Army has resources for community relations with the military, with regional contacts, www.army.mil/comrel/.
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts		As a major regional employer, the Army is sensitive to its economic impact. DoD Directive 5410.12 *Economic Adjustment Assistance to Defense-Impacted Communities*, July 5, 2006, directs military personnel to assist local communities impacted by military activities, realignment, or closure, www.dtic.mil/whs/directives/corres/pdf/541012p.pdf. The Army conducts a variety of studies to understand and describe the indirect economic impacts as part of its Base Realignment and Closure (BRAC) initiatives. The public can view its recommendations, community concerns, and commission findings for each BRAC location using the map at www.hqda.Army.mil/ACSIM/brac/braco.htm. In 2009, the Army published a handbook (*A Handbook for Growth Communities*) to assist local communities with installation growth, www.apg-cssc.com/_media/client/pdf/handbookforgrowthcommunities-2-13-09.pdf. This handbook details the challenges in changing demand for housing, construction, schools, infrastructure, and social services. It also lists lessons learned.
PA8	Gross expenditures broken down by type of payment		See data for EC1.
PA9	Gross expenditures broken down by financial classification		See data for EC1.
PA10	Capital expenditures broken down by financial classification		See data for EC1.
PA11	Procurement policy of the public agency related to sustainable development		EO 13514 directs agencies to ensure that 95 percent of all new contracts require products and services that are energy-efficient, water-efficient, biobased, environmentally preferable, non-ozone depleting, and nontoxic or less-toxic alternatives and that contain recycled content. The DoD Green Procurement Strategy is available at www.denix.osd.mil/gpp/upload/FINAL-GPP-Strategy-Update_USA001967-08_Complete-Distro-2.pdf. It also lists alternative fuels and products using renewable energy. Similarly, the 2010 *Army Green Procurement Guide* provides an overview of the federal procurement preference programs and guidance on implementing an effective Green Procurement Program at the installation or facility level. The *Army Green Procurement Guide* is located at www.armyhealthfacilities.amedd.army.mil/sustain/documents/ArmyGreenProGuide6dec10.pdf.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Information
PA12	Describe economic, environmental, and social criteria that apply to expenditures and financial commitments	(green)	AR 70-1, *Army Acquisition Policy*, directs that each program formally address questions of need, cost, risk, and stability. The Army defines cost beyond the capital, to "the total cost to the Government for a program over its full life, and includes the cost of research and development, investment in mission and support equipment (hardware and software), initial inventories, training, data, facilities, and the operating, support and, where applicable, demilitarization, detoxification, or long term waste storage." This policy also calls for managing risk to the environment, safety, and occupational health; preventing pollution; and using recovered materials (1-5 (j, j, p)), www.army.mil/usapa/epubs/pdf/r70_1.pdf.

Army purchasing is also driven by the *Federal Acquisition Regulation* (FAR), www.acquisition.gov/far/index.html. The FAR's guiding principles are to satisfy the customer in terms of cost, quality, and timeliness; promote competition; minimize administrative costs; and fulfill public policy objectives. The FAR gives priority to some businesses, including small businesses (Part 19); directs the purchase of energy-, environment-, and water-efficient products and safe products (Part 23); and covers other socioeconomic programs (Part 26). |
PA13	Describe linkages between the public agency's procurement practices and its public policy priorities	(empty)	Not reported. The Army does not publicly report how its public policy priorities are specifically linked to or factored into designing its procurement policies. General information concerning the DoD Green Procurement Program (GPP) and DoD GPP Strategy can be found at www.denix.osd.mil/gpp/GeneralInformation.cfm.
PA14	Percentage of the total value of goods purchased that were registered with voluntary environmental or social labels and/or certification programs, broken down by type	Not material	Not material. However, the Army makes considerable efforts corporately to purchase goods that are energy- and water-efficient, bio-based, environmentally preferable, non-ozone depleting, and non- or less-toxic alternatives and that contain recycled content (see PA11).
PA15	Administrative efficiency: describe the results of assessments of the efficiency and effectiveness of services provided by the public agency, including the actions taken to achieve improvements in service delivery	(green)	Measuring the service delivery efficiency of the Army is difficult. The FY12 and FY13 AFRs report on the Army's operations and use of funds for the prior year. These reports inform the taxpayer how and where funds are used. Each year, the Government Accountability Office (GAO) issues many reports on DoD performance. From October 2011 to September 2013, GAO published 852 reports on DoD programs, 38 of which specifically related to the Army, www.gao.gov/docsearch/agency.php. These numbers came from www.gao.gov/browse/a-z/Department_of_Defense,_Executive/Army,_Department_of_Defense,_Executive/custom?adv_begin_date=10%2F01%2F2011&adv_end_date=09%2F30%2F2013&all=. Several of these reports are relevant to this indicator.

ASR14 ─ GRI ENVIRONMENTAL INDICATORS

Army environmental management activities are driven by statutes, EOs, and DoD policies. Some of these authorities establish specific goals and metrics that relate to GRI environmental indicators and which must be reported. However, not all reporting is public or accessible on the Internet. Readers also can learn more about Army environmental management and drivers that relate to GRI indicators by accessing the following:

- AR 200-1, *Environmental Protection and Enhancement*, www.army.mil/usapa/epubs/pdf/r200_1.pdf, which includes Pest Management (p. 27), Cultural Resources (p. 28), Pollution Prevention (p. 30), Munitions Use on Ranges (p. 31), Materials Management (p. 32), Waste Management (p. 34), Spills (p. 36), Cleanup (p. 38), Environmental Quality Technology (p. 42), and Operational Noise (p. 43).
- AR 210-20, *Real Property Master Planning for Army Installations*, which addresses the development and implementation of real property master plans, http://armypubs.army.mil/epubs/pdf/r210_20.pdf.
- AR 420-1, *Army Facilities Management*, which addresses management of public works, housing, utilities services, and energy management, http://armypubs.army.mil/epubs/pdf/r420_1.pdf.
- EPAct05, www.gpo.gov/fdsys/pkg/PLAW-109publ58/pdf/PLAW-109publ58.pdf.
- EISA 2007, www.gpo.gov/fdsys/pkg/BILLS-110hr6enr/pdf/BILLS-110hr6enr.pdf.
- EO 13514, "Federal Leadership in Environmental, Energy, and Economic Performance," October 2009, www.fedcenter.gov/programs/eo13514/.

The Under Secretary of the Army serves as the Army's Senior Sustainability Official. The senior official for oversight of programs associated with GRI environmental indicators is the Assistant Secretary of the Army for Installations, Energy and Environment; however, many Army offices are involved in the activities relating to these GRI indicators.

Table A-3 cites publicly available information sources and reference sections of this report that contain information relevant to environmental indicators.

Table A-3. Combined FY12 and FY13 Army Sustainability Report Environmental Indicators

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN1	Materials used by weight or volume		Not reported. The Army tracks materials on the basis of the processes or operations in which they are used. Reporting against this indicator on the basis of the defined scope and boundaries of this report would require releasing sensitive information or information otherwise not released publicly, as would be necessary to be included in this ASR, so it is not reported.
EN2	Percentage of materials used that are recycled input materials		Not reported. This indicator is based directly on EN1 and therefore is not reported.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN3	Direct energy consumption by primary energy source	▮	The following table shows direct energy totals, as well as those for non-renewable, alternative, and renewable energy, by primary source energy. The Office of the Assistant Secretary of the Army for Installations, Energy and Environment, OASA(IE&E), provided this information to the Office of the Secretary of Defense (OSD) for compilation in the FY13 and FY14 DoD SSPP. It is made public in the ASR14 Annex.

Direct Energy Source, in gigajoules (GJ)	FY12	FY13
Non-renewable		
Coal	8,699,610	8,678,425
Natural gas	24,364,055	25,193,043
Fuel distilled from crude oil	114,171,279	93,408,761
Total non-renewable	**147,234,944**	**127,280,229**
Alternatives		
Biodiesel	45,837	18,507
E-85	200,547	273,217
Compressed natural gas	4,495	654
M-85 (Alternative)	724	91
Liquefied natural gas	0	8
Electric	N/A	N/A
Biomass	239,383	1,122,720
Biogas (captured methane)	0	0
Solar thermal (including water and space conditioning)	70,761	154,745
Daylighting	4,276	4,332
Geothermal	5,718	7,007
Ground source heat pumps	607,525	301,035
Total alternative fuels	**251,603**	**292,477**
Total renewable energy (including on-site wind and solar)	**1,292,834**	**2,157,361**

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN4	Indirect energy consumption by primary source	▮	The Army reports delivered energy as part of its GHG and sustainability reporting to the DoD SSPP. Specifically, the Army reports indirect non-renewable sources of energy from electricity and steam. The Army reported 33,458,877 GJ in FY12 and 32,681,325 GJ in FY13.
			The indicator is partially reported because the Army does not report indirect renewable sources of energy in terms of the primary energy consumed in its production, so they are not reported here.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN5	Energy saved due to conservation and efficiency improvements		The FY13 DoD SSPP (pages 30–36), www.denix.osd.mil/sustainability/; FY12 DoD Annual EMR (pages 15–23), www.acq.osd.mil/ie/energy/energymgmt_report/main.shtml; FY14 DoD SSPP (page numbers not available at the time of publication), www.denix.osd.mil/sustainability/; and FY13 DoD Annual EMR (pages 15–23), www.acq.osd.mil/ie/energy/energymgmt_report/main.shtml. FY12 and FY13 Army energy intensity values are also addressed in the Net Zero Initiatives and Energy sections of ASR14 (pages 13–17). These measurements account for facility energy use, not total Army energy use. This indicator is listed as partially reported because the Army does not specifically report energy saved due to process redesign, conversion and retrofitting of equipment, and changes in personnel behavior.
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives		The Army reports on its energy-efficiency and renewable energy initiatives and programs in the FY13 and FY14 DoD SSPPs, www.denix.osd.mil/sustainability/, and the FY12 and FY13 DoD Annual EMRs, www.acq.osd.mil/ie/energy/energymgmt_report/main.shtml. Some initiatives include green procurement policy for energy-efficient products (FY13 DoD SSPP, pages 7, 13, 58, and 79, and FY14 DoD SSPP page numbers not available at the time of publication), retrofits and capital improvement projects (FY12 DoD Annual EMR, pages 15, 72, 80, H2–H12, and Appendix J, and FY13 Annual EMR, pages 15, 44–45, 62, 69, and G2–G12), the use of Energy Savings Performance Contracts (ESPCs) (FY12 DoD Annual EMR, page 20, 65, 76–77, and FY13 DoD Annual EMR pages 20–21, 55–56, and 65–66), the use of Utility Energy Service Contracts (UESCs) (FY12 DoD Annual EMR, pages 20 and 76–77, and FY13 DoD Annual EMR pages 20–21, 55–56, and 65–66), the issuance of the memorandum for SDD Policy Update (Environmental and Energy Performance) (made public in the ASR14 Annex), and new on-site renewable energy generation projects (made public in ASR14, page 16.). FY13 initiatives are addressed in the final FY14 DoD SSPP, www.denix.osd.mil/sustainability/, and the final FY13 DoD Annual EMR, www.acq.osd.mil/ie/energy/energymgmt_report/main.shtml. This indicator is listed as partially reported because the Army does not specifically report reductions in energy requirements as a result of these initiatives.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved		The FY13 and FY14 DoD SSPPs, www.denix.osd.mil/sustainability/, discuss initiatives to update the Army's telework policy and increase the number of Army organizations that have implemented telework programs (FY13, pages 47–49, and FY14, page numbers not available at the time of publication). The FY13 and FY14 DoD SSPPs also discuss Army business travel and telework initiatives. This indicator is listed as partially reported because the Army does not specifically report reductions in indirect energy consumption as a result of these initiatives. It also is listed as partially reported because the Army does not publicly report underlying assumptions and methods used to calculate other indirect energy use.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN8	Total water withdrawal by source	(partial)	The US Army Geospatial Center's (AGC's) Water Resources program is the Army's tactical authoritative data source for water resources information and DoD's primary agent for the US Africa Command (AFRICOM), the US Central Command (CENTCOM), and US Army Tank-automotive and Armaments Command (TACOM) Life Cycle Management Command areas for military water resource analysis and water detection. Support is provided by the AGC's Water Resources Database (WRDB), which focuses on existing water facilities, surface water, and ground water resources, www.agc.army.mil/Missions/Media/FactSheets/FactSheetArticleView/tabid/11913/Article/480935/water-resource-database-wrdb.aspx. The Army does not plan to report this information indicator by source in this report. The Army publicly reports a portion of this indicator.

FY12 Army estimated potable water consumption in million gallons is reported in the FY13 DoD SSPP (pages 18, 27, and 71), and the FY13 Army estimated potable water consumption in million gallons is in the FY14 DoD SSPP (page numbers not available at the time of publication) www.denix.osd.mil/sustainability/ as well as the FY12 and FY13 DoD EMRs (pages 24–25 and K-10–K-11 and pages 24–25 and D1, respectively), www.acq.osd.mil/ie/energy/energymgmt_report/main.shtml, in million gallons.

In addition, the Army Environmental Policy Institute released a report, *Quantifying the Army Supply Chain Water Bootprint*, in December 2011, which estimates Army indirect (embedded) water use throughout the supply chain at approximately 258 billion gallons over 12 months. Of the total estimate, 249 billion gallons represent withdrawal and 9 billion gallons represent consumption throughout the supply chain (page vii), www.aepi.army.mil/docs/whatsnew/Quantifying%20the%20Army%20Supply%20Chain%20Water%20Bootprint.pdf.

This indicator is listed as partially reported because the Army does not list water withdrawals by source and does not publicly report on non-potable water use. |
| EN9 | Water sources significantly affected by withdrawal of water | (blank) | Not reported. This indicator depends on EN8. The AGC's Water Resources program is the Army's tactical authoritative data source for water resources information and DoD's primary agent for AFRICOM, CENTCOM, and TACOM for military water resource analysis and water detection. Support is provided by the AGC's WRDB, which focuses on existing water facilities and surface water and ground water resources. (For more information, see www.agc.army.mil/Missions/Media/FactSheets/FactSheetArticleView/tabid/11913/Article/480935/water-resource-database-wrdb.aspx and www.agc.army.mil/Media/FactSheets/FactSheetArticleView/tabid/11913/Article/480936/hydrologic-data-resources-application-hydra.aspx). The Army does not plan to report this information indicator by source in this report. |
| EN10 | Percentage and total volume of water recycled and reused | (blank) | Not reported. Installations report water recycling in the Army Energy and Water Reporting System, but these data are not reported in the DoD Annual EMR. ASR14 does not report the total volume of water recycled/reused by the Army as a percentage of the total water withdrawal (addressed under EN8) because the Army does not report the total volume of water recycled/reused. |

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high bio-diversity value outside protected areas		The Army prepares an annual Threatened and Endangered Species (TES) report that includes information on the location of designated critical habitat and TES on the base or off-site. Critical habitat is designated as essential to the conservation of the species. This indicator is listed as partially reported because it does not include the size of the land in or adjacent to protected areas or areas of high biodiversity, aec.army.mil/Services/Conserve/NaturalResources/EndangeredSpecies.aspx.
EN12	Description of significant impacts of activities, products and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas		The Army reports its impacts on and programs for endangered species and their habitat in the TES report, aec.army.mil/Services/Conserve/NaturalResources/EndangeredSpecies.aspx. The DoD Biodiversity website lists resources on the impacts of activities on protected areas, www.denix.osd.mil/nr/OtherConservationTopicsAH/Biodiversity.cfm. The Army reports on the progress of its habitat and land resource protection programs, including the Sustainable Range Program, www.denix.osd.mil/sri/, and the ACUB program, aec.army.mil/Services/Conserve/ArmyCompatibleUseBufferProgram.aspx.
EN13	Habitats protected or restored		The Army TES report cites the installations that have protected habitat for endangered species. The Army also reports on conservation partnerships, especially the ACUB program, in which local landowners and other partners make enduring conservation purchases. The annual DoD Readiness and Environmental Protection Initiative (REPI) reports to Congress summarize accomplishments under the § 2684a authority by Service. The 2013 DoD REPI report states that the Army protected 231,562 acres through FY13. This report and REPI fact sheets for individual installations are found at www.repi.mil/. The FY12 ACUB program year-end summary reported a subset of the REPI total, stating that 31,900 acres of land were protected by Installation Management Command (IMCOM) and ARNG installations in FY12, and that 144,400 acres of land were protected for the lifespan of the ACUB program through FY12, aec.army.mil/Services/Conserve/ArmyCompatibleUseBufferProgram.aspx. The ACUB program year-end summary provides a summary of each IMCOM and ARNG installation included. This indicator is listed as partially reported because the Army does not report on the gross amount of habitat protected.
EN14	Strategies, current actions and future plans for managing impacts on biodiversity		Title 32 CFR Part 651 is the Army's NEPA regulation, frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=2002_register&docid=02-192-filed.pdf. It notes the Army's responsibilities and policies for integrating environmental considerations into planning and decision making. Additional information on the Army and NEPA can be found at aec.army.mil/Services/Support/NEPA.aspx. Programs for biodiversity are guided by AR 200-1, www.apd.army.mil/pdffiles/r200_1.pdf. For specific programs, DoD's Legacy Resource Management Program seeks to protect the public's natural and cultural heritage, www.dodlegacy.org/legacy/index.aspx. This site includes links to public laws, products that include evaluations of programs, and monthly newsletters.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN15	Number of International Union for Conservation of Nature (IUCN) red list species and national conservation list species with habitats in areas affected by operations, by level of extinction risk		The Army's FY07 TES Report (published in FY09) and FY10 Army TES Report (published in FY11) include all species and designated critical habitat on and contiguous to Army installations in the United States that are listed in the Endangered Species Act (ESA), aec.army.mil/Services/Conserve/ NaturalResources/EndangeredSpecies.aspx. The reports list species as endangered, candidate, threatened, or proposed as endangered. The report may be used to interpret habitats that may be affected by military operations and vice versa. The IUCN also lists many of these species. The FY10 Army TES Report is available through a Freedom of Information Act request www.acsim.army.mil.

DoD complies with the ESA in he United States, and uses the IUCN red list as a reference. The IUCN and its red list are included in the DoD Biodiversity Conservation Toolbox, which lists and describes online resources related to biodiversity conservation on DoD lands. These data are updated when new data become publicly available, www.dodbiodiversity.org/docs/toolbox.pdf. The *Overseas Environmental Baseline Guidance Document* lists species that are on the red list that could impact military operations at DoD facilities overseas, www.dtic.mil/whs/directives/corres/pdf/471505g.pdf.

This indicator is listed as partial because the TES report does not designate which species are IUCN-listed. |
| EN16 | Total direct and indirect greenhouse gas (GHG) emissions by weight | | The Army GHG inventory uses metered energy use, actual fuel purchase data, and various estimate methods, such as the number of commute days per year (assuming 5 workdays per week for 52 weeks per year, 10 holidays, and 20 vacation/sick days; this equals a total of 230 workdays per employee per year). Additional information on federal GHG accounting can be found in the *Federal GHG Accounting and Reporting Guidance*, www.whitehouse.gov/sites/default/files/microsites/ceq/revised_federal_ greenhouse_gas_accounting_and_reporting_guidance_060412.pdf.

Total Army direct and indirect GHG emissions for FY12 and FY13 equal 18,547,711 Metric Ton Carbon Dioxide Equivalent ($MTCO_2e$) and 17,190,702 $MTCO_2e$, respectively. These emissions include tactical emissions, which are excluded from targeted emission reductions mandated by EO 13514. Scope 1, 2, and 3 GHG emission reduction targets are addressed on pages 12 and 17 of ASR14. OASA(IE&E) provided this information (made public in ASR14) for compilation in the FY12 and FY13 DoD SSPP. |
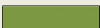| EN17 | Other relevant indirect GHG emissions by weight | | Total Army indirect GHG emissions for FY12 equal 8,559,129 $MTCO_2e$ (Scope 2 = 5,674,319 $MTCO_2e$; Scope 3 = 2,884,810 $MTCO_2e$). Total Army indirect GHG emissions for FY13 equal 8,583,623 $MTCO_2e$ (Scope 2 = 5,824,486 $MTCO_2e$; Scope 3 = 2,759,137 $MTCO_2e$). Reductions for Scope 2 renewable energy purchases have been subtracted from the Scope 2 and the overall totals for each year. These values are included in the totals presented previously in this table (EN16). OASA(IE&E) provided this information (made public in ASR14) for compilation in the FY12 and FY13 DoD SSPPs. |

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN18	Initiatives to reduce GHG emissions and reductions achieved		Scope 1 and 2 GHG emissions will be reduced through initiatives to reduce fossil fuel use in facilities and vehicles and to increase the use of renewable energy, such as the Army Energy Initiatives Task Force. The Army reported on its energy efficiency and renewable energy initiatives and programs in the FY12 and FY13 DoD SSPPs, www.denix.osd.mil/sustainability/upload/DoD-Strategic-Sustainability-Performance-Plan-FY-2012.pdf and www.denix.osd.mil/sustainability/loader.cfm?csModule=security/getfile&pageid=35931 Some initiatives include green procurement policy for: ▪ energy-efficient products — the FY13 DoD SSP, pages 7,13, 58, and 79, and the FY14 DoD SSPP (page numbers not available at the time of publication); ▪ retrofits and capital improvement projects — the FY12 DoD Annual EMR, pages 15, 72, and H2–H12, and the FY13 DoD Annual EMR, pages 15, 44–45, 62, 69, and G2–G12; ▪ use of ESPCs—the FY12 DoD Annual EMR, pages 20, 62, and 76–77, and the FY13 DoD Annual EMR, pages 20–21, 55–56, and 65–66; ▪ use of UESCs — the FY12 DoD Annual EMR, pages 20 and 76–77, and the FY13 DoD Annual EMR, pages 20–21, 55–56, and 65–66; ▪ issuance of the memorandum for SDD Policy Update (Environmental and Energy Performance); and ▪ right-sizing its vehicle fleet and using the most fuel efficient and environmentally friendly vehicles to achieve mission goals (FY13 DoD SSPP, pages ES-3 and 38, and the FY14 DoD SSPP, page numbers not available at the time of publication). FY12 initiatives are addressed in the final FY13 DoD SSPP, www.denix.osd.mil/sustainability/PlansGuidance.cfm. The FY13 and FY14 DoD SSPPs discuss Army business travel and telework initiatives. This indicator is listed as partially reported because the Army does not publicly report GHG emissions reductions achieved as a direct result of these initiatives.
EN19	Emissions of ozone-depleting substances (ODSs) by weight		Since 1992, the Army has eliminated 98 percent of Class I ODSs used in facilities, including 100 percent of halon used for fire suppression and chlorofluorocarbons used for air conditioning and refrigeration. It has eliminated 75 percent of class I ODSs used in weapon system support, including 68 percent of halon used for legacy weapon systems. Last, the Army has eliminated 100 percent of Class I ODS solvents used for maintenance and industrial operations. All remaining ODSs are managed internally for the Army. This indicator is listed as partially reported because the weights are not corporately reported publicly. Individual installations and facilities report individual amounts of ODSs to their local emergency planning committee, state emergency response commission, and their local fire departments under the Emergency Planning and Community Right-to-Know Act Section 311–312 reporting requirements (discussed at www2.epa.gov/epcra/epcra-sections-311-312#submit). All Army installations have ODS elimination plans. This indicator is partially reported according to the GRI guidelines since the total emissions by weight are not publicly available.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN20	Mono-nitrogen oxide (NO_x), Mono-sulfur dioxide, and other significant air emissions by type and weight	[partially filled]	The Army reported significant air emissions from stationary sources by type and weight in ASR14. In CY11, the Army emitted hazardous air pollutants (HAPs) (55), volatile organic compounds (VOCs) (2,915), NOx (3,781), particulate matter (PM) 10 (2,782), PM2.5 (526), sulfur dioxide (SO_2) (6,493), carbon monoxide (CO) (2,419), and Lead (16.00) [tons/year]. In FY12, the Army reported Scope 1 fugitive emissions of 128,408 $MTCO_2e$. The Army reported the following significant air emissions in CY12: HAPs (299), VOCs (2,872), NO_x (3,324), PM10 (1,376), PM2.5 (352), SO_2 (5,349), CO (1,758), and Lead (6.39) [tons/year]. In FY13, the Army reported Scope 1 fugitive emissions of 125,372 $MTCO_2e$. All data are reported publicly in the ASR14 Annex. This indicator is partially reported according to GRI guidelines because the weight of persistent organic pollutants and fugitive emissions are not publicly reported by the Army.
EN21	Total water discharge by quality and destination	[empty]	Not reported. This is a qualitative indicator. Installations are required to track this information at local levels, but the Army does not track or publicly report a corporate total for water discharges by destination, treatment method, or reuse by another organization. Under the National Pollutant Discharge Elimination System in the United States, Army installations report water quantity and quality for all point source discharges.
EN22	Total weight of waste by type and disposal method	[partially filled]	The Army reported FY12 total non-hazardous solid waste generated (0.79 million tons), diverted (0.40 million tons), and disposed of (484,537 tons); total construction and demolition (C&D) debris generated (1.43 million tons), diverted (0.92 million tons); and total non-hazardous solid waste and C&D debris generated (2.23 million tons) and diverted (59%) in ASR14. The Army also reports CY12 hazardous waste disposal (36.3 million pounds) in ASR14. The Army reports FY13 total non-hazardous solid waste generated (0.70 million tons), diverted (0.30 million tons), and disposed of (614,834 tons) and total C&D debris generated (1.27 million tons), and diverted (75.1%) in ASR14. This indicator is listed as partially reported because the Army does not track or publicly report the weight of waste by disposal method or how the method of disposal has been determined as specified by the GRI G3 reporting guidelines. Disposal methods vary across the Army, and totals noted here are Army-wide.
EN23	Total number and volume of significant spills	[partially filled]	The Army reports all oil, chemical, radiological, biological, and etiological discharges in the United States and its territories to the National Response Center (NRC), www.nrc.uscg.mil/. This indicator is partially reported because the full information provided at the NRC website is not separated by agency (for example, the Army as an institution is not reported). This indicator is listed as partially reported because the Army does not track or publicly report the impact of significant spills in the format specified by the GRI G3 reporting guidelines.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
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	Not material	Not material. The United States has not ratified the Basel Convention. The Army reports hazardous waste disposal data: see pages 19–20 as well as EN22 in Table A-3. The Army publicly reports hazardous waste transported, imported, exported, and treated.
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		Not reported. The Army does not publicly report data concerning the identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by its discharges of water and runoff. In 2009, the US Engineer Research and Development Center/US Army Construction Engineering Research Laboratory released an evaluation of vulnerability to the water supply, the *Army Installations Water Sustainability Assessment*. It included identifying, among several factors, the presence of TES, pollutant non-attainment, and population (Table 3), www.aepi.army.mil/docs/whatsnew/ERDC-CERL_TR-09-38.pdf. The assessment lists Army installation average vulnerability scores by basin (Table 6), highly vulnerable Army installation watersheds by basin (Table 7), and vulnerable basins and installations at high vulnerability (Table 9). The assessment bases vulnerability scores on a variety of factors. It does not identify the size of the associated water bodies in the watershed or specific protected status.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	(partial)	For services (actions), the Army analyzes significant environmental impacts and potential mitigation measures in its NEPA documentation. For products, the Army is held to standards for hazardous materials it uses and handles, and has Green Procurement policies under FAR 52.223 for biobased, recycled, and energy-efficient products and alternatives to ODS, acquisition.gov/far/current/html/52_223_226.html. Army initiatives to reduce potable water use in facilities and outdoors (e.g., updated SDD policy, water goal attainment policy, Net Zero Water under the Net Zero installations strategy) are discussed in the FY13 and FY14 DoD SSPP, www.denix.osd.mil/sustainability/. Other policies and initiatives, such as the low impact development policy, are addressed in the DoD SSPPs. Initiatives to reduce GHG emissions are discussed in EN18. For effluents, under the National Pollutant Discharge Elimination System in the United States, Army installations report water quantity and quality for all point source discharges. To minimize and mitigate noise and other encroachment issues, the Army creates land buffers through the ACUB program, aec.army.mil/Services/Conserve/ArmyCompatibleUseBufferProgram.aspx. The Operational Noise Program (ONP) can assist both Army and DoD personnel with issues pertaining to noise generated by military training and operations. It can also assist with noise analysis required for NEPA compliance, noise modeling, and noise monitoring. Under the ONP, Army and ARNG installations have develop more than 80 comprehensive noise management plans since 1999, phc.amedd.army.mil/topics/envirohealth/on/Pages/default.aspx. The FY13 and FY14 DoD SSPPs address initiatives and policies to reduce waste, including working to issue a policy to reduce printing paper use (pages ES-5, ES-8, 21, 28, and 50–52), targeting improved recycling and waste minimization at installations (pages ES-3–ES-6, 21, and 52), the Army's Net Zero Waste Initiative (page 77), and progress on service-specific chemical use reduction goals (page 55). Note that page numbers for the FY14 DoD SSPP were not included because they were not available at the time of publication. The DoD SSPPs can be found at www.denix.osd.mil/sustainability/. This indicator is listed as partially reported because it covers many aspects and the extent of mitigation for all aspects is not tracked in the format specified by the GRI G3 guidelines.
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Not material	Not material. The Army's mission is not driven by selling products. However, it does have a recycling policy and its installation pollution prevention programs work to recycle/reclaim packaging materials. This information is not tracked separately from total solid waste diversion.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	▧	Total Army fines and penalties assessed in FY12 equaled $234,300 and in FY13 equaled $238,600. All fines paid are tracked by what is paid to federal, state, and local regulatory agencies. FY12 and FY13 data are reported publicly in ASR14. The Army had 65 new enforcement actions (ENFs) in FY12 and 75 new ENFs in FY13, which are provided in ASR14. The Army tracks the new ENFs by statute, as addressed in the Environmental Enforcement Actions section in ASR14 (page 27). The Army has environmental conflict resolution (ECR) policy and practices in place. It follows the Office of Management and Budget (OMB) and President's Council on Environmental Quality Memorandum on Environmental Conflict Resolution, www.ecr.gov/pdf/OMB_CEQ_Joint_Statement.pdf. Army and USACE annual ECR policy reports can be found at www.ecr.gov/Resources/FederalECRPolicy/AnnualECRReport.aspx. Additional information can be found at the Army Alternate Dispute Resolution website, ogc.hqda.pentagon.mil/Practice_Groups/ADR.aspx.
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	▧	The Army reports Scope 1 vehicle fleet and Scope 3 target subject GHG emissions from its transportation vehicle fleet, federal employee business travel, and employee commuting.

GHG Emissions (in MTCO$_2$e)	FY12	FY13
Scope 1 Mobile Emissions Vehicles and Equipment	7,149,207	5,742,643
Scope 1 Fleet Vehicle Emissions (Federal Automotive Statistic Tool)	323,798	306,474
Scope 3: Federal Employee Business Air Travel	789,862	645,657
Scope 3: Federal Employee Business Ground Travel	125,509	104,080
Scope 3: Federal Employee Commuting	1,465,588	1,418,627

OASA(IE&E) provided this information (made public in ASR14) for compilation in the FY12 and FY13 DoD SSPPs.

EO 13514 addresses GHG reporting requirements, and the DoD SSPP discusses DoD goals for GHG emissions reductions. Both the FY12 and FY13 DoD SSPPs discuss the Army's initiatives to reduce Scope 3 GHG emissions. For example, the FY13 and FY14 DoD SSPPs discuss Army business travel and telework initiatives.

AR 385-10 lists procedures for maximizing safety from spills and transporting explosives and other hazards, armypubs.army.mil/epubs/pdf/r385_10.pdf.

The indicator is partially reported because, although the Army does track and report workforce transportation information, the Army does not report the impacts of transporting products, goods, and material used for operations.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to Army FY12 and FY13 Data Source
EN30	Total environmental protection expenditures and investments by type		The Army reports its total FY12 and estimated FY13 environmental protection expenditures and investments in FY12 and FY13 DEP ARC, www.denix.osd.mil/arc/Index.cfm.

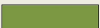| Type	FY12 (millions)	FY13 estimated (millions)
Natural and Cultural Resources	$156.7	$187.7
Compliance	$341.6	$423.9
Pollution Prevention	$37.4	$33.6
Restoration (active installations)	$263.4	$253.3
BRAC (Legacy and 2005 locations)	$85	$65.7
Environmental Technology	$54.2	$50.9

ASR14 — GRI SOCIAL INDICATORS

Although the Army does not report on many of the GRI labor, human rights, society, and product responsibility indicators, it gives high priority to the social elements of sustainability. Readers can learn more about relevant Army workplace safety regulations — including the Army Safety Program (AR 385-10), Chemical Agent Safety (AR 385-61), Range Safety (AR 385-63), Explosives Safety (AR 385-64), Risk Management (Field Manual 100-14), and many others — at www.army.mil/usapa/epubs/385_Series_Collection_1.html. The Army also adheres to all labor management regulations, as described in DoDI 1400.25, *Civilian Personnel Management* (www.dtic.mil/whs/directives/corres/html/CPM_table2.html).

The senior official for oversight of programs associated with GRI social indicators is the Assistant Secretary of the Army for Manpower and Reserve Affairs; however, many Army organizations are involved in the activities relating to these GRI indicators.

Table A-4 cites publicly available information sources and reference sections of this report that contain information relevant to social indicators.

Table A-4. Combined FY12 and FY13 Army Sustainability Report Social Indicators

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
LA1	Total workforce by employment type, employment contract, and region		Total workforce (military and civilian) attributes are found at the DoD's Defense Manpower Data Center Statistical Information Analysis Division's online database of personnel and procurement statistics, fedstats.sites.usa.gov/.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
LA2	Total number and rate of employee turnover by age group, gender, and region		The Army summarizes this information in end strength reports as part of its AFR. Deployed forces by region are in the main APS document. A break out by demographic categories is in the FY12 and FY13 Army demographics profiles, www.militaryonesource.mil/footer?content_id=267470. The 2009 Defense Advisory Committee on Women in the Services (DACOWITS) report, issued in 2010, also discusses retention by gender and grade, dacowits.defense.gov/ReportsMeetings.aspx. The Army's equal employment opportunity reporting in Management Directive 715 describes difficulties and plans for improving retention among different populations. The FY12 and FY13 reports are located at eeoa.army.pentagon.mil/web/prog_comp/reports/reports.htm. More detail is available in the annual reports on the federal workforce, www.eeoc.gov/federal/reports/. This metric is listed as partially reported because the total number and rate of employee turnover by age group, gender, and region for Army employees for the FY12 and FY13 reports are not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations		The Army military pay and benefits summary is found at www.goarmy.com/benefits/total-compensation.html, while the civilian pay and benefits summary for FY12 and the summary for FY13 are found at www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/. Additional benefit information can also be located at www.opm.gov/policy-data-oversight/.
LA4	Percentage of employees covered by collective bargaining agreements		Title 5 USC Chapter 71 provides for federal service labor management. DoD policy for labor management relations is in DoD Manual 1400.25-M Subchapter 711 www.dtic.mil/whs/directives/corres/pdf/1400.25_SC711.pdf. All collective bargaining agreements are tracked at apps3.opm.gov/portal/pls/portal/LDR.LDR_RPT_CBA_PFL_ALL_PUB.show. All collective bargaining agreements, including the Army, whether active or inactive, can be searched for in the OPM labor management database LAIRS (Labor Agreement Information Retrieval System), apps3.opm.gov/portal/page/portal/LAIRS_Main/BARGAINING_UNITS:TAB58361. Collective bargaining agreements only apply to Army civilian employees, not military employees, and therefore any numbers tracked do not include military personnel. All federal employees covered by collective bargaining agreements are tracked through internal reporting systems to be reported as one federal number; see www.dol.gov/olms/regs/compliance/cba/. Additional data can be found at www.unionstats.com/. This metric is listed as partially reported because the percentage of Army employees is not broken out from the overall number of federal employees.

| GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
LA5	Minimum notice periods regarding significant operational changes, including whether it is specified in collective agreements	▬	For reductions in force, information must be presented to Congress 45 days before the reduction is to take place per 10 USC Chapter 81 Section 1597, www.gpo.gov/fdsys/granule/USCODE-2010-title10/USCODE-2010-title10-subtitleA-partII-chap81-sec1597. The employee must be notified within 60 days according to AR 690-351, page 7.1, www.army.mil/usapa/epubs/pdf/r690_351_1.pdf. DoD provides a guide on benefits and entitlement for displaced employees, www.cpms.osd.mil/Content/Documents/DEG%20clean%20copy%203-2-11.pdf. DoD Manual 1400.25 Subchapter 711 Section 6.5 outlines reasons for suspending labor relations, www.dtic.mil/whs/directives/corres/pdf/1400.25_SC711.pdf. Any change in this value for specific collective bargaining agreements is outside of the scope of this report.
LA6	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	▬	Installation committees involve employees and management to discuss health and safety — especially at industrial installations. This is described in DoDI 6055.1, *DoD Safety and Occupational Health Program*, page 29, www.dtic.mil/whs/directives/corres/pdf/605501p.pdf. The Army does not track this information to verify performance.
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and total number of work-related fatalities by region	▬	Rates of injury caused by accidents are tracked in the US Army Combat Readiness/Safety Center website, safety.army.mil/ON-DUTY/CivilianSafety/CivilianInjuryandIllnessStatistics.aspx. DoD also keeps a database of personnel and military casualty statistics, www.dod.mil/pubs/foi/Personnel_and_Personnel_Readiness/Personnel/.
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their Families, or community members regarding serious diseases	▬	Serious disease information is managed by the US Army Public Health Command (USAPHC), phc.amedd.army.mil/Pages/default.aspx/. The USAPHC promotes health and prevents disease, injury, and disability of Soldiers and military retirees, their Families, and Army Civilian employees and ensures effective execution of full-spectrum veterinary services for the Army and DoD. US Army Medical Command provides medical services in the United States and in field units — including training and counseling. Prevention and risk-control programs are also led by USAPHC. DoD Directive 1010.10, *Health Promotion and Disease Prevention*, establishes requirements for programs, www.dtic.mil/whs/directives/corres/pdf/101010p.pdf, such as the *DoD Safety and Occupational Health Program*, which is addressed in DoDI 6055.1, www.dtic.mil/whs/directives/corres/pdf/605501p.pdf. Technical details on specific diseases and how they are addressed by the Army is available from the Medical Technical Bulletins, www.army.mil/usapa/med/index.html. Deployment may expose Soldiers to diseases, which are listed by the Deployment Health Clinical Center website, www.pdhealth.mil/ehc/default.asp. This site lists information, policy, and training materials.
LA9	Health and safety topics covered in formal agreements with trade unions	▬	Title 5 USC Chapter 71 provides for federal service labor management, including regulations for health and safety. All Army employees are covered by the same health and safety regulations in accordance with DoDI 6055.1, *DoD Safety and Occupational Health Program*, www.dtic.mil/whs/directives/corres/pdf/605501p.pdf.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
LA10	Average hours of training per year per employee by employee category		The FY12 AFR (pages 14, 10–17, and 21) and the FY13 AFR (pages 10–18) include individuals trained in various courses. The Army reviews and updates training every 6 months. In 2009, the Army launched the Army Training Network, an internal one-stop website for all Army training resources, www.army.mil/standto/archive/2009/04/21/. The Army Civilian Training, Education, and Development System (ACTEDS) facilitates planned development of the civilian workforce through a combination of progressive work assignments, formal training, and self-development for individuals. ACTEDS will enable the development and sustainment of the Army's civilian workforce, and the development of technically competent civilian leaders essential to Army readiness. Leadership development courses are managed by Army G-3 supporting these goals, cpol.army.mil/library/permiss/70.html. This indicator is listed as partially reported because this source shows employee training by type of course, which to varying degrees may or may not correspond to employee category
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings		The FY12 and FY13 AFRs (pages 10–14 and 17–21, respectively) list programs for skills management and training. The US Army Human Resources Command provides information on educational opportunities for Soldiers by classification (e.g., Active, Reserve, Veteran), www.hrc.army.mil/. Much of this information is on internal websites. The Army Reserve Voluntary Education Program, www.hrc.army.mil/TAGD/Army%20Reserve%20Voluntary%20Education%20Program, and Montgomery GI Bill Program provide tuition assistance. The Army has some additional programs for Wounded Warriors, including career and education assistance, www.wtc.army.mil/modules/veterans/v1-careerEducation.html. AR 621-5, *Army Continuing Education System*, www.army.mil/usapa/epubs/pdf/r621_5.pdf, and AR 621-202, *Army Educational Incentives and Entitlements*, www.army.mil/usapa/epubs/pdf/r621_202.pdf, provide more information on responsibilities for education.
LA12	Percentage of employees receiving regular performance and career development reviews		All employees receive regular performance reviews, in accordance with Army policies. See AR 623-3, *Personnel Evaluation, Evaluation Reporting System*, armypubs.army.mil/epubs/pdf/r623_3.pdf.
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity		The demographics profile of the military community reports (found at www.militaryonesource.mil/footer?content_id=267470) provides demographic assessments of the military, including the Army. They cover all the elements for this indicator, except comparing the basic pay/salaries of women with the basic pay/salaries of men. Pay grade is by office/years of service but not by gender. In general, the Army does not show demographic breakdowns by age for Civilians, but they have consistently reported Civilian workforce demographics by General Schedule grade level, as a result this indicator is partially reported. This is consistent with how OPM reports Civilian demographics across the federal government.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
LA14	Ratio of basic salary of men to women by employee category		The Army reports this information to DoD, and the information is published in annual demographic profiles, www.militaryonesource.mil/footer?content_id=267470. This is consistent with how OPM reports Civilian demographics across the federal government.
			The 2009 DACOWITS report discusses retention by gender and grade, dacowits.defense.gov/ReportsMeetings.aspx. Reports for FY12 and FY13 are located at dacowits.defense.gov/ReportsMeetings.aspx. Each report has a different focus for women in DoD. More detail is available in the annual reports on the federal workforce, www.eeoc.gov/federal/reports/. Information on military pay rates can be found at www.dfas.mil/militarymembers/payentitlements/militarypaytables.html, while information on Army Civilian pay for FY12 and FY13 can be found at archive.opm.gov/oca/12tables/index.asp and archive.opm.gov/oca/13tables/index.asp.
			This indicator is listed as partially reported because the Army finds it more representative of the military to discuss and report levels of retention and promotion by gender, as salaries are tied directly to rank, grade, and years of service.
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Not material	Not material. The Army maintains this information in various ways as required by reporting requirements of the State Department, but not in the manner required by this indicator.
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken		Not reported. The US government compiles the annual human rights report because the United States believes it is imperative for countries, including our own, to ensure that respect for human rights is an integral component of foreign policy. For more information on the human rights report, go to www.state.gov/j/drl/rls/hrrpt/ for FY12 and FY13.
HR3	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		Not reported. The Judge Advocate General, in coordination with the Deputy Chief of Staff for Operations and Deputy Chief of Staff for Logistics, is responsible for human rights training, www.army.mil/usapa/epubs/pdf/r27_1.pdf. Although DoDI 5111.19, Section 1206, "Global Train-and-Equip Authority," www.dtic.mil/whs/directives/corres/pdf/511119p.pdf, requires training (and training is conducted by the Army), this indicator is listed as not reported because details on the hours or frequency of this training is not provided in a public location. A GAO report, October 27, 2011, documents recommendations for improving training for personnel who will be deployed to areas of the world where human rights are of concern. DoD concurred with the report in 2011 and plans to implement training improvements. For more information on this report, go to www.gao.gov/products/GAO-12-123.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
HR4	Total number of incidents of discrimination and actions taken		The Army Equal Opportunity Reporting System database collects, records, and maintains racial, ethnic group, and gender data and statistics needed to support the Army Equal Opportunity Program, including Affirmative Action Plan reporting requirements. The Army also reports on the FY12 and FY13 progress for the Equal Employment Opportunity Report Management Directive 715. The FY12 Equal Employment Opportunity Report Processing report is available at www.eeoc.gov/federal/reports/. The FY13 EEO report is not publically available at the time of publication therefore this indicator is partially reported. The total number of incidences of discrimination during FY12 and FY13 was not publicly available at the time of this report; as a result this indicator is partially reported. Future ASRs will reevaluate the reporting status of this GRI indicator.
HR5	Operations identified in which the right to exercise freedom of association or collective bargaining may be at significant risk, and actions taken to support these rights		The Army is required to maintain and report this information through OSD to OPM. OPM provides information on all collective bargaining agreements in the LAIRS repository. All Army agreements can be located by searching on "Department of the Army" under the Agency field, apps3.opm.gov/portal/pls/portal/LDR.LDR_RPT_CBA_PFL_ALL_PUB.show. This information is partially reported because a compiled list of measures taken by the Army during the report period intended to support rights to freedom of association and collective bargaining was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor		DoD Manual 1400.25 Subchapter 1403 Section 5.2 has a clause requiring DoD to adhere to child labor laws and 29 CFR 570, www.dtic.mil/whs/directives/corres/pdf/1400.25_SC1403.pdf. In addition, the Army, under DoD, is required to adhere to EO 13126, "Prohibition on Acquisition of Products Produced by Forced or Indentured Child Labor." The EO ensures federal agencies enforce laws relating to forced or indentured child labor in the procurement process. It requires the Department of Labor, in consultation with the Departments of State and Homeland Security, to publish and maintain a list of products, by country of origin, which the three Departments have a reasonable basis to believe, might have been mined, produced, or manufactured by forced or indentured child labor. Under the procurement regulations implementing the EO, federal contractors that supply products on a list published by the Department of Labor must certify that they have made a good faith effort to determine whether forced or indentured child labor was used to produce the items listed. The current list of products and countries on the EO 13126 list was published in the April 3, 2012, *Federal Register* and is found at www.dol.gov/ILAB/regs/eo13126/main.htm. Collectively, the Army, as a part of the US military, takes various actions to ensure child labor laws are enforced, such as withholding foreign military funding, increased diplomatic pressure, and working with the countries to implement specific action plans. For additional information taken in FY12 and FY13, go to digitalcommons.law.msu.edu/cgi/viewcontent.cgi?article=1141&context=ilr.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken to contribute to the elimination of forced or compulsory labor		The Army has a "Combating Trafficking in Persons" policy and program that applies worldwide with a zero tolerance stance toward any and all activities associated with human trafficking, including mandatory training, www.combat-trafficking.Army.mil/policy.htm. This policy is in place to train Civilians, Soldiers, and DoD contractors and subcontractors. Army operations considered to have significant risk for incidents of compulsory or forced labor are not considered material to the Army because they have a zero tolerance policy in place. For more information on the tools and resources the Army uses to combat human trafficking, go to www.combat-trafficking.army.mil/index.htm.
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations		The Combating Trafficking in Persons policy, July 24, 2006, requires all Soldiers, DoD Civilian employees, and affiliated DoD contractors and subcontractors and their employees to oppose activities such as trafficking. The Judge Advocate General, in coordination with the Deputy Chief of Staff for Operations and Deputy Chief of Staff for Logistics, is responsible for human rights training, AR 27-1, *Judge Advocate Legal Services*, www.army.mil/usapa/epubs/pdf/r27_1.pdf. Army contractors are responsible for providing their employees with human rights training. In addition, DoDI 5111.19 Section 1206, "Global Train-and-Equip Authority," www.dtic.mil/whs/directives/corres/pdf/511119p.pdf, requires training (and training is conducted by the Army).
			This is listed as partially reported because AR 27-1 does not specify that human rights training applies to third-party organizations, such as contractor security personnel. It only specifies Civilian, US, and foreign military personnel. Also, the percentage of security or Army personnel who have received training on the Army policies and procedures regarding human rights and security was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken		Not reported. However, one hundred Army installations have consulted with federally recognized Indian tribes during Integrated Cultural Resource Management Plan development. Thirty-one installations have known tribal rights that can be impacted. The Army tracks the resources it impacts and works with federally recognized tribes to mitigate the impacts.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting		BRAC has a regulated process for managing impacts to the community, described on the BRAC website—BRAC 2005 Army, www.defense.gov/brac/ and www.hqda.army.mil/acsim/brac/. The Army also developed a *Handbook for Growth Communities*, www.apg-cssc.com/_media/client/pdf/ handbookforgrowthcommunities-2-13-09.pdf. More information is available from the DoD Office of Economic Adjustment, www.oea.gov/.

The Sustainable Design Policy section of ASR14 (page 19) and the Land Management section (pages 21–24) further support how the Army evaluate the nature, scope, and effectiveness of operations in the communities. Sustainable design is further supported by AR420-1 (dated 24 August 2012), www.apd.army.mil/pdffiles/r420_1.pdf.

The Army is required to comply with NEPA to evaluate the impact of developments on communities and the environment. More information can be found at www.gpo.gov/fdsys/search/home.action and aec.army.mil/Services/Support/NEPA.aspx.The Army recognizes the importance of measuring the impact of operations on pollutions in host countries. The Irregular Warfare Tactical War Game, developed at the Training and Doctrine Command Analysis Center at White Sands Missile Range, assesses how tactical operations impact the population of a host country before entering. The game system is designed to focus on the tactical level of a battalion-sized unit conducting operations in an irregular war. More information is available at www.army.mil/article/70181/New_war_game_ developed_to_study_Army_s_impact/.

This indicator is listed as partially reported because these sources do not specify the operations included or the effectiveness of programs. |
| SO2 | Percentage and total number of business units analyzed for risks related to corruption | | Not reported. The Army maintains and tracks this information, but the information was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator. |
| SO3 | Percentage of employees trained in organization's anti-corruption policies and procedures | | SecArmy policy requires all Army military and civilian personnel to attend annual ethics training, ogc.hqda.pentagon.mil/Ethics.aspx. The current ethics training can be found at: ogc.hqda.pentagon.mil/ EandF/training_EandF.aspx.

AR 350-1, *Army Training and Leader Development*, also contains training requirements, armypubs.army.mil/epubs/pdf/r350_1.pdf, as well as Field Manual (FM) 6–22 and FM 7–0 for information on the Army Training and Leader Development Model.

This is reported as partial because the Army does internally track the percentage of total number of management and non-management employees who have received anti-corruption training; however, the data are not readily available for this report period. Future ASRs will reevaluate the reporting status of this GRI indicator. |

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
SO4	Actions taken in response to incidents of corruption		The US Army Criminal Investigation Command (USACIDC) is responsible for investigating procurement corruption as a felony crime, AR 195-2, *Criminal Investigation Activities* www.army.mil/usapa/epubs/pdf/r195_2.pdf. USACIDC, as a DoD investigative agency, refers all significant allegations of bribery and conflict of interest involving DoD military or civilian personnel to the Federal Bureau of Investigation (FBI). DoD obtains the concurrency of the Department of Justice prosecutor or FBI before initiating independent investigations, www.dtic.mil/whs/directives/corres/pdf/552507p.pdf. This indicator is listed as partially reported because actions taken in response to corruption are not listed and were not readily available at the time of this report.
SO5	Public policy positions and participation in public policy development and lobbying		As a federal entity, the Army is regulated on how it interacts in public policy development and lobbying. ARs provided more specific information. Two Army-specific regulations are AR 1-20, *Legislative Liaison*, www.Army.mil/usapa/epubs/pdf/r1_20.pdf, and AR 360-1, *Army Public Affairs Regulation*, www.Army.mil/usapa/epubs/pdf/r360_1.pdf.
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	Not applicable	Does not apply to the Army. As a federal entity, the Army does not provide financial or in-kind contributions to political parties or politicians in the United States or any other country.
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		Not reported. Information was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		Page 27. The Army reports the amount of fines and ENFs related to environmental compliance in this report for FY12 and FY13. This indicator is listed as partially reported because the Army does not report publicly on other types of fines and sanctions.
PR1	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		The Army's Acquisition Policy, AR 70-1 (Chapter 1–6), identifies health, safety, and pollution prevention requirements, www.Army.mil/usapa/epubs/pdf/r70_1.pdf. Pamphlet 70-3 Chapter 3 Section VI also describes the environmental, safety, and occupational health aspects of system acquisition, armypubs.army.mil/epubs/pdf/p70_3.pdf. This indicator is partially reported because the Army does not currently publically report on the health and safety impacts for storage and supply as well as what and how many locations or operations have been assessed for improvement. The Army also reports on some but not all the percentages of significant product or service that are covered by the life cycle stages assessed for improvement in the areas of research and development; certification; manufacturing and productions; marketing and promotion; storage, distribution, and supply; for use; or disposal, reuse, or recycling.
PR2	Total number of incidents of noncompliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes		Not reported. The Army maintains or tracks this information, but it was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.

GRI Indicator	Description of GRI-Recommended Report Content	Status	Reference to FY12 and FY13 Army Source Data
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements		Not reported. Information was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.
PR4	Total number of incidents of noncompliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes		Not reported. The Army maintains or tracks this information, but it was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction		The Army maintains an Interactive Customer Evaluation system that tracks comments on programs at each installation for each military branch (ice.disa.mil/). It also participates in the Federal Human Capital Survey, a tool that measures employees' perceptions of whether, and to what extent, conditions characterizing successful organizations are present in their agencies. The most recent results are found at www.fedview.opm.gov/2012/ and www.fedview.opm.gov/2013/. For additional information on the annual Federal Human Capital Survey, go to www.fedview.opm.gov/2013/.
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship		The Army maintains AR 360-1, *The Army Public Affairs Program*, which provides communication guidelines for the organization. The Army reviews this regulation regularly and updates it as required. The last update to this regulation was May 25, 2011. This indicator is partially reported because information regarding whether the Army sells products banned in certain markets or subject to stakeholder question or public debate was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes		Not reported. The Army maintains or tracks this quantitative information, but it was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator. The Army is required to comply with AR 360-1, www.army.mil/usapa/epubs/pdf/r360_1.pdf, and AR 380-5, *Department of the Army Information Security Program*, www.army.mil/usapa/epubs/pdf/r380_5.pdf.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		Not reported. The Army maintains and tracks this information, which is reported to OSD and published in reports by the Defense Privacy and Civil Liberties Office, dpclo.defense.gov/Privacy/Resources/Reports.aspx. The specific number of complaints received from outside bodies, regulatory agencies, or identified leaks, thefts, or losses of customer data were not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services		Not reported. Information was not readily available at the time of this report. Future ASRs will reevaluate the reporting status of this GRI indicator.

ABBREVIATIONS

ACTEDS	Army Civilian Training, Education and Development System
ACUB	Army Compatible Use Buffer
AFR	Army Financial Report
AFRICOM	US Africa Command
AGC	US Army Geospatial Center
APS	Army Posture Statement
AR	Army Regulation
ARNG	Army National Guard
ASR	Army Sustainability Report
BRAC	Base Realignment and Closure
C&D	construction and demolition
CENTCOM	US Central Command
CFR	Code of Federal Regulations
CO	carbon monoxide
CY	calendar year
DACOWITS	Defense Advisory Committee on Women in the Services
DEP ARC	Defense Environmental Programs Annual Report to Congress
DoD	Department of Defense
DoDI	Department of Defense Instruction
DOE	Department of Energy
EC	Economic (GRI indicator)
ECR	environmental conflict resolution
EISA 2007	Energy Independence and Security Act of 2007
EMR	energy management report
EN	environmental (GRI indicator)
ENF	enforcement action
EO	Executive Order
EPAct05	Energy Policy Act of 2005
ESA	Endangered Species Act
ESPC	Energy Savings Performance Contract
FAR	Federal Acquisition Regulation
FBI	Federal Bureau of Investigation
FLSA	Fair Labor Standards Act
FM	Field Manual

FY	fiscal year
G3	third generation
GAO	Government Accountability Office
GHG	greenhouse gas
GJ	gigajoules
GPP	Green Procurement Program
GRI	Global Reporting Initiative
HAP	hazardous air pollutant
HR	human rights (GRI indicator)
IMCOM	Installation Management Command
IUCN	International Union for Conservation of Nature
LA	labor (GRI indicator)
LAIRS	Labor Agreement Information Retrieval System
MTCO$_2$e	Metric Ton Carbon Dioxide Equivalent
NDAA	National Defense Authorization Act
NEPA	National Environmental Policy Act
NO$_x$	Mono-nitrogen oxide
NRC	National Response Center
OASA(IE&E)	Office of the Assistant Secretary of the Army for Installation, Energy and Environment
ODS	ozone-depleting substance
OMB	Office of Management and Budget
ONP	Operational Noise Program
OPM	Office of Personnel Management
OSD	Office of the Secretary of Defense
PA	public agency (GRI indicator)
PM	particulate matter
PR	product responsibility (GRI indicator)
REPI	DoD Readiness and Environmental Protection Initiative
SDD	sustainable design and development
SecArmy	Secretary of the Army
SecDef	Secretary of Defense
SO	social (GRI indicator)
SO$_2$	sulfur dioxide
SSPP	Strategic Sustainability Performance Plan
TACOM	Tank-automotive and Armaments Command
TES	Threatened and Endangered Species
TRADOC	US Army Training and Doctrine Command

UESC	Utility Energy Service Contract
USACE	US Army Corps of Engineers
USACIDC	US Army Criminal Investigation Command
USAPHC	US Army Public Health Command
USC	United States Code
VOC	volatile organic compound
WRDB	Water Resources Database

**OFFICE OF THE ASSISTANT SECRETARY OF THE ARMY
FOR INSTALLATIONS, ENERGY AND ENVIRONMENT**
110 Army Pentagon, Room 3E464
Washington, DC 20310-0110

703-692-9800 (phone)
703-692-9808 (fax)
www.asaie.army.mil

printed on 100% post-consumer recycled paperstock.