



Sustainability Report **ANNEX**

2016

SUSTAIN THE MISSION • SECURE THE FUTURE





SUSTAINABILITY REPORT ANNEX 2016

Main Cover Photo: Paratrooper Warrant Officer Greg Suchanek, Special Operations Detachment (NATO) drags his parachute toward a target during Leapfest 2016 in West Kingston, Rhode Island, August 4, 2016. Leapfest is an International parachute training event and competition hosted by the 56th Troop Command, Rhode Island Army National Guard to promote high level technical training and esprit de corps within the International Airborne community. (Photo by Sgt. Brady Pritchett)

Small Photos (Top to Bottom):

- Georgia Army National Guard Captain Chad Tyson receives a hug from son Chase during a welcome home ceremony for the Georgia National Guard's Agribusiness Development Team III (ADT-3), which returned home to Marietta, Georgia, after a 10-month deployment to Afghanistan. Specially trained by the Agricultural Science Department at the University of Georgia, ADT-3 assisted Afghan farmers in improving crop yield, food storage practices, and water conservation.
- Soldiers from Multi-National Division - Baghdad, 1st Battalion, 63rd Combined Arms Battalion, 2nd Brigade Combat Team, 1st Armored Division, and residents of Chaka I, Lutifyah Nahia, Iraq, work to install solar-powered water filter to bring clean water to this rural village.
- Sergeant First Class Keith Bart, UH-60 Black Hawk (medevac) Crew Chief, Company C, 2nd General Support Aviation Battalion, 4th Aviation Regiment, 4th Combat Aviation Brigade, 4th Infantry Division, carries an animal to safety, during a flood rescue and recovery operations in Boulder, Colorado. (Photo by Sergeant Jonathan C. Thibault, 4th Combat Aviation Brigade Public Affairs Office, 4th Infantry Division)
- U.S. Army Specialist Rachael Potts and an Iraqi engineer prepare a hose that will run dirty water through a solar-powered water filtration system during a demonstration for several Madain region engineers on Forward Operating Base Hammer, Iraq, September 5, 2009. (U.S. Army photo by Pvt. Jared Gehmann)

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Annex Overview

This annex contains supplemental information about the Army’s organization and services using the internationally accepted Global Reporting Initiative (GRI) reporting guidelines. The 2016 Army Sustainability Report (ASR16) was prepared in accordance with the “core option” of the GRI’s G4 Sustainability Reporting Guidelines. This means that the Army reports on 50 general standard disclosures, such as organizational profile, material aspects, and stakeholder engagement, as well as at least one indicator of progress for each aspect deemed material. These include indicators of economic, environmental, human rights, labor practice, society, and product responsibility performance. Army and Department of Defense (DoD) public references and data are included to improve the transparency of the Army’s sustainability reporting against the GRI guidelines.

DEFINING REPORT CONTENT

To define the content of the ASR16 and Annex, the Army applied the GRI reporting principles of Materiality, Stakeholder Inclusiveness, Sustainability Context, and Completeness. The aspects deemed material to the Army’s operations were identified and prioritized based on an assessment of the Army’s significant economic, environmental, and social impacts, or their substantive influence on the assessments and decisions of stakeholders. As a public agency,

the Army’s stakeholders include Congress and the American public, Army Soldiers and Civilian Employees, and Families and Community members. These were the primary stakeholders considered in assessing materiality.

Material aspects were established based on a review of strategic mission and operational priorities documented in existing plans, such as the Army Strategic Planning Guidance and the DoD Strategic Sustainability Performance Plan (SSPP), and validated with Army leadership through the reporting process. Many of the priorities

outlined in these plans are the result of acts of Congress and are assumed to represent the interests of the American public.

The Army’s assessment of material aspects is shown in Table A-1. Aspects deemed low in terms of both impact and influence are not considered material for this reporting cycle. For completeness, ASR16 and the Annex cover all aspects deemed material, including at least one indicator of progress and often multiple indicators, for each aspect.

Table A-1. Materiality Assessment

GRI G4 Aspects	Material?	Assessment
Economic		
Economic Performance	Yes	The Army budget represents a significant portion of the DoD and federal budgets, so the opportunity for impact is high. Army fiscal responsibility is important to Congress.
Market Presence	Yes	The Army’s presence in the communities in which it operates can have an important impact on the well-being of employees. Federal wages are often higher than local wages in these communities.
Indirect Economic Impacts	Yes	The indirect economic impacts from the Army’s presence in a community can be substantial. Many communities rely heavily on economic impacts from installations.

GRI G4 Aspects	Material?	Assessment
Procurement Practices	Yes	The potential for impact from Army procurement practices is high due to the scale of the Army's buying power. These practices are of great interest to stakeholders; for many small businesses, the Army could be their only customer.
Environmental		
Materials	Yes	The impact of material use is high because of the amount of materials required to support the Army's mission. Changes in material use practices, such as sustainable procurement, are of interest to suppliers.
Energy	Yes	The impact of energy use is significant to the Army in terms of cost and the risks associated with transporting fuel.
Water	Yes	The impact of Army water use can be high, as the Army is the largest water user in some communities.
Biodiversity	Yes	In many cases Army training lands have more threatened and endangered species and biodiversity than the surrounding areas. Stakeholder interest in this topic is high as indicated by the strong partnerships with habitat protection organizations.
Emissions	Yes	The impact from greenhouse gas emissions is substantial due to the Army's high fuel use, and the size of the workforce.
Effluents and Waste	Yes	The opportunity for emissions impact is moderate. Surrounding communities often have much more industrial activities of concern than the Army's operations.
Products & Services	Yes	The Army produces ammunition and is actively working to reduce the environmental impact of its production, while cleaning up the legacy of past production impacts.
Compliance	Yes	Compliance with environmental laws is tracked and actively managed through institutional compliance programs.
Transport	Yes	While the Army is logistics-intensive, the impact is moderate considering that transportation of end products is not an issue as it would be with a retailer. Most transport occurs within the Army boundaries.
Overall	Yes	Expenditures on mitigation and protection can be substantial for an Army installation and carefully tracked and budgeted for.
Supplier Environmental Assessment	Yes	Practices around supplier assessments for environmental impacts would be of interest to the Army's vast supply chain. Interest from Executive Offices is indicated by new requirements for the largest government suppliers to track and report greenhouse gas emissions.
Environmental Grievance Mechanisms	Yes	Communities surrounding Army installations have great interest the availability of such mechanisms, which include National Environmental Policy Act (NEPA) public comment, the Defense-State Memorandum of Agreement dispute resolution process, Restoration Advisory Boards, and community boards at most installations.
Social		
Sub-category: Labor Practices and Decent Work		
Employment	Yes	The Army is a major employer nationwide and has strong programs in place to ensure compliance with laws and to mitigate the risk of unfair labor practices.

GRI G4 Aspects	Material?	Assessment
Labor/Management Relations	Yes	Various labor unions support the Army's work and are represented through collective bargaining agreements.
Occupational Health & Safety	Yes	Health and safety are of high interest to employees; however, the potential for impact is moderate due to adherence to established procedures and regulations that limit opportunities for injury.
Training & Education	Yes	Training is of strategic importance to the success of the Army, and the level of training required is much higher than what would be required for most employers.
Diversity & Equal Opportunity	Yes	Equal Employment Opportunity (EEO) programs, and practices are well-established and significant influence on human resources management within the Army.
Equal Remuneration for Women and Men	Yes	Pay equity is of great interest to stakeholders for its impact on employees and families of employees.
Supplier Assessment for Labor Practices	Yes	There is some opportunity for Army impact, as organizations failing to comply with labor laws could be precluded from selling to the Army.
Labor Practices Grievance Mechanisms	Yes	Grievance mechanisms are well-established and provide an important means to identify labor concerns from employees.
Sub-category: Human Rights		
Investment	No	This is not material. The Army hires host nation employees but does not engage in formal joint ventures.
Non-discrimination	Yes	While laws and Army non-discrimination policies help manage this risk, ensuring non-discrimination is of high interest to current and prospective Soldiers and civilian personnel.
Freedom of Association & Collective Bargaining	Yes	Well-established mechanisms are in place for labor unions to communicate grievances, and the availability of such mechanisms is of great concern to labor unions.
Child Labor	No	This is not material to Army operations. There is very low potential for impact due to adherence to established child labor laws and the nature of Army operations. It is not a high concern of stakeholders that the Army would circumvent these laws.
Forced or Compulsory Labor	No	This is not material to Army operations. There is low potential for impact due to adherence to established labor laws.
Security Practices	Yes	There is some opportunity for impact from security practices when the Army is fighting wars. These are managed through adherence to the Geneva Conventions (e.g., relative to the treatment of prisoners) and DoD's Law of War Manual and associated directives.
Indigenous Rights	Yes	There is some opportunity to impact indigenous groups near Army installations and policies in place for engagement. All Army installations consult with federally recognized tribes when there is an opportunity for impact, for example through the NEPA process.
Assessment	Yes	While Army installations are not a high area of concern for human rights abuses, communities near forward-operating bases may have some level of concern about this.
Supplier Human Rights Assessment	Yes	There is some opportunity for impact as suppliers failing to comply with human rights laws and practices could be prevented from selling to the Army.

GRI G4 Aspects	Material?	Assessment
Human Rights Grievance Mechanisms	Yes	The availability of grievance mechanisms, particularly near forward-operating bases, is of interest to those communities. The Army's physical presence in host countries and occupation of land to carry out its missions—whether conflict or humanitarian missions—can cause human rights impact. The ability of stakeholders to seek redress in such situations is important.
Sub-category: Society		
Local Communities	Yes	Army operations have significant potential for economic, social and environmental impact on local communities, both positive and negative. The Army's presence has a significant impact on community decisions, such as employment and housing.
Anti-corruption	No	This is not material as it is not a significant concern raised by Army stakeholders and the opportunity for negative impact is low due to well-established anti-corruption policies and laws. Because part of the U.S. military strategy is to promote anti-corruption, there is more opportunity for positive impact outside the United States.
Public Policy	No	The opportunity for impact is low due to federal laws that limit the federal employees playing an advocacy role (e.g., Hatch Act) and federal and DoD ethics policies that reinforce this. This is not believed to be a concern of stakeholders.
Anti-competitive Behavior	Yes	The Army does not market and sell products or compete in traditional markets. However, there is some opportunity for impact through DoD purchasing related to competitive procurement. This is regulated through Federal Acquisition Act (FAR) requirements.
Compliance		Failure to comply with laws related to fraud, discrimination, or corruption would be of concern to stakeholders, but there is low potential impact from fines and sanctions due to established policies and regulations around procurement, policy influence, and other society issues.
Supplier Assessment Impacts on Society	Yes	The opportunity for Army impact is moderate due to established regulations (i.e., FAR clauses) and procedures for following these requirements, such as assessing a sample of contracts each year for compliance with FAR clauses. Suppliers whose ability to sell to the Army could be influenced by such assessments.
Grievance Mechanisms for Impacts on Society	Yes	The availability of formal grievance mechanisms is of interest to stakeholders; however, there is low opportunity for impact as there many internal and external ways to share society-related grievances.
Sub-category: Product Responsibility		
Customer Health & Safety	No	The primary products and services the Army delivers are the provision of Armed forces, training, and materiel to fight wars for the United States. The product responsibility aspects are not considered material because the Army products and services are not marketed and sold to customers in a way that would require labeling, or customer health and safety assessments.
Products & Service Labeling	No	
Marketing Communications	No	
Customer Privacy	No	
Compliance	No	

To establish reporting boundaries for material aspects in accordance with the GRI, the Army assessed where impacts primarily occur; that is, either within the organization, outside of the organization, or both (see Figure A-2).

Table A-2. Boundaries for Relevant Aspects

GRI G4 Aspects	Within the organization?	Outside the organization?
Economic		
Economic Performance	Yes	Congress/General Public, Communities, Families
Market Presence	Yes	Communities
Indirect Economic Impacts	Yes	Congress/General Public, Communities, Families
Procurement Practices	Yes	Suppliers
Environmental		
Materials	Yes	Communities, Suppliers
Energy	Yes	Communities, Suppliers
Water	Yes	Communities
Biodiversity		Communities
Emissions		Communities, General Public
Effluents and Waste		Communities
Products & Services	Yes	Communities
Compliance	Yes	Regulators, Communities
Transport	Yes	Suppliers, Communities
Overall	Yes	
Supplier Environmental Assessment		Suppliers, Congress, Executive Offices
Environmental Grievance Mechanisms		Communities
Social		
Sub-category: Labor Practices and Decent Work		
Employment	Yes	Communities, Families, Congress
Labor/Management Relations	Yes	Labor Unions
Occupational Health & Safety	Yes	
Training & Education	Yes	
Diversity & Equal Opportunity	Yes	Communities, Families
Equal Remuneration for Women and Men	Yes	Communities, Families
Supplier Assessment for Labor Practices	Yes	Suppliers, Congress, Executive Offices
Labor Practices Grievance Mechanisms	Yes	Labor Unions
Sub-category: Human Rights		
Non-discrimination	Yes	
Freedom of Association & Collective Bargaining	Yes	Labor Unions
Security Practices	Yes	Communities near forward-operating bases, Congress

GRI G4 Aspects	Within the organization?	Outside the organization?
Indigenous Rights		Communities, Indigenous groups
Assessment	Yes	Communities
Supplier Human Rights Assessment		Suppliers
Human Rights Grievance Mechanisms	Yes	Communities including those near forward-operating bases
Sub-category: Society		
Local Communities	Yes	Communities
Anti-competitive Behavior		
Supplier Assessment Impacts on Society		Suppliers, Congress, Executive Offices
Grievance Mechanisms for Impacts on Society		Communities, Families

ASSURING REPORT QUALITY

To assure the quality of information in this report, the Army applied the GRI reporting principles of Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability.

- 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 the 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 ASR16 have been reviewed by the appropriate Army organization responsible for that information. In addition, the Army relies on external and internal audit coverage that 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 years (FY) 2014 and 2015 United States Army Annual Financial Reports (AFRs).
 - FY14 and FY15 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 Defense Environmental Programs Annual Report to Congress. This report fulfills congressional reporting requirements under Title 10 of the United States Code (U.S.C.) § 2711, and presents funding invested by each of the services in the progress of DoD's environmental programs.
 - 2014 and 2015 Army Posture Statements. These statements address sections 517 and 521 of the National Defense Authorization Act (NDAA) 1994 and support budget and posture statements given to Congress.
 - DoD Annual Energy Management Reports (EMRs), FY14 and FY15. DoD, like all federal agencies, is required to submit an annual EMR 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, Executive Order (EO) 13423, the John Warner NDAA of 2007, Energy Independence and Security Act of 2007 (EISA 2007), and EO 13693.
 - DoD SSPP, FY15 (covering FY14 data), and DoD Sustainability Performance Report, FY16 (covering FY15 data).

- Beginning with ASR12, all ASRs cover a 2-year period.
- Performance is tracked for FY14 and FY15. The “FY14” and “FY15” columns include a few metrics reported on a calendar year (CY) basis, such as the hazardous waste and toxic release inventory data from CY14 and CY15.
- Each indicator may not reflect the entire footprint 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.* Release restricted for reasons of sensitivity or national security.

ASR16 — GRI Content Index

Table A-3 contains the index for GRI-recommended content for an organization sustainability report, and Tables A-4, A-5, and A-6 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-3. GRI Content Index to General Standard Disclosures for FY14 and FY15

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
Strategy and Analysis			
G4-1	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy	Page iii.	
G4-2	Description of key impacts, risks, and opportunities	Pages 11–34 describes impacts, risks, and opportunities of the Army’s mission that may impact global sustainability. This is further supported by the 2014 and 2015 Army Posture Statements (APSs) www.army.mil/info/institution/posturestatement/ .	
Organizational Profile			
G4-3	Name of the organization	United States Army	
G4-4	Primary brands, products, and/or services	Pages 4-6 and https://www.army.mil/info/organization/ .	
G4-5	Location of organization’s headquarters	Arlington, VA; pentagontours.osd.mil/	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-6	Number of countries where the organization operates and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	More than 150 countries worldwide. See Army global commitments in the 2014 and 2015 APSs for specific countries of significance for sustainability, www.army.mil/info/institution/posturestatement/ .	
G4-7	Nature of ownership and legal form	Page 4. The Army executes Title 10 and Title 32 U.S.C. directives, organizing, equipping, and training forces for prompt, sustained land combat operations. It accomplishes missions assigned by the President, Secretary of Defense, and combatant commanders.	
G4-8	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.	
G4-9	Scale of the reporting organization including, number of employees, number of operations, net revenues, and quantity of products or services provided	Pages 35 and 38 include end strength. Net cost of operations and assets for FY14 and FY15 can be found on pages 37–41 of the FY15 Army AFR, available at asafm.army.mil/ under Financial Operations. The annual Army budgets for FY14–FY16 show enacted appropriations, how budgets were spent, and plans to allocate funds in the future, available at asafm.army.mil/ under Army Budget. The number of operations is found on page 4 of the FY14 APS and page 5 of the FY15 APS. Information on the quantity of services is located throughout the 2014 and 2015 APSs, and the FY14 and FY15 AFRs.	
G4-10	Report total number of employees by employment type and gender; number of permanent employees by employment type and gender; total workforce by employees and supervised workers and by gender; total workforce by region and gender; whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors; and any significant variations in employment numbers.	Total workforce (military and civilian) attributes are found at the Defense Manpower Data Center's DoD Personnel, Workforce Reports & Publications site at www.dmdc.osd.mil/appj/dwp/dwp_reports.jsp .	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-11	Percentage of total employees covered by collective bargaining agreements	<p>Title 5 U.S.C. 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, including the Army, whether active or inactive, can be searched for in the Office of Personnel Management (OPM) LAIRS (Labor Agreement Information Retrieval System) database, https://apps3.opm.gov/portal/pls/portal/LDR.LDR_RPT_CBA_PFL_ALL_PUB.show. 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 and reported as one federal number at www.unionstats.com/. A list of federal collective bargaining agreements is available at www.dol.gov/olms/regs/compliance/cba/.</p>	Partially reported because the percentage of DoD employees is not broken out from the overall number of federal employees.
G4-12	Description of supply chain	<p>Army Materiel Command (AMC) leads the Army’s global supply chain by delivering materiel readiness to Army and Joint Forces worldwide. AMC impacts or has a presence in all 50 states and more than 150 nations across the globe. Information on the types of products and services procured can be found at www.amc.army.mil/amc/msc.html. The U.S. Army Corps of Engineers (USACE) has its own procurement process for military construction related projects and material needs.</p> <p>The total dollar amount and number of contract, grants, and other financial assistance awards issued by year and state for the DoD, including the Army, can be found at www.USASpending.gov. The Federal Procurement Data System offers another resource for evaluating Army spending and transactions by vendor at www.fpds.gov/fpdsng_cms/index.php/en/reports.html. A proportion of total purchases are acquired outside of Federal Procurement Data System, for example with government purchase cards.</p>	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-13	Significant changes during the reporting period regarding size, structure, or ownership	The Army continued to achieve planned end strength reductions, which began in FY12, during FY14 and FY15. By the end of FY15, the end strength of the Regular Army was reduced from a wartime high of 570,000 to 475,000 by the end of 2016 (17% reduction), while the Army National Guard reduced its end strength from a wartime high of 358,000 to 342,000 (4.5% reduction) and the Army Reserve reduced its end strength from a wartime high of 205,000 to 198,000 (3.4% reduction). These reductions put the Army on a glide path to meet the targeted force of 980,000 in FY18. The civilian workforce has declined as well. Additional information regarding operational changes within and workforce reductions is identified in the 2014 and 2015 APSs (pages 1-2 and 13-14 respectively).	
Commitments to External Initiatives			
G4-14	Explanation of whether and how the precautionary approach or principle is addressed by the organization	Page 3. Describes Army dedication to acting proactively through meeting the requirements of EO 13693 and other policies described throughout this report.	
G4-15	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/federal-register/ . The Army adheres to all DoD directives, www.dtic.mil/whs/directives/corres/dir.html . These include, for example, requirements that all new construction is designed to the requirements of ASHRAE 189.1 and achieve the U.S. Green Building Council's Leadership in Energy and Environmental Design certification, www.usgbc.org/ . The Army also follows select standards from the International Standards Organization (ISO). Army industrial basis follow the ISO 9000 family of standards for quality management, and Army installations follow ISO 14001 for environmental management systems.	
G4-16	Memberships in associations and national or international advocacy organizations	As a federal agency, the DoD is limited in its ability to affiliate with advocacy organizations. However, 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.	
Identified Material Aspects and Boundaries			
G4-17	List all entities included in consolidated financial statements and whether any entity is not covered in the report	FY14 and FY15 AFRs, available at asafm.army.mil/ under Financial Operations.	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-18	Explain process for defining report content and Aspect Boundaries and how the organization implemented the Reporting Principles for Defining Report Content	Annex, page A-1, A-2.	
G4-19	List all material Aspects identified	Annex, Table A-1.	
G4-20	For each material Aspect, report the Aspect Boundary within the organization	Annex, Table A-2.	
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	Annex, Table A-2.	
G4-22	Effect of any restatements of information provided in previous reports, and the reasons for such restatements	Annex, pages, A-9, A-10.	
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Annex, pages A-9, A-10.	
Stakeholder Engagement			
G4-24	Provide list of stakeholder groups engaged by the organization	As a public agency, the Army has several classes of stakeholders it engages, including Soldiers and civilian employees and contractors, suppliers, communities outside installations, lawmakers, other agency officials, and the public, within the U.S. and internationally.	
G4-25	Basis for identification and selection of stakeholders with whom to engage	The Army's primary stakeholders are those who are most directly affected by, or those who most directly affect, the Army's operations and mission performance. Factors considered when identifying stakeholders include, the stakeholder's influence on our ability to execute our mission, the impact or potential impact of our operations on stakeholder decisions, proximity to our operations, statutory responsibilities for engagement, and the potential for creating shared value.	
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and whether any of the engagement was undertaken specifically as part of the report preparation process	Stakeholder involvement is conducted as part of established Army operations and procedures, and is not undertaken separately as part of sustainability report preparation.	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-26 (cont.)		<p>Soldiers and Civilian Employees – The Federal Employee Viewpoint survey and benchmarking report for the Army provides core strengths and development opportunities identified by the civilian workforce, www.asamra.army.mil/cwt/. Soldiers are able to provide feedback through their chain of command or, when that does not work, file a complaint with the Office of the Inspector General.</p> <p>Communities - 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 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. Army Regulation (AR) 200-1, Environmental Protection and Enhancement, includes guidelines for community engagement around environmental restoration planning. AR 360-1, The Army Public Affairs Program, pages 29–30, contains guidelines for these events. These Army Regulations can be found at www.asaie.army.mil/Public/IE/Toolbox/reference_materials.html. The Army also has some special partnership programs, including the Army Compatible Use Buffer (ACUB) program, pages 31–32, and aec.army.mil/Services/Conserve/ArmyCom+C30patibleUseBufferProgram.aspx. It engages with the community in open houses or community educational events. Finally, the Army Community Covenant is a resource for communities and Army Soldiers and Families to identify programs outside of the installations for support, www.army.mil/community.</p> <p>Suppliers - The AMC seeks an active and ongoing dialogue with its current and potential contractors and partners. The AMC Ombudsman is an advocate and liaison that strengthens communication within the business and industry communities and provides support to AMC staff elements in facilitating and creating business development activities.</p> <p>Lawmakers and the General Public - The Army gives testimony to Congress throughout the year and has specific dates for reports.</p>	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded, including through its reporting	<p>Soldiers and Civilian Employees – 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/. The Army Federal Viewpoint Survey results for the 2014-2015 period can be found at www.asamra.army.mil/cwt/docs/2015_FEVS_Army_Trend_Data.pdf.</p> <p>Communities – The Army Community Covenant is designed to foster and sustain effective state and community partnerships with the Army, www.army.mil/community/. Information on feedback provided is location-specific and not collected and presented centrally.</p> <p>Lawmakers and General Public – 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 other reports referenced in the ASR16 GRI Annex.</p>	Topics raised by communities are not tracked and reported centrally.
Report Profile			
G4-28	Reporting period for information provided	FY14 and FY15	
G4-29	Date of most recent previous report	2014	
G4-30	Reporting cycle	Biannual, covering FY14 and FY15	
G4-31	Contact point for questions regarding the report or its contents	Back cover of ASR16	
G4-32	a. Report ‘In accordance’ option the organization has chosen b. Report GRI Content Index for option chosen c. Report reference to the External Assurance Report, if report has been externally assured	Annex, page A-2 and Table A-1	
G4-33	Organization’s policy and current practice with regard to seeking external assurance for the report	The Army did not seek external assurance for this report.	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
Governance			
G4-34	Governance structure of the organization, including committees of the highest governance body responsible for decision-making on economic, environmental and social impacts	Pages 4-5. Title 10 U.S.C. Chapters 303–307 also describe the Army governance structure, uscode.house.gov/download/download.shtml .	
G4-35	Process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees	Pages 3-8.	
G4-36	Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body	Pages 3-8.	
G4-37	Processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics	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 AR 600-20, Army Command Policy, Sections 2-1 and 2-2 (page 6), available at http://www.apd.army.mil/ . The mailing address is available at www.army.mil/info/institution/publicAffairs/ .	
G4-38	Composition of the highest governance body and its committees	The Army Management Action Group (AMAG) is the highest governance body and address questions of enterprise-level policy and strategy that have crosscutting implications throughout the Army. The Deputy Under Secretary of the Army and Director of the Army Staff serve as permanent members of this body, and others regular or ad hoc attendees are determined at the discretion of the co-chairs. Because of the changing nature of this body, the composition is not tracked or reported.	Partially reported due to changing nature of the AMAG.
G4-39	Whether the Chair of the highest governance body is also an executive officer, and if so, his or her function within the organization's management and the reasons for this arrangement	Title 10 U.S.C. Chapter 303 prescribes civilian and military leadership roles, uscode.house.gov/download/download.shtml .	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-40	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members	Title 10 U.S.C. 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 U.S.C. 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 .	
G4-41	Processes for the highest governance body to ensure conflicts of interest are avoided and managed	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, www.oge.gov/Web/oge.nsf/Resources/Standards+of+Ethical+Conduct+for+Employees+of+the+Executive+Branch . DoD officials are further held to the Joint Ethics Regulation, DoD 5500.7-R Chapter 5, which covers conflict of interest, www.dod.gov/dodgc/defense_ethics/ethics_regulation/ .	
G4-42	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts	Pages 3-8.	
G4-43	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics	Pages 3-8.	
G4-44	<p>a. Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics</p> <p>b. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics, including, as a minimum, changes in membership and organizational practice</p>	In FY14 and FY15, the Army continued strengthening the methods through which it evaluates economic, environmental, and social performance. The highest governance body is evaluated by its adherence to laws and EOs.	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-45	<p>a. Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities</p> <p>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities</p>	The Under Secretary is the Army senior sustainability official. This position is responsible for overseeing the implementation of EO 13693. These responsibilities are described on page 4.	
G4-46	Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics		Optional disclosure. Not currently reported.
G4-47	Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities	The Under Secretary as the Army senior sustainability official. This position is responsible for overseeing the implementation of EO 13693. These responsibilities are described on page 4.	
G4-48	Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	The Deputy Under Secretary of the Army and the Director of the Army Staff.	
G4-49	Process for communicating critical concerns 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 AR 600-20, Army Command Policy, Sections 2-1 and 2-2 (page 6), available at www.apd.army.mil/ . The mailing address is available at www.army.mil/info/institution/publicAffairs/ .	
G4-50	Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them		Optional disclosure. Not currently compiled in a central public location therefore not reported.

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-51	Remuneration policies for the highest governance body and senior executives	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/permis/ .	Optional disclosure
G4-52	Process for determining remuneration	See G4-51	Optional disclosure
G4-53	How stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable		Optional disclosure. Not currently reported.
G4-54	Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country		Optional disclosure. Not currently reported.
G4-55	Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country		Optional disclosure. Not currently reported.
Ethics and Integrity			
G4-56	Describe the organization's values, principles, standards, and norms of behavior such as codes of conduct and codes of ethics	The Army adheres to standards of conduct and ethics established by the DoD's Standards of Conduct Office. Guidance can be found at: http://www.dod.mil/dodgc/defense_ethics/ . Furthermore, all government employees are held to the standards in 5 CFR 2635, Standards of Ethical Conduct for Employees of the Executive Branch, www.oge.gov/Web/oge.nsf/Resources/Standards+of+Ethical+Conduct+for+Employees+of+the+Executive+Branch	

Index Number	Disclosure	Reference for FY14 and FY15 Information	Omissions
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines		Optional disclosure. Not currently reported.
G4-58	Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines	The Office of the Inspector General provides a mechanism for soldiers, civilians and veterans to file complaints, http://www.daig.pentagon.mil/ .	

ASR16 — 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 economically affect local communities. The Army's financial statements are prepared in accordance with 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-4 cites publicly available information sources and references sections of this report that contain information relevant to economic indicators.

Table A-4. Combined FY14 and FY15 Army Sustainability Report Economic Indicators

Indicator Number	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Economic Performance			
G4-EC1	Direct economic value generated and distributed	The FY14 and FY15 AFRs present financial records organized by the Army General Fund and Army Working Capital Fund, as well as the Army Corps of Engineers – Civil Works Program. See comptroller.defense.gov/Financial-Management/Reports/cfs2015/ . Each division includes a consolidated balance sheet, a consolidated statement of changes in net position, and other summaries. The Army FY14 and FY15 budget documentation includes FY14 and FY15 funds enacted on operations and maintenance, procurement, research, construction, personnel, and other obligations. The FY14 and FY15 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 .	
G4-EC2	Financial implications and other risks and opportunities for the organization’s activities due to climate change	Page 19. The DoD SSPPs for FY15 and FY16 describe the DoD’s climate vulnerability assessment, and plans to adapt and build resilience to climate impacts, at www.denix.osd.mil/sustainability/dod-sspp/ . The Army reports its own assessment of risks and opportunities posed by climate change as part of its annual progress report to DoD, and these are integrated into the DoD SSPP, but are not reported separately.	Financial implications for Army are not quantified, nor reported separately from the DoDs overall assessment.
G4-EC3	Coverage of the organization’s defined benefit plan obligations	The Army Benefits website is a comprehensive source of information on benefits for military personnel, including transitioning and retirement benefits and planning, 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 FY14 AFR (pages 34-35, 39, 64-73, 125-127) and the FY15 AFR (pages 33-34, 37-38, 60-61, 65-75, 123-127) 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.	

Indicator Number	Aspects and Indicators	Disclosure and Links	Omissions
G4-EC4	Financial assistance received from government	The FY14 and FY15 AFRs include tables on budgetary financing sources broken out into the Army General Fund and the Army Working Capital Fund, and the FY14 and FY15 AFR for the USACE contains budgetary and financing sources for the Civil Works program, at comptroller.defense.gov/Financial-Management/Reports/cfs2015/ .	
Aspect: Market Presence			
G4-EC5	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	<p>The Army is held to the Fair Labor Standards Act 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 <i>DoD Financial Management Regulation</i>, 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.</p> <p>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.</p> <p>The OPM includes information on how pay differs for Army Civilians. Civilians have locality pay areas that consider local cost of living, which can be found by year at www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/#url=2015. 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. Furthermore, the rate cannot be lower than the minimum set by the Fair Labor Standards Act, www.dtic.mil/whs/directives/corres/pdf/141608m.pdf.</p>	Wages are fully disclosed however ratios are not calculated and reported separately.
G4-EC6	Proportion of senior management hired from the local community at significant locations of operation	The Army has procedures, adheres to DoD Instructions (DoDIs), and hires from the local community in many locations for civilian roles, dtic.mil/whs/directives/corres/CPM_table2.html . DoDI 1400.25, Volume 1231 (page 8). This includes processes for hiring foreign nationals, dtic.mil/whs/	N/A. Percentage not reported.

Indicator Number	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Indirect Economic Impacts			
G4-EC7	Development and impact of infrastructure investments and services supported	<p>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, aquatic ecosystem restoration, recreation, hydropower, emergency management, and other needs. The FY14 and FY15 AFRs for the U.S. Army Corps of Engineers – Civil Works Program detail the size and impact of the program’s efforts, and can be found at www.publications.usace.army.mil/Portals/76/Publications/Miscellaneous/FY_2014_USACE_Annual_CW_Financial_Report.pdf, and www.publications.usace.army.mil/Portals/76/Publications/Miscellaneous/FY_2015_USACE_Annual%20CW_Financial_Report.pdf. 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 EC8. The Army has resources for community relations with the military, with regional contacts, www.army.mil/comrel/.</p>	
G4-EC8	Significant indirect economic impacts, including the extent of impacts	<p>As a major regional employer, the Army is sensitive to its economic impact. DoD Directive 5410.12 <i>Economic Adjustment Assistance to Defense-Impacted Communities</i>, 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/acsimweb/brac/. The National Conference of State Legislatures conducts military economic impact studies for all 50 states, 18 of which were conducted in the 2014-2015 period. This includes indirect economic impacts, such as local business activity supported by military operations, defense contracts, and tax revenues. Summaries are provided for Army sites within each state, www.ncsl.org/research/military-and-veterans-affairs/military-s-impact-on-state-economies.aspx#chart. Finally, the DoD’s Office of Economic Adjustment works with communities that are facing potential shifts in economic stability because of changes within the defense industry. A list of projects being implemented to support this transition can be found at www.oea.gov/.</p>	

Indicator Number	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Procurement Practices			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	The Army Contracting Command's Office of Small Business Programs is committed to maximizing small business opportunities in support of the Warfighter and the institutional transformation of the Army. These include socio-economically disadvantaged businesses, such as woman-owned and veteran-owned businesses. See sellingtoarmy.com/content/small-business for Army spending on small businesses as a proportion of total eligible spending on small businesses. Often, small businesses are local to Army's significant locations; however, the location of the supplier is not a primary factor in Army acquisition practices.	Local supplier spending is not tracked centrally.

ASR16 — 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 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*, wwww.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.
- Energy Policy Act of 2005, 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 13693, "Planning for Federal Sustainability in the Next Decade," March 2015, <https://www.whitehouse.gov/the-press-office/2015/03/19/executive-order-planning-federal-sustainability-next-decade>.

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-5 cites publicly available information sources and reference sections of this report that contain information relevant to environmental indicators.

Table A-5. FY14 and FY15 Army Sustainability Report Environmental Indicators

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Materials			
G4-EN1	Materials used by weight or volume	Not reported. The primary physical products that the Army manufactures are munitions to support military operations, which require lead, steel, and other materials. The types of supplies and equipment procured to support the services Army delivers can include land vehicles, clothing, electronic and communication equipment, medical supplies, and office products (see G4-12).	Data on the weight of materials consumed to produce ammunition is sensitive information and not publicly released for national security reasons. Data on materials procured to enable the Army to fulfill its service mission are not currently tracked centrally. Local offices have the contractual authority to procure most materials (under certain financial thresholds) and do not report quantities procured by weight centrally.
G4-EN2	Percentage of materials used that are recycled input materials	Not reported.	This indicator is based directly on EN1 and therefore is not reported.
Aspect: Energy			
G4-EN3	Energy consumption within the organization	<p>The following table shows energy use within the Army including non-renewable and renewable fuel use, and electricity consumed and sold. 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 FY15 and FY16 DoD SSPPs.</p> <p>The Army reports energy use in native units. Conversions to MMBTU are made in the DOE's Annual Greenhouse Gas and Sustainability Data Report, energy.gov/eere/femp/downloads/annual-greenhouse-gas-and-sustainability-data-report, and later converted to gigajoules(GJ) using a factor of 1 MMBTu per 1.0550559 GJ.</p>	

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
	Energy Use (GJ)	FY14	FY15
	a. Non-renewable fuel consumption by fuel type		
	Coal	8,218,516	8,039,348
	Natural gas	26,711,984	26,251,289
	Fuel distilled from crude oil	75,000,734	58,298,381
	Total non-renewable	109,931,234	92,589,018
	b. Alternative and renewable fuel consumption by fuel type		
	Biodiesel	29,896	14,537
	E-85	271,646	287,092
	Compressed natural gas	701	582
	Liquefied natural gas	0.53	0.26
	Total alternative fuel	302,243	302,211
	MSW (thermal)	880,475	876,112
	Biomass (thermal and electric)	1,866,101	1,813,537
	Biogas (captured methane)	153	225
	Solar thermal (including water and space conditioning)	140,114	139,491
	Daylighting	4,334	113
	Geothermal (thermal and electric)	25,918	45,830
	Ground source heat pumps	341,928	747,262
	Electric: Wind	334,950	155,109
	Electric: Solar photovoltaic and concentrating solar power	226,660	375,868
	Electric: Conventional hydropower	51,334	70,221
	Total renewable energy	3,871,967	4,223,769
	c. Electricity, heating, steam, cooling consumption		
	Purchased electricity	33,206,426	33,252,390
	Purchased hot water	--	--
	Purchased steam	2,978,634	2,572,974
	Purchased chilled water	--	--
	d. Electricity, heating, steam, cooling sold		
		--	--
	e. Total energy consumption	150,290,504	132,940,361

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-EN4	Energy consumption outside of the organization	Not reported. The Army tracks the environmental impacts associated with upstream and downstream energy use in terms of Scope 3 greenhouse gas (GHG) emissions to energy the direct energy consumption. This includes impacts from business travel, employee commuting, and solid waste disposal, for example. See G4-EN17.	The Army is required by EO 13693 to report GHG emissions associated with energy consumption outside of the organization and believes this adequately captures the environmental impact of these activities.
G4-EN5	Energy use intensity (EUI)	Pages 13-14. Note that energy use and building area used to estimate EUI do not align with energy reported in G4-EN3. Certain Army facilities are exempted from federal EUI reduction goals. For consistency in reporting, the Army reports the EUI for buildings that are subject to the federal EUI reduction goal only.	
G4-EN6	Reduction of energy consumption	Initiatives taken to save energy are described in the ASR16 page 13-14, the FY15 DoD SSPP, which covers FY14 performance (pages 20-22, 40-42), and FY16 DoD SSPP, which covers FY15 performance (pages 21-23, 43-46), at www.denix.osd.mil/sustainability/dod-sspp/ , and in the FY14 DoD Annual EMR (pages 17-24) and FY15 DoD Annual EMR (pages 17-24), at www.acq.osd.mil/eie/IE/FEP_Energy_Reports.html .	The Army does not centrally track and report energy saved from conservation and efficiency initiatives.
G4-EN7	Reductions in energy requirements of products and services	The Army does not sell products and services.	Not applicable.
Aspect: Water			
G4-EN8	Total water withdrawal by source	Pages 20-21 of ASR16 include Army potable water consumption and industrial, landscaping and irrigation (ILA) water use for FY14 and FY15. Additional information can be found in the FY14 and FY15 DoD Annual EMRs (pages 27-28 and pages 27-28, respectively), at www.acq.osd.mil/eie/IE/FEP_Energy_Reports.html . Potable and ILA water use data is reported through by installation in the Army Energy and Water Reporting System (AEWRS).	While the Army distinguishes water use by quality and use (i.e., potable vs. ILA), water withdrawals by source (e.g., municipal, ground, river) are not currently tracked and reported.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-EN9	Water sources significantly affected by withdrawal of water	<p>Water source impacts are not currently tracked Army-wide. In the United States, the Army maintains water permits or rights from states for withdrawals and relies on the state to communicate changes to these agreements if a source is known to be impaired. In some cases, the Army will initiate studies if water sustainability is believed to have a potential impact on its mission. In a 2015 report, "Water Sustainability Assessments of Eight U.S. Army Materiel Command (AMC) Installations," the Army Construction Engineering Research Laboratory examined water sustainability at Army U.S. installations that were subject to regional stressors that affect water sustainability. Results of the assessment are helping formulate strategies for achieving water efficiency goals while ensuring continued viability and sustainability of Army operations.</p>	Partially reported because a comprehensive review has not been completed.
G4-EN10	Percentage and total volume of water recycled and reused	<p>The Army does not track recycled and reused water individually. However, the Army tracks alternative water in AEWRS. Alternative water is defined by the Army as a sustainable water source not derived from fresh surface or groundwater sources. Alternative water includes harvested rainwater, sump pump water harvesting, gray water, air cooling condensate, reject water from water purification systems, reclaimed wastewater, or water derived from other water reuse strategies. Tracking alternative water enables the Army to better quantify the amount of sustainable water sources produced by Army installations that are lowering the demand of freshwater supply.</p> <p>In FY14, the Army reported 246 million gallons (Mgal) of alternative water use in AEWRS, representing 0.6% of the total freshwater withdrawn. In FY15, the Army reported 376 Mgal of alternative water use, representing 1.0% of the total freshwater withdrawn. Total water withdrawn includes potable water and ILA water. ILA water is non-potable water supplied from freshwater sources used in ILA applications. The Army started to track alternative water at the installation level in FY12. Because this is a fairly new reporting metric, installations are likely underreporting alternative water. The level of accuracy should improve in coming years.</p>	

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Biodiversity			
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 26. The Army Environmental Command works with installations to develop, implement and maintain programs for the conservation, utilization and rehabilitation of natural resources on 13.6M acres, spread across 152 installations, with 12,563 operational ranges, 1.1M acres of forest and 1.3M acres of wetlands. This includes responsibility for protecting endangered species and candidate species on installations identified by the U.S. Fish and Wildlife Service, which could impact Army missions. The ACUB is a tool to protect an installation’s accessibility, availability, and capability for training, testing, and operations by sustaining natural habitats, open space, working lands, cultural resources, and communities. Fact sheets, maps and end-of-year summaries of ACUB sites are available at, aec.army.mil/Services/Conserve/ArmyCompatibleUseBufferProgram.aspx . These include the location, area, installation description and type of operation, conservation challenge, management objectives, and partner organization.	Year-end summaries of the ACUB were not completed or posted publicly for FY14 and FY15; however, historic summaries from FY12 and prior generally meet the requirements for this indicator.
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Page 26. The Army maintains detailed information on biodiversity protection and management of threatened and endangered species within its installations’ Integrated Natural Resources Management Plans, which are coordinated with U.S. Fish and Wildlife Service. The Army reported its impacts on and programs for endangered species and their habitat in the 2010 Threatened and Endangered Species (TES) report, www.aec.army.mil/Services/Conserve/NaturalResources/EndangeredSpecies.aspx , however this is not produced annually. The DoD Biodiversity website lists resources on the impacts of activities on protected areas, www.denix.osd.mil/nr/otherconservationtopics/biodiversity/ . 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 .	While the nature of impacts is generally described, documentation of specific impacts in the FY14 and FY15 period is not centrally reported.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-EN13	Habitats protected or restored	<p>The Army Environmental Command performs appropriate, cost-effective cleanup at active installations Army-wide to ensure the property is both safe for installation use and protective of human health and the environment. The 2014 and 2015 Readiness and Environmental Protection Initiative (REPI) Report to Congress from the DoD summarizes accomplishments under the § 2684a authority by Service, including total area protected by the Army in total and by site, www.repi.mil/Resources/Reports-and-Fact-Sheets/. The TES report cites the installations that have protected habitat for endangered species, aec.army.mil/Services/Conserve/NaturalResources/EndangeredSpecies.aspx. The Army reports on conservation partnerships through the ACUB program, in which local landowners and other partners make enduring conservation purchases, aec.army.mil/Services/Conserve/ArmyCompatibleUseBufferProgram.aspx. The ACUB program year-end summary provides a summary of each Installation Management Command and ARNG installation included.</p>	While the nature of impacts is generally described, documentation of specific impacts in the FY14 and FY15 period is not centrally reported.
G4-EN14	Total 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	<p>The Army's FY10 Army TES Report includes 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 report 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 the 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.</p>	This indicator is partially reported because the TES report does not designate which species are IUCN-listed.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Emissions			
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	<p>Army direct Scope 1 GHG emissions for FY14 and FY15 total 7,395,104 Metric Ton Carbon Dioxide Equivalent (MTCO₂e) and 6,234,005 MTCO₂e, respectively. These include tactical emissions, which are excluded from targeted emission reductions mandated by EO 13693. Scope 1 & 2 GHG emission reduction targets are addressed on page 18 of ASR16. OASA(IE&E) provided this information (made public in ASR16) for compilation in the FY14 and FY15 DoD SSPPs. The Army GHG inventory uses metered energy use, actual fuel purchase data, and various estimation methods for data collection and uses the Federal Greenhouse Gas Reporting Guidance for GHG emission factors, calculation methods, and determination of GHG gases to include (CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆), www.whitehouse.gov/administration/eop/ceq/sustainability/fed-ghg.</p>	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	<p>Army indirect Scope 2 GHG emissions for FY14 and FY15 total 5,581,212 MTCO₂e and 5,609,587 MTCO₂e, respectively. These emissions include buildings that are excluded from targeted emission reductions mandated by EO 13693. Scope 1 & 2 GHG emission reduction targets are addressed on pages 18-19 of ASR16. OASA(IE&E) provided this information (made public in ASR16) for compilation in the FY14 and FY15 DoD SSPPs.</p> <p>The Army GHG inventory uses metered energy use, actual fuel purchase data, and various estimation methods for data collection and uses the Federal Greenhouse Gas Reporting Guidance for GHG emission factors, calculation methods, and determination of GHG gases to include (CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆), www.whitehouse.gov/administration/eop/ceq/sustainability/fed-ghg.</p>	

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	<p>Army indirect Scope 3 GHG emissions for FY14 and FY15 total 2,755,366 MTCO₂e and 2,710,437 MTCO₂e, respectively. Scope 3 GHG emission reduction targets are addressed on page 24 of ASR16. OASA(IE&E) provided this information (made public in ASR16) for compilation in the FY14 and FY15 DoD SSPPs.</p> <p>The Army GHG inventory uses metered energy use, actual fuel purchase data, and various estimation methods for data collection and uses the Federal Greenhouse Gas Reporting Guidance for GHG emission factors, calculation methods, and determination of GHG gases to include (CO₂, CH₄, N₂O, HFCs, PFCs, and SF₆), www.whitehouse.gov/administration/eop/ceq/sustainability/fed-ghg.</p>	
G4-EN18	Greenhouse gas (GHG) emissions intensity	<p>The Army measures the GHG emissions intensity of its non-tactical vehicles using the average GHG emissions from the fleet per mile travelled, as required by EO 13693. The DoD FY16 SSPP reports Army performance for FY14 and FY15 (24-25), www.denix.osd.mil/sustainability/dod-sspp/.</p>	
G4-EN19	Reduction of greenhouse gas (GHG) emissions	<p>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 Office of Energy Initiatives. The Army reported on its facility energy, renewable energy, and Scope 1, 2 and 3 sections of the FY15 and FY16 DoD SSPPs, www.denix.osd.mil/sustainability/home/. The amount of reduction by year is reported in ASR16 pages 18-19, but is not tied to specific initiatives.</p>	Partially reported because the amount of reduction is not specified.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-EN20	Emissions of ozone-depleting substances (ODS)	Since 1992, the Army has eliminated 98% of Class I ODSs used in facilities, including 100% of halon used for fire suppression and chlorofluorocarbons used for air conditioning and refrigeration. It has eliminated 75% of Class I ODSs used in weapon system support, including 68% of halon used for legacy weapon systems. Last, the Army has eliminated 100% of Class I ODS solvents used for maintenance and industrial operations. All remaining ODSs are managed internally for the Army. 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 listed as partially reported because data on the weights was incomplete.
G4-EN21	NO _x , SO _x , and other significant air emissions	Not reported.	The weights of persistent organic pollutants are no longer tracked.
Aspect: Effluents and Waste			
G4-EN22	Total water discharge by quality and destination	Not reported. Installations are required to track this information at local levels, but the Army does not track or publicly report an organization-wide 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.	This information is not centrally tracked and reported.
G4-EN23	Total weight of waste by type and disposal method	Pages 21-22 for Solid Waste, and Pages 22-23 for Hazardous Waste.	While totals diverted and totals sent offsite to landfill or incinerate were available from previous reports, the Solid Waste Annual Reporting (SWAR) system was not accessible when the ASR16 was developed due to an extended outage. As a result, data could not be reported by disposal method. This data will be reported in future periods.
G4-EN24	Total number and volume of significant spills	The Army reports all oil, chemical, radiological, biological, and etiologial discharges in the United States and its territories to the National Response Center (NRC), www.nrc.uscg.mil/ . The information provided at the NRC website is not separated by agency.	The Army does not centrally track or publicly report the number, location, volume and material of spill, as specified by the GRI G4 reporting guidelines.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-EN25	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	The Army reports total hazardous waste disposal data (pages 22-23 of ASR16). The percentage shipped internationally. In CY13 and CY14, 9868 and 8061 thousands of pounds of hazardous waste were shipped overseas, representing 7.9% and 9.9% of total hazardous waste generated.	
G4-EN26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	Not reported. In 2009, the U.S. Engineer Research and Development Center/U.S. 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. They do not identify the size of the associated water bodies in the watershed or specific protected status.	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.
Aspect: Products and Services			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	The primary products and services the Army delivers are the provision of Armed forces, training, and materiel to fight wars for the United States. The environmental impacts associated with carrying out mission operations are captured through reporting under the other GRI G4 environmental aspects. 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 .	Impacts are not quantified separate from the operations impacts described under other environmental aspects. The Army does not deliver traditional products and services.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by category.	The primary products and services the Army delivers are the provision of Armed Forces, training, and materiel to fight wars for the nited States. The Army does not sell products.	Not applicable.
Aspect: Compliance			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	<p>Total Army fines and penalties assessed in FY14 equaled \$166,880 and in FY15 equaled \$76,680. All fines paid are tracked by what is paid to federal, state, and local regulatory agencies.</p> <p>FY14 and FY15 data are reported publicly in ASR16. The Army had 42 new enforcement actions (ENFs) in FY14 and 57 new ENFs in FY15, which are provided in ASR16. The Army tracks the new ENFs by statute, as addressed in the Environmental Enforcement Actions section in ASR16 (page 32).</p> <p>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.udall.gov/OurPrograms/Institute/ECRMemo.aspx. Army and USACE annual ECR policy reports can be found at www.udall.gov/OurPrograms/Institute/ECRReport.aspx. Additional information can be found at the Army Alternate Dispute Resolution website, ogc.hqda.pentagon.mil/Practice_Groups/ADR.aspx.</p>	
Aspect: Transport			
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization’s operations, and transporting members of the workforce	GHG emissions associated with mobile sources (Scope 1) and federal employee business travel and commuting (Scope 3) comprise the Army’s primary environmental impacts from transport. The table below summarizes these GHG emissions by source, including mobile sources that are subject to the GHG target and those excluded from the GHG target (e.g., jet fuel).	There are other forms of environmental impacts from transport, such as spills, NO _x , and other air emissions, which come from both mobile and stationary sources. The Army does not report these impacts separately for transport.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions																								
G4-EN30 (cont.)		<table border="1" data-bbox="641 338 1075 846"> <thead> <tr> <th>GHG Emissions (in MTCO₂e)</th> <th>FY14</th> <th>FY15</th> </tr> </thead> <tbody> <tr> <td>Scope 1: Mobile Emissions Vehicles and Equipment</td> <td>4,543,118</td> <td>3,439,802</td> </tr> <tr> <td>Scope 1: Fleet Vehicle Emissions (Federal Automotive Statistic Tool)</td> <td>275,544</td> <td>269,289</td> </tr> <tr> <td>Scope 3: Federal Employee Business Air Travel</td> <td>622,003</td> <td>651,210</td> </tr> <tr> <td>Scope 3: Federal Employee Business Ground Travel</td> <td>102,768</td> <td>94,688</td> </tr> <tr> <td>Scope 3: Federal Employee Commuting</td> <td>1,386,909</td> <td>1,359,075</td> </tr> </tbody> </table> <p data-bbox="620 856 1084 1255"> OASA(IE&E) provided this information (made public in ASR16) for compilation in the FY15 and FY16 DoD SSPPs. EO 13693 addresses GHG reporting requirements, and DoD SSPP discusses DoD goals for GHG emissions reductions. Both the FY15 and FY16 DoD SSPPs discuss the Army’s initiatives to reduce Scope 3 GHG emissions, such as telework initiatives. AR 385-10 lists procedures for maximizing safety from spills and transporting explosives and other hazards, www.apd.army.mil/. </p>	GHG Emissions (in MTCO ₂ e)	FY14	FY15	Scope 1: Mobile Emissions Vehicles and Equipment	4,543,118	3,439,802	Scope 1: Fleet Vehicle Emissions (Federal Automotive Statistic Tool)	275,544	269,289	Scope 3: Federal Employee Business Air Travel	622,003	651,210	Scope 3: Federal Employee Business Ground Travel	102,768	94,688	Scope 3: Federal Employee Commuting	1,386,909	1,359,075							
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G4-EN31	Total environmental protection expenditures and investments by type	<table border="1" data-bbox="634 1337 1081 1747"> <thead> <tr> <th>Type</th> <th>FY14</th> <th>FY15</th> </tr> </thead> <tbody> <tr> <td>Natural and Cultural Resources</td> <td>\$174.6M</td> <td>\$182.2M</td> </tr> <tr> <td>Compliance</td> <td>\$380.2M</td> <td>\$347.6M</td> </tr> <tr> <td>Pollution Prevention</td> <td>\$31.6M</td> <td>\$36.2M</td> </tr> <tr> <td>Restoration (active installations)</td> <td>\$269.0M</td> <td>\$270.0M</td> </tr> <tr> <td>BRAC (Legacy and 2005 locations)</td> <td>\$384.0M</td> <td>\$306.0M</td> </tr> <tr> <td>Environmental Technology</td> <td>\$47.5M</td> <td>\$44.9M</td> </tr> <tr> <td>Totals</td> <td>\$1,286.9M</td> <td>\$1,186.9M</td> </tr> </tbody> </table> <p data-bbox="620 1768 1078 1938"> Page 31. The Army reports its total environmental protection expenditures and investments for both FY14 and FY15 in the Defense Environmental Programs Annual Report to Congress - Fiscal Year 2015, www.denix.osd.mil/arc/arcfy2015/. </p>	Type	FY14	FY15	Natural and Cultural Resources	\$174.6M	\$182.2M	Compliance	\$380.2M	\$347.6M	Pollution Prevention	\$31.6M	\$36.2M	Restoration (active installations)	\$269.0M	\$270.0M	BRAC (Legacy and 2005 locations)	\$384.0M	\$306.0M	Environmental Technology	\$47.5M	\$44.9M	Totals	\$1,286.9M	\$1,186.9M	
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Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Supplier Environmental Assessment			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	<p>Army contracts comply with FAR, Defense Federal Acquisition Regulation Supplement (DFARS), and Army Federal Acquisition Regulation Supplement (AFARS) as applicable. In accordance with FAR Subpart 9.1 – Responsible Prospective Contractors (see farsite.hill.af.mil/reghtml/regs/far2afmcfars/fardfars/far/09.htm#P2_66), purchases shall be made from, and contracts shall be awarded to, responsible prospective contractors only. FAR 9.1 prescribes policies, standards, and procedures for determining whether prospective contractors and subcontractors are responsible. The contracting officer is responsible for making determinations of responsibility. Also see DFARS subpart 209.1 – Responsible Prospective Contractors (Revised December 11, 2014, www.acq.osd.mil/dpap/dars/dfars/html/current/209_1.htm) and AFARS – PART 5109 “CONTRACTOR QUALIFICATIONS.” spcs3.kc.army.mil/asaalt/zp/doccenter/AFARS/AFARS%205109%20Revision%2026_FINAL.pdf.</p> <p>AFARS – PART 5115 “CONTRACTING BY NEGOTIATION” includes at subpart 5115.305 “Proposal evaluation” paragraph (a)(2) identifies use of the Federal Awardee Performance and Integrity Information System (FAPIIS) (see the Past Perform Information Retrieval System (PPIRS) at www.ppirs.gov). This system includes performance evaluation data from all federal agencies for contracts and orders that exceed simplified acquisition thresholds, which vary by type of service. Evaluation criteria vary by contract type as well, but include compliance with labor and safety standards and general compliance with regulations. The DoD publishes “A Guide to Collection and use of Past Perform Information,” www.acq.osd.mil/dpap/Docs/PPI_Guide_2003_final.pdf.</p>	Partially reported because the percent of suppliers actually screened is not tracked. Based on the requirements, all contracts subject to FAR requirements are expected to be screened for business integrity and ethics considerations, which would include violations related to societal, human rights, labor, and environmental impacts.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Not reported.	This information is not centrally tracked and reported.
Aspect: Environmental Grievance Mechanisms			
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	Not reported. Members of the public may submit grievances about environmental impacts through various mechanisms, including the NEPA public comment process, the Defense-State Memorandum of Agreement dispute resolution process, installation Restoration Advisory Boards, and community boards at most installations. Army military or civilian members may file a complaint through the Office of the Inspector General, www.daig.pentagon.mil/ if the issue is not addressed at a lower level.	Data on the number of grievances submitted through these various mechanisms are not centrally tracked and reported.

ASR16 — GRI Social Indicators

The Army 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-6 cites publicly available information sources and reference sections of this report that contain information relevant to social indicators.

Table A-6. Combined FY14 and FY15 Army Sustainability Report Social Indicators

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Employment			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	The Army summarizes information on total recruiting, end strength, and retention in the FY15 AFR, comptroller.defense.gov/Financial-Management/Reports/cfs2015/ . Deployed forces by region are in the main APS document. A break-out by demographic categories is in the FY14 Army demographics profiles, www.militaryonesource.mil/footer?content_id=279104 . The Defense Advisory Committee on Women in the Services 2014 and 2015 annual reports shows percentages of women service members by rank (page 279-283 of 2015 report), and discusses retention by gender. The Army's equal employment opportunity reporting in Management Directive 715 describes difficulties and plans for improving retention among different populations. More detail is available in the annual reports on the federal workforce, www.eeoc.gov/federal/reports/ .	While total employment statistics, hiring and retention rates are available, the number and rate of turnover of Army employees by age group and region for the FY14 and FY15 period are not available at the time of this report. The FY15 demographic profiles were pending release at the time of this report.
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	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 FY14 and the summary for FY15 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/ .	Information on specific benefits provided salaried less than full-time employees is not reported.
G4-LA3	Return to work and retention rates after parental leave, by gender	Not reported.	This information is not centrally tracked and reported

Indicator	Aspects and Indicators	Disclosure and Links	Omissions																																																																					
G4-LA4	Minimum notice periods regarding operational changes, including whether these are 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 U.S.C. 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, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c85180010e6f . DoD provides a guide on benefits and entitlement for displaced employees, www.cpmosd.mil/Content/Documents/Displaced_Employee_Guide.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.																																																																						
Aspect: Occupational Health and Safety																																																																								
G4-LA5	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	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, www.dtic.mil/whs/directives/corres/pdf/605501p.pdf . The Army does not track this information to verify performance.																																																																						
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	<table border="1" data-bbox="626 1182 1205 1648"> <thead> <tr> <th rowspan="2"></th> <th colspan="2">Military Accidents</th> <th colspan="2">Army Military Fatalities</th> <th colspan="2">Army Military Non-Fatal Injuries</th> </tr> <tr> <th>FY14</th> <th>FY15</th> <th>FY14</th> <th>FY15</th> <th>FY14</th> <th>FY15</th> </tr> </thead> <tbody> <tr> <td>Aviation</td> <td>120</td> <td>113</td> <td>5</td> <td>6</td> <td>17</td> <td>11</td> </tr> <tr> <td>Ground</td> <td>4.537</td> <td>4.762</td> <td>0.192</td> <td>0.171</td> <td>3.297</td> <td>3.476</td> </tr> <tr> <td colspan="7">Note: Aviation Rates are calculated per 100,000 flight hours; Ground Rates are calculated per 1,000 Soldiers.</td> </tr> <tr> <td colspan="7">Civilian Lost-Time and Fatal Claim Rate (per 1000)</td> </tr> <tr> <td></td> <td colspan="2">FY14</td> <td colspan="2">FY15</td> <td colspan="2"></td> </tr> <tr> <td>Lost-Time/Fatal Claims</td> <td colspan="2">5.339</td> <td colspan="2">5.228</td> <td colspan="2"></td> </tr> <tr> <td>Total Claims</td> <td colspan="2">22.736</td> <td colspan="2">21.442</td> <td colspan="2"></td> </tr> <tr> <td colspan="7">Note: Reported 01 October through 1-0April of each fiscal year.</td> </tr> </tbody> </table> <p data-bbox="626 1671 1205 1745">Statistics by accident category can be found at the Army Combat Readiness Center website, safety.army.mil/STATISTICS.aspx.</p>		Military Accidents		Army Military Fatalities		Army Military Non-Fatal Injuries		FY14	FY15	FY14	FY15	FY14	FY15	Aviation	120	113	5	6	17	11	Ground	4.537	4.762	0.192	0.171	3.297	3.476	Note: Aviation Rates are calculated per 100,000 flight hours; Ground Rates are calculated per 1,000 Soldiers.							Civilian Lost-Time and Fatal Claim Rate (per 1000)								FY14		FY15				Lost-Time/Fatal Claims	5.339		5.228				Total Claims	22.736		21.442				Note: Reported 01 October through 1-0April of each fiscal year.							This is partially reported because the Army does not report safety data by region or gender. Also, rates are reported for Army military and civilian personnel only; contractor data is not reported. Civilian claim rates were only available for nine months of each fiscal year.
	Military Accidents			Army Military Fatalities		Army Military Non-Fatal Injuries																																																																		
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Note: Reported 01 October through 1-0April of each fiscal year.																																																																								

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	<p>Serious disease information is managed by the Army Public Health Center, phc.amedd.army.mil/Pages/default.aspx/. It 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. The U.S. 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, armypubs.army.mil/Search/ePubsSearch/ePubsSearchForm.aspx?x=TB%20MED. Deployment may expose Soldiers to diseases, which are listed by the Deployment Health Clinical Center website, www.pdhealth.mil/deployment-health-1. This site lists information, policy, and training materials.</p>	
G4-LA8	Health and safety topics covered in formal agreements with trade unions	<p>Title 5 U.S.C. 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.</p>	
Aspect: Training and Education			
G4-LA9	Average hours of training per year per employee by gender, and by employee category	<p>The FY14 Army AFR (pages 15-20) and the FY15 Army AFR (pages 14-20) include the number of individuals trained in various courses, comptroller.defense.gov/Financial-Management/Reports/cfs2015/. The Army reviews and updates training every 6 months. There are 15 to 20 mandatory training courses that apply to most civilian and military personnel, on topics such as ethics, combating trafficking in persons, substance abuse, and sexual harassment. Courses vary in length.</p> <p>The Army Training Network is an internal web-based portal for all Army training resources, www.army.mil/standto/archive_2013-07-22/. 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, cpol.army.mil/library/permis/70.html. Leadership development courses are managed by Army G-3 supporting these goals, cpol.army.mil/library/permis/75.html.</p>	<p>Average training hours are not tracked for the Army as a whole in a central database. The number of personnel completing different types of training is a more relevant measure of preparedness. Completion certificates are tracked at the organization level but not reported centrally.</p>

Indicator	Aspects and Indicators	Disclosure and Links	Omissions																																								
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	<p>The FY14 and FY15 Army AFRs (pages 15-20 and 14-20, respectively) list programs for skills management and training, comptroller.defense.gov/Financial-Management/Reports/cfs2015/. The U.S. 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 ACES www.hrc.army.mil/TAGD/Army%20Continuing%20Education%20System%20ACES, 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, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c8518001074f, and AR 621-202, Army Educational Incentives and Entitlements, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c85180010e71, provide more information on responsibilities for education.</p>																																									
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	<p>All military and civilian personnel are required to receive regular performance reviews, in accordance with Army policies. See AR 623-3, Personnel Evaluation, Evaluation Reporting System, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c85180010f32.</p>	It is assumed that all managers comply with Army policy. The percentage of actual reviews completed is not tracked and reported separately.																																								
Aspect: Diversity and Equal Opportunity																																											
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	<p>The FY14 DoD demographic report present a synthesis of information on military demographics, including the Army. This includes the percentage of active duty members in officer vs. enlisted positions by gender, race/ethnicity, age, geography, education level, and other factors, www.militaryonesource.mil/footer?content_id=279104. The composition of a senior governance body is not called out separately from officers, although comparisons by pay grade provide an indication of the governing body demographics.</p> <table border="1" data-bbox="634 1629 1195 1948"> <thead> <tr> <th>Pay Grade</th> <th>Male</th> <th>Female</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>E1-E4</td> <td>185,468</td> <td>31,292</td> <td>43%</td> <td>45%</td> </tr> <tr> <td>E5-E6</td> <td>118,481</td> <td>16,419</td> <td>27%</td> <td>23%</td> </tr> <tr> <td>E7-E9</td> <td>48,891</td> <td>6,148</td> <td>11%</td> <td>9%</td> </tr> <tr> <td>W1-W5</td> <td>14,021</td> <td>1,466</td> <td>3%</td> <td>2%</td> </tr> <tr> <td>O1-O3</td> <td>40,412</td> <td>9,947</td> <td>9%</td> <td>14%</td> </tr> <tr> <td>O4-O6</td> <td>26,701</td> <td>4,766</td> <td>6%</td> <td>7%</td> </tr> <tr> <td>O7-O10</td> <td>298</td> <td>20</td> <td>0.07%</td> <td>0.03%</td> </tr> </tbody> </table> <p>Pay grades vary for enlisted (E), warrant officers (W), and officers (O)</p>	Pay Grade	Male	Female	Male	Female	E1-E4	185,468	31,292	43%	45%	E5-E6	118,481	16,419	27%	23%	E7-E9	48,891	6,148	11%	9%	W1-W5	14,021	1,466	3%	2%	O1-O3	40,412	9,947	9%	14%	O4-O6	26,701	4,766	6%	7%	O7-O10	298	20	0.07%	0.03%	The FY15 demographic profiles were pending release at the time of this report.
Pay Grade	Male	Female	Male	Female																																							
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Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-LA12 (cont.)		In general, the Army does not show demographic breakdowns by age for civilians, but consistently reports 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.	
Aspect: Equal Remuneration for Women and Men			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation	<p>The Army reports to DoD the number of male and female active duty members by pay grade, and this 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.</p> <p>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/military-pay-charts.html, while information on Army civilian pay for FY14 and FY15 can be found at www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/.</p>	The Army finds it more representative to track the proportion of men and women in each pay grade than the actual salary ratios.
Aspect: Supplier Assessment for Labor Practices			
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria	<p>Army contracts comply with FAR, DFARS, and AFARS as applicable. In accordance with FAR Subpart 9.1 – Responsible Prospective Contractors (see farsite.hill.af.mil/reghtml/regs/far2afmcfars/fardfars/far/09.htm#P2_66), purchases shall be made from, and contracts shall be awarded to, responsible prospective contractors only. FAR 9.1 prescribes policies, standards, and procedures for determining whether prospective contractors and subcontractors are responsible. The contracting officer is responsible for making determinations of responsibility. Also see DFARS subpart 209.1 – Responsible Prospective Contractors (Revised December 11, 2014, www.acq.osd.mil/dpap/dars/dfars/html/current/209_1.htm) and AFARS – PART 5109 “CONTRACTOR QUALIFICATIONS,” spcs3.kc.army.mil/asaalt/zp/doccenter/AFARS/AFARS%205109%20Revision%2026_FINAL.pdf.</p> <p>AFARS – PART 5115 “CONTRACTING BY NEGOTIATION” includes at subpart 5115.305 “Proposal evaluation” paragraph (a)(2) identifies use of the FAPIIS (see The PPIRS located at www.ppirs.gov). This system includes performance evaluation data from all federal agencies for contracts and orders that exceed simplified acquisition thresholds, which vary by type of service. Evaluation criteria vary by contract type as well, but include compliance with labor and safety standards and general compliance with regulations. The DoD publishes “A Guide to Collection and use of Past Perform Information,” www.acq.osd.mil/dpap/Docs/PPI_Guide_2003_final.pdf</p>	Partially reported because the percent of suppliers actually screened is not tracked. Based on the requirements, all contracts subject to FAR requirements are expected to be screened for business integrity and ethics considerations, which would include violations related to societal, human rights, labor, and environmental impacts.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	Not reported.	The Army does not currently track this information.
Aspect: Labor Practice Grievance Mechanisms			
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms	It is Army's policy for employees to be treated fairly in all aspects of employment. Employees who believe they have been treated unfairly have a right to file a grievance and receive a timely decision. Army implements the use of the DoDI 1400.25, Volume 771, DoD Civilian Personnel Management System: Administrative Grievance System (AGS), which provides procedures for employees to follow for filing their grievance. Bargaining unit employees may also use the AGS if they have a work-related concern that cannot be grieved under the negotiated grievance procedures in their Collective Bargaining Agreement (CBA). More information is available at cpol.army.mil/library/permis/5aa.html . Army military or civilian members may file a complaint through the Office of the Inspector General, www.daig.pentagon.mil/ if the issue is not addressed at a lower level. FY14 EEO complaint processing statistics for the Army can be found on page II-7 at www.eeoc.gov/federal/reports/fsp2014/upload/Final-FY-2014-Annual-Report-Part-I.pdf .	The FY15 EEO complaint report was not publically available at that time of this report. Once published, it will be available at www.eeoc.gov/federal/reports/index.cfm .
HUMAN RIGHTS INDICATORS			
Aspect: Investment			
G4-HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not reported.	None. Not material.
G4-HR2	Total hours of employee training on human rights policies or 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 . 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. For example, all civilian personnel are required to take an annual training on "Combating Trafficking in Persons Program General Awareness." 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.	Details on the hours or frequency of this training is not provided in a public location.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Non-Discrimination			
G4-HR3	Total number of incidents of discrimination and corrective 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 FY14 and FY15 progress for the Equal Employment Opportunity Report Management Directive 715. The FY14 Equal Employment Opportunity Report Processing report is available at www.eeoc.gov/federal/reports/fsp2014/army.cfm	The FY15 equal employment opportunity report is not publically available at the time of the ASR16 publication, but will be available at this location when published, www.eeoc.gov/federal/reports/ .
Aspect: Freedom of Association and Collective Bargaining			
G4-HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights	The Army is required to maintain and report this information through OSD to OPM. OPM provides information on all CBAs 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 . The Army Labor and Employee Relations Division also provides statistical and narrative information on Army's labor relations program in an annual review. The FY14 Labor Relations Program Evaluation is available at cpol.army.mil/library/labor/bulletins/lrb-432.html .	The FY15 Labor Relations Program Evaluation is not publically available at the time of the ASR16 publication, but will be available at this location when published: cpol.army.mil/library/labor/bulletins/ .
Aspect: Child Labor			
G4-HR5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition 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/140025_vol1403.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.	None. Not material.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-HR5 (cont.)		A current list of list of products and their source countries which the Department of Labor has a reasonable basis to believe are produced by forced or indentured child labor is found at www.dol.gov/ILAB/regs/eo13126/main.htm . Collectively, the Army, as a part of the U.S. 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.	
Aspect: Forced and Compulsory Labor			
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	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. For more information on the tools and resources the Army uses to combat human trafficking, go to www.combat-trafficking.army.mil/index.htm .	None. Not material.
Aspect: Security Practices			
G4-HR7	Percentage of security personnel trained in the organization’s human rights policies or procedures 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 human trafficking, and requires commanders to develop a program that includes awareness training, www.combat-trafficking.army.mil/training.htm . The Judge Advocate General, in coordination with the Deputy Chief of Staff for Operations and Deputy Chief of Staff for Logistics, is responsible for instruction in international human rights for use in the education and training of U.S. and foreign military and civilian personnel, per AR 27-1, Judge Advocate Legal Services, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c851800103b2 . 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).	The percentage of security or Army personnel who have actually received training on the Army policies and procedures regarding human rights and security is not tracked. AR 27-1 does not specify that human rights training applies to third-party organizations, such as contractor security personnel. It only specifies civilian, U.S., and foreign military personnel.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Indigenous Rights			
G4-HR8	Total number of incidents of violations involving rights of indigenous peoples and actions taken	Not reported. All Army installations consult with federally recognized tribes (www.tribalseg.gov/self-governance/news/federal-register-updates-federally-recognized-tribes/) when work is performed under the National Historic Preservation Act either alone or as part of NEPA. The Army tracks the resources it impacts and works with federally recognized tribes to mitigate the impacts. A subset of installations involve Native American and Native Hawaiian groups to comply with the Native American Graves and Repatriation Act. More information on Army policy for Native American issues can be found at Caution-www.aec.army.mil/Services/Preserve/NativeAmericanAffairs.aspx .	While general impacts are examined by installation, numbers of violations are not tracked across the Army and centrally reported.
Aspect: Assessment			
G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Not reported. Assessments are performed based on a project basis when new actions are taken using the NEPA process, particularly related to environmental justice. However they are not performed for ongoing operations.	This information is not centrally tracked and reported.
Aspect: Supplier Human Right Assessment			
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Army contracts comply with FAR, DFARS, and AFARS as applicable. In accordance with FAR Subpart 9.1 – Responsible Prospective Contractors (see farsite.hill.af.mil/reghtml/regs/far2afmcfars/fardfars/far/09.htm#P2_66), purchases shall be made from, and contracts shall be awarded to, responsible prospective contractors only. FAR 9.1 prescribes policies, standards, and procedures for determining whether prospective contractors and subcontractors are responsible. The contracting officer is responsible for making determinations of responsibility. Also see DFARS subpart 209.1 – Responsible Prospective Contractors (Revised December 11, 2014, www.acq.osd.mil/dpap/dars/dfars/html/current/209_1.htm) and AFARS – PART 5109 “CONTRACTOR QUALIFICATIONS,” spcs3.kc.army.mil/asaalt/zp/doccenter/AFARS/AFARS%205109%20Revision%2026_FINAL.pdf . AFARS – PART 5115 “CONTRACTING BY NEGOTIATION” includes at subpart 5115.305 “Proposal evaluation” paragraph (a)(2) identifies use of the FAPIIS (See PPIRS at www.ppirs.gov). This system includes performance evaluation data from all federal agencies for contracts and orders that exceed simplified acquisition thresholds, which vary by type of service. Evaluation criteria vary by contract type as well, but include compliance with labor and safety standards and general compliance with regulations. The DoD publishes “A Guide to Collection and use of Past Perform Information,” www.acq.osd.mil/dpap/Docs/PPI_Guide_2003_final.pdf .	

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	Not reported.	Data are not tracked.
Aspect: Human Right Grievance Mechanism			
G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	Not reported. Army military or civilian members may file a complaint through the Office of the Inspector General, www.daig.pentagon.mil/ if the issue is not addressed at a lower level. Members of the general public can file complaints through the Department of Justice, www.justice.gov/crt/how-file-complaint .	Data on the number of grievances specifically related to human rights impacts is not centrally tracked and reported.
SOCIETY INDICATORS			
Aspect: Local Communities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	<p>Page 43-44. Most sites with significant operations have community engagement efforts and partnerships, www.army.mil/community. Impact assessments are typically completed when a change in operations is expected or a major new project is planned. For example, BRAC has a regulated process for managing impacts to the community, described on the DoD and Army BRAC websites, www.acq.osd.mil/brac/ and www.hqda.army.mil/acsimweb/brac/. More information is available from the DoD Office of Economic Adjustment, www.oea.gov/.</p> <p>The Sustainable Design Policy section of ASR16 (page 24-25) and the Land Management section (pages 25-28) further support how the Army evaluate the nature, scope, and effectiveness of operations in the communities. Sustainable design is further supported by AR 420-1 (dated 24 August 2012), armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c85180010b3a.</p> <p>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.</p>	The number of community covenants is reported; however, the percent of operations having impact assessments is not centrally tracked.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-SO2	Operations with significant actual and potential negative impacts on local communities	<p>The Army conducts a variety of studies to understand and describe the indirect economic impacts as part of its 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/acsimweb/brac/.</p> <p>The National Conference of State Legislatures conducts military economic impact studies for all 50 states, 18 of which were conducted in the 2014-2015 period. This includes positive and negative impacts on surrounding communities. Summaries are provided for Army sites within each state, www.ncsl.org/research/military-and-veterans-affairs/military-s-impact-on-state-economies.aspx#chart.</p> <p>Finally, the DoD's Office of Economic Adjustment works with communities who are facing potential shifts in economic stability because of changes within the defense industry. A list of projects being implemented to support this transition can be found at www.oea.gov/.</p>	
Aspect: Anti-corruption			
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Not reported. The focus of the Army's anti-corruption efforts is on the individual level, rather than the operating unit level. Due to laws, policies, and training in place, corruption is not typically observed across broad operating units.	None. Not material.
G4-SO4	Communication and training on anti-corruption policies and procedures	<p>Army policy requires all Army military and civilian personnel to attend annual ethics training, which references ethics laws and policies on topics such as bribery, procurement integrity, and conflict of interest. The current ethics training can be found at ogc.hqda.pentagon.mil/EandF/training_EandF.aspx.</p> <p>AR 350-1, Army Training and Leader Development, also contains training requirements, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c851800103c5, as well as Field Manual (FM) 6-22 and FM 7-0 for information on the Army Training and Leader Development Model.</p>	The Army does internally track the percentage of total number of governance body members and employees who have received ethics training (including anti-corruption); however, the data are not centrally reported.
G4-SO5	Confirmed incidents of corruption and actions taken	As a federal entity, the Army is regulated on how it interacts in public policy development and lobbying. Army Regulations provided more specific information. Two Army-specific regulations are AR 1-20, Legislative Liaison, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c85180010364 , and AR 360-1, Army Public Affairs Regulation, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c85180010520 .	The Army does not report incidents of corruption and actions taken in a central location.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Public Policy			
G4-SO6	Total value of political contributions by country and recipient/beneficiary	As a federal organization, the Army does not provide financial or in-kind contributions to political parties or politicians in the United States or any other country. The Byrd Amendment prohibits the use of appropriated funds through a federal contract, grant, loan, or cooperative agreement for lobbying any executive branch or legislative official with respect to extending, renewing, or granting further awards.	
Aspect: Anti-Competitive Behavior			
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	While the Army does not sell products or compete in traditional markets, the opportunity for anti-competitive practices is addressed through DoD procurement and contracting practices. Anti-competitive practices are regulated through FAR, Part 3, "Improper Business Practices and Personal Conflicts of Interest."	The Army does not report legal actions for anti-competitive behavior.
Aspect: Compliance			
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Fines related to environmental compliance are reported under G4-EN29. The Army does not track or report other fines and sanctions related to fraud, anti-competitive behavior, corruption, and policy influence.	None. Not material.
Aspect: Supplier Assessment for Impacts on Society			
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society	Army contracts comply with FAR, DFARS, and AFARS as applicable. In accordance with FAR Subpart 9.1 – Responsible Prospective Contractors (see farsite.hill.af.mil/reghtml/regs/far2afmcfars/fardfars/far/09.htm#P2_66), purchases shall be made from, and contracts shall be awarded to, responsible prospective contractors only. FAR 9.1 prescribes policies, standards, and procedures for determining whether prospective contractors and subcontractors are responsible. The contracting officer is responsible for making determinations of responsibility. Also see DFARS subpart 209.1 – Responsible Prospective Contractors (Revised December 11, 2014, www.acq.osd.mil/dpap/dars/dfars/html/current/209_1.htm), and AFARS – PART 5109 "CONTRACTOR QUALIFICATIONS," spcs3.kc.army.mil/asaalt/zp/doccenter/AFARS/AFARS%205109%20Revision%2026_FINAL.pdf .	Partially reported because the percent of suppliers actually screened is not tracked. Based on the requirements, all contracts subject to FAR requirements are expected to be screened for business integrity and ethics considerations, which would include violations related to societal, human rights, labor, and environmental impacts.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
G4-SO9 (cont.)		AFARS – PART 5115 “CONTRACTING BY NEGOTIATION” includes at subpart 5115.305 “Proposal evaluation” paragraph (a)(2) identifies use of the FAPIIS (see The PPIRS located at www.ppirs.gov). This system includes performance evaluation data from all federal agencies for contracts and orders that exceed simplified acquisition thresholds, which vary by type of service. Evaluation criteria vary by contract type as well, but include compliance with labor and safety standards and general compliance with regulations. The DoD publishes “A Guide to Collection and use of Past Perform Information,” www.acq.osd.mil/dpap/Docs/PPI_Guide_2003_final.pdf .	
G4-SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Not reported	This information is not centrally tracked and reported.
Aspect: Grievance Mechanisms for Impacts on Society			
G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	Not reported. Army military or civilian members may file a complaint through the Office of the Inspector General, www.daig.pentagon.mil/ , if the issue is not addressed at a lower level. Members of the general public can file complaints through the Department of Justice, www.justice.gov/crt/how-file-complaint .	Data on the number of grievances specifically related to impacts on society is not centrally tracked and reported.
PRODUCT RESPONSIBILITY INDICATORS			
Aspect: Customer Health and Safety			
G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	The primary products and services the Army delivers are the provision of Armed forces, training, and materiel to fight wars for the United States. The Army’s “customers” are Congress and the American public. The Army is continuously looking for opportunities to improve health and safety impacts associated with its operations, as described under the occupational health and safety metrics. The Army does not sell services to customers who use these services in a way that requires health and safety impact assessments however.	None. Not material.
G4-PR2	Total number of incidents of non-compliance 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.	None. Not material.

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Product and Service Labeling			
G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	The Army does not sell traditional products and services that would require labeling.	None. Not material.
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	The Army does not sell traditional products and services that would require labeling.	None. Not material.
G4-PR5	Results of surveys measuring customer satisfaction	The Army does not have traditional customers to which it sells products and services. However, it takes several measures to ensure the satisfaction of those who use Army services. For example, DoD maintains an Interactive Customer Evaluation system that tracks feedback on services provided by various organizations within the DoD at installations and related facilities worldwide, ice.disa.mil/ .	None. Not material.
Aspect: Marketing Communications			
G4-PR6	Sale of banned or disputed products	Not reported.	None. Not material.
G4-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	The organization has not identified any non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship. The Army is required to comply with AR 360-1, The Army Public Affairs Program, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c85180010520 , and AR 380-5, Department of the Army Information Security Program, armypubs.army.mil/Search/ePubsSearch/ePubsSearchDownloadPage.aspx?docID=0902c851800103a7 .	

Indicator	Aspects and Indicators	Disclosure and Links	Omissions
Aspect: Customer Privacy			
G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Pursuant to Section 803 of the Implementing Recommendations of the 9/11 Commission Act of 2007 (P.L. 110-53), 42 U.S.C. §2000ee-1, the Army tracks and reports the number and types of privacy and civil liberties reviews undertaken, the number and nature of complaints received, and a summary of the disposition of such complaints. The Army reports these to the Defense Privacy and Civil Liberties Office, which publishes a semi-annual report, dpcl.dod.mil/Reports/ .	None. Not material.
Aspect: Compliance			
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not reported	None. Not material.

Abbreviations

ACES	Army Continuing Education System
ACUB	Army Compatible Use Buffer
AEWRS	Army Energy and Water Reporting System
AFARS	Army Federal Acquisition Regulation Supplement
AFR	Army Financial Report
AGS	Administrative Grievance System
AMAG	Army Management Action Group
AMC	Army Materiel Command
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
CBA	Collective Bargaining Agreement
CENTCOM	U.S. Central Command
CFR	Code of Federal Regulations
CO	carbon monoxide
CY	calendar year
DFARS	Defense Federal Acquisition Regulation Supplement
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
ESA	Endangered Species Act
EUI	energy use intensity
FAPIIS	Federal Awardee Performance and Integrity Information System
FAR	Federal Acquisition Regulation
FM	Field Manual
FY	fiscal year

G4	fourth generation
GAO	Government Accountability Office
GHG	greenhouse gas
GJ	gigajoules
GPP	Green Procurement Program
GRI	Global Reporting Initiative
HR	human rights (GRI indicator)
ILA	industrial, landscaping, and agricultural
ISO	International Standards Organization
IUCN	International Union for Conservation of Nature
LA	labor (GRI indicator)
LAIRS	Labor Agreement Information Retrieval System
MTCO _{2e}	Metric Ton Carbon Dioxide Equivalent
NDAA	National Defense Authorization Act
NEPA	National Environmental Policy Act
NO _x	nitrogen oxides
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
OPM	Office of Personnel Management
OSD	Office of the Secretary of Defense
PPIRS	Past Perform Information Retrieval System
REPI	DoD Readiness and Environmental Protection Initiative
SecArmy	Secretary of the Army
SO	social (GRI indicator)
SO ₂	sulfur dioxide
SO _x	sulfur oxides
SSPP	Strategic Sustainability Performance Plan
SWAR	Solid Waste Annual Reporting
TES	Threatened and Endangered Species
USACE	U.S. Army Corps of Engineers
U.S.C.	United States Code



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