



# GRI Index

# GRI Disclosures & Content Index

For more information about Inova's environmental, social and financial impacts, please see our [2013 Report to the Community](#) or visit us online at <http://www.inova.org>.

Indicator	Description	Section
<b>Strategy &amp; Analysis</b>		
G4-1	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy	CEO Letter
G4-2	Description of key impacts, risks, and opportunities	Understanding Our Responsibilities Managing Our Impacts
<b>Organizational Profile</b>		
G4-3	Name of the organization	Inova Health System
G4-4	Primary brands, products and/or services	Appendix (Inova at a Glance)
G4-5	Location of the organization's headquarters	Falls Church, Virginia
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	United States
G4-7	Nature of ownership and legal form	Non-profit
G4-8	Markets served	Appendix (Inova at a Glance)
G4-9	Scale of the reporting organization	Appendix (Inova at a Glance)
G4-10	Employee demographics	Appendix (Inova at a Glance)
G4-11	Percentage of total employees covered by collective bargaining agreements	None
G4-12	Describe the organization's supply chain	EPP, Appendix (Inova at a Glance)
G4-13	Report any significant changes during the reporting period regarding size, structure, ownership or supply chain	EPP, Green Building
G4-14	Report whether and how the Precautionary Approach is addressed	Managing Our Impacts
G4-15	List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses	Sustainable Foods, Engaging Our Stakeholders, Protecting Our Patients
G4-16	List memberships of associations and national or international advocacy organizations in which the organization holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, or views membership as strategic	Healthier Hospitals Initiative Steering Committee Chesapeake Food Leadership Council Virginia Food Systems Council Northern Virginia Food Coalition PGH Total Cost of Ownership Committee USGBC National Capitol Region Board National Employee Wellness Think Tank
<b>Identified Material Aspects &amp; Boundaries</b>		
G4-17	List all entities included in the organization's consolidated financial statements	Appendix (Inova at a Glance)
G4-18	Explain the process for defining report content and Aspect Boundaries	Report Overview
G4-19	List all material Aspects identified in the process for defining report content	Report Overview
G4-20	For each material Aspect, report the Aspect Boundary within the organization	Subsections of Managing Our Impacts and Being a Good Corporate Citizen
G4-21	For each material Aspect, report the Aspect Boundary outside the organization	Subsections of Managing Our Impacts and Being a Good Corporate Citizen
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements	Energy Management 2013 Outcomes Table
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries	None

Indicator	Description	Section
<b>Stakeholder Engagement</b>		
G4-24	Provide a list of stakeholder groups engaged by the organization	Engaging Our Stakeholders
G4-25	Report the basis for identification and selection of stakeholders for engagement	Engaging Our Stakeholders
G4-26	Report the organization's approach to stakeholder engagement	Engaging Our Stakeholders
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to them	Report Overview, EPP, Engaging Our Stakeholders Appendix (Materiality Assessment)
<b>Report Profile</b>		
G4-28	Reporting period for information provided	January - December 2013
G4-29	Date of most recent previous report	2012 Report released June 2013
G4-30	Reporting cycle	Annual
G4-31	Contact point for questions regarding the report or its contents	Office of Sustainability gogreen@inova.org
G4-32	Report the 'in accordance' option the organization has chosen	Reported In Accordance with Core Requirements
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report	Inova does not seek external assurance for our Sustainability Report; we rely on the experience and integrity of our sustainability team to report accurately and to conduct due diligence to ensure data is accurate
<b>Governance Performance Indicators</b>		
G4-34	Report the governance structure of the organization, including committees of the highest governance body	Appendix (Inova at a Glance)
G4-35	Report the process for delegating authority for sustainability topics from the highest governance body to senior executives and other employees	Managing Our Impacts
G4-36	Report whether the organization has appointed an executive-level position with responsibility for sustainability topics	Managing Our Impacts
G4-47	Report the frequency of the highest governance body's review of sustainability impacts, risks and opportunities	Managing Our Impacts
G4-48	Report the highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered	Inova's CEO and Director of Sustainability both provide final approval before release
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	Protecting Our Patients Protecting Our Workforce Appendix (Inova at a Glance)
<b>Economic Impacts</b>		
Aspect: Economic Performance		
EC1	Direct economic value generated and distributed	Appendix (Inova at a Glance)
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Understanding Our Responsibilities
Aspect: Indirect Economic Impacts		
EC8	Significant indirect economic impacts, including the extent of impact	Engaging Our Stakeholders <a href="#">2013 Report to the Community</a> (pp 3-24)
Aspect: Procurement Practices		
EC9	Proportion of spending on local suppliers at significant locations of operation	Sustainable Foods
<b>Environmental Impacts</b>		
Aspect: Energy		
EN3	Energy consumption within the organization	Energy Management

Indicator	Description	Section
EN5	Energy intensity	Energy Management
EN6	Reduction of energy consumption	Energy Management
EN7	Reduction in energy requirements of products or services	Energy Management
<b>Aspect: Water</b>		
EN8	Total water withdrawal by source	Water Management
EN9	Water sources significantly affected by withdrawal of water	Water Management
<b>Aspect: Biodiversity</b>		
EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	Water Management
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value	Water Management
<b>Aspect: Effluents and Waste</b>		
EN23	Total weight of waste by type and by disposal method	Waste Management
EN24	Total number and volume of significant spills	None
EN25	Weight of transported, imported, exported or treated hazardous waste	Waste Management; no hazardous waste shipped internationally
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	Water Management
<b>Aspect: Products and Services</b>		
EN27	Extent of impact mitigation of environmental impacts of products and services	Managing Our Impacts
<b>Aspect: Compliance</b>		
EN2	Significant fines or non-monetary sanctions for non-compliance with environmental laws and regulations	None
<b>Aspect: Transport</b>		
EN2	Significant environmental impacts of transporting products and other goods and materials, and transporting members of the workforce	Alternative Transportation
<b>Aspect: Supplier Environmental Assessment</b>		
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	EPP
<b>Social Impacts</b>		
<b>Aspect: Labor/Management Relations</b>		
LA4	Minimum notice periods regarding operational changes	Protecting Our Workforce
<b>Aspect: Occupational Health &amp; Safety</b>		
LA7	Workers with high incidence or high risk of diseases related to their occupation	Protecting Our Workforce
<b>Aspect: Training &amp; Education</b>		
LA9	Average hours of training per year per employee by gender, and by employee category	Protecting Our Workforce
LA10	Programs for skills management and lifelong learning that support continued employability and assist in career endings	Protecting Our Workforce
LA11	Percentage of employees receiving regular performance and career development reviews	Protecting Our Workforce
<b>Aspect: Diversity &amp; Equal Opportunity</b>		
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	Appendix (Inova at a Glance)

Indicator	Description	Section
<b>Aspect: Equal Remuneration for Women and Men</b>		
LA13	Ratio of basic salary and remuneration of women to men by employee category	Unreported (see Appendix, Exhibit 2 for explanation)
<b>Aspect: Non-Discrimination</b>		
HR3	Total number of incidents of discrimination and corrective actions taken	Unreported (see Appendix, Exhibit 2 for explanation)
<b>Aspect: Security Practices</b>		
HR7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	Protecting Our Patients
<b>Aspect: Local Communities</b>		
SO1	Percentage of operations with implemented local community engagement, impact assessments and development programs	Managing Our Impacts Engaging Our Stakeholders
SO2	Operations with significant actual or potential negative impacts on local communities	Managing Our Impacts
<b>Aspect: Customer Health &amp; Safety</b>		
PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	EPP, Protecting Our Patients
<b>Aspect: Customer Privacy</b>		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Protecting Our Patients (partially reported)