The response to the GRI Indicators presents a glimpse into the World Bank’s (also known as the International Bank for Reconstruction and Development or IBRD in the capital market) complex suite of activities.

**Materiality:** Topics that are of interest to sustainable investment communities, NGOs, and country clients determine materiality for the purposes of this report. Reporting priorities are determined annually based on the corporate priorities of the given year and queries by the SRI community. Stakeholders are also identified with the assistance of relevant departments throughout the Bank.

**Boundary:** This Review encompasses World Bank operations globally. The World Bank consists of two agencies: IBRD and IDA (International Development Agency). Except for the terms of lending to member countries, the agencies are tightly integrated and work as a single unit. Therefore, staff of the World Bank, are considered "IBRD" staff, even if they work on IDA funded projects or for other donor-funded initiatives, through hundreds of trust funds. Similarly, World Bank manages the buildings that house staff that work on IBRD, IDA, MIGA, and GEF projects. GRI indicators for EN apply primarily to performance of Washington, D.C. facilities (which house 60% of World Bank staff) with country office data noted, when relevant.

**Completeness:** Links to further information in the Annual Report and throughout the Bank’s website are also provided. Some GRI indicators are not applicable to our operations and have been noted as such.

**Reporting period:** The World Bank reports on a fiscal year basis which extends from June 1 through July 31st. This report covers FY2008 (July 1, 2008 - June 30, 2008).

Questions or comments about the GRI Index should be addressed to envhelpdesk [at] worldbank.org

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### Strategy and Analysis

1.1 Statement from senior management

Attached is the message from the President of the World Bank in which he discusses the progress we have made and the work ahead of us.

*Letter from the World Bank President*

1.2 Description of key impacts, risks, opportunities

The vision of the World Bank Group outlined in President Zoellick’s message below with updates from his speech at the Annual Meeting and the WB Development Committee Communique.

- President Zoellick’s message on: An Inclusive & Sustainable Globalization
- President Zoellick’s speech at the Annual Meeting
- WB Development Committee Communique

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### Organization Profile
<table>
<thead>
<tr>
<th>Section</th>
<th>Text</th>
<th>Full Report</th>
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</thead>
<tbody>
<tr>
<td>2.2 Summary of our mission, functions, and responsibilities (e.g., services and regulations)</td>
<td>The World Bank is not a bank in the common sense but is a development cooperative, owned and managed by its member countries. It provides financing, risk management products, and other financial services, access to experts and a pool of knowledge in development-related disciplines, so that borrowing members can pool, administer and prioritize resources they dedicate to development-related objectives.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>2.3 Operational structure of the organization, including main division</td>
<td>The International Bank for Reconstruction and Development (IBRD) and the International Development Association (IDA) together make up the World Bank. The larger World Bank Group consists of five agencies: IBRD, IDA, the International Finance Corporation (IFC), the Multilateral Investment Guarantee Agency (MIGA), and the International Centre for the Settlement of Investment Disputes (ICSID).</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>2.4 Location of organization's headquarters</td>
<td>The World Bank is a global organization with more than 100 country offices. Its headquarters is located in the District of Columbia (DC) in USA. It also has satellite HQ offices in Paris, Brussels, Frankfurt, Geneva, London, Rome, and Tokyo. A complete list of locations is provided below.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>2.6 Nature of ownership and legal form</td>
<td>The World Bank Group is not a bank in the traditional sense; it is an independent specialized UN agency governed by 185 member countries, which are jointly responsible for financing the institution and for deciding how its money is spent. The Bank is run like a cooperative, with member countries as shareholders. A country’s number of shares is based roughly on the size of its economy.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>2.7 Nature of markets served (including geographic breakdown, sectors served, and types of beneficiaries)</td>
<td>World Bank serves developing countries around the world, focusing on sectors and with themes that contribute to sustainable development, such as health, education, gender equality, infrastructure and clean energy, financial and private sector development, strengthening governance and reducing corruption, and strategies for middle income countries.</td>
<td>Fully Reported</td>
</tr>
</tbody>
</table>
2.8 Scale of the reporting organization

A true global community, the World Bank staff is made up of people representing 161 countries. The work of IBRD and IDA is performed by about 8,600 staff working in Washington, DC, and in almost 120 country offices worldwide. For more information, see the link below.

In fiscal year 2008 (July 2007 - June 2008), IDA commitments, to the world’s poorest countries, were $11.2 billion, 5 percent lower than the previous year while IBRD committed $13.5 billion, 5 percent higher than the previous year. Detailed information about the World Bank's financial data can be found in the annual report. See the links provided below.

WB's Global Workforce
WB's Operational Summary
More information on WB's Lendings
WB Financial Statements

2.9 Significant changes from previous report regarding size, structure, and ownership

During the reporting period FY2007, the Board was faced with a leadership crisis that led to the resignation of the World Bank’s President, Paul D. Wolfowitz. The Board has since unanimously confirmed Robert B. Zoellick as the Bank’s 11th President, as of July 1, 2007, for a five-year term.

In addition, Republic of Hungary, Latvia, and Slovenia ceased as borrowers from IBRD, but remain as donors. The Republic of Montenegro became a member of the IBRD, IDA, IFC and MIGA in 2007.

WB Member Countries

2.10 Awards Received


See link below for other awards

WB Debt Securities Awards

Report Parameters

3.2 Date of most recent previous report

The World Bank reports bi-annually. The last Sustainability Review covered FY05-06 (July 1, 2004 - June 30, 2006).
Focus on Sustainability 2004
Focus on Sustainability 2005-2006

3.4 Contact information

For more information, contact the Corporate Responsibility Program via e-mail: envhelpdesk(at)worldbank.org
Corporate Responsibility Program
<table>
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<th>Section</th>
<th>Description</th>
<th>Status</th>
</tr>
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<tbody>
<tr>
<td>3.5</td>
<td>Process for defining report</td>
<td>Topics that are of interest to sustainable investment communities, NGOs, and country clients determine materiality for the purposes of this report. Reporting priorities are determined annually based on the corporate priorities of the given year and queries by the SRI community. In addition, GRI (G3) indicators guide our Review. Surveys were developed and distributed to external stakeholders requesting feedback on prior reports. Responses have been reviewed and incorporated, if necessary. Stakeholders have been identified with the assistance of relevant departments throughout the Bank (WB Civil Society Outreach Team, Environment Department, and Investor Relations).</td>
</tr>
<tr>
<td>3.7</td>
<td>Limitations on the scope or boundary of the report</td>
<td>For any material issues not reported here, please see the Annual Report.</td>
</tr>
<tr>
<td>3.8</td>
<td>Basis for reporting on other entities that significantly affect comparability</td>
<td>This review covers only IBRD and IDA, thus periods are comparable.</td>
</tr>
<tr>
<td>3.9</td>
<td>Data measurement techniques and the bases of calculations</td>
<td>If relevant, stated in each indicator response.</td>
</tr>
<tr>
<td>3.10</td>
<td>Explanation of the effect of an re-statements of information provided in earlier reports</td>
<td>No restatements</td>
</tr>
<tr>
<td>3.11</td>
<td>Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report</td>
<td>No significant changes</td>
</tr>
</tbody>
</table>
3.13 Assurance

In FY2008, Deloitte & Touche served as an independent auditing body to the World Bank. Data covered in this report has been audited under their services. Special verification was provided by ERT Winrock for WB’s Greenhouse Gas Emissions Inventory.

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**Governance, Commitment and Engagement**

4.1 Governance

The World Bank is like a cooperative, where its 185 member countries are shareholders. The shareholders are represented by a Board of Governors, who are the ultimate policy makers at the World Bank. Generally, the governors are member countries’ ministers of finance or ministers of development. They meet once a year at the Annual Meetings of the Boards of Governors of the World Bank Group and the International Monetary Fund. Because the governors only meet annually, they delegate specific duties to 24 Executive Directors (EDs), who make up the Board of Directors of the World Bank and work on-site at the Bank. The five largest shareholders, France, Germany, Japan, the United Kingdom and the United States appoint an executive director. The 19 remaining EDs are elected by the Bank’s other members.

The President of the World Bank chairs meetings of the Board of Directors. All EDs are members of the Steering Committee, which produces the Board’s work program. Each ED also serves on one or more of five standing committees: the Audit Committee, Budget Committee, Committee on Development Effectiveness (CODE), Personnel Committee, and Committee on Governance and Executive Directors’ Administrative Matters. The committees help the Board discharge its oversight responsibilities through in-depth examinations of policies and practices.

In addition, the Development Committee was established in 1974 to serve as a forum for the World Bank and the International Monetary Fund to facilitate intergovernmental consensus-building on development issues. The Committee’s mandate is to advise the Boards of Governors of the Bank and the Fund on critical development issues and on the financial resources required to promote economic development in developing countries. Over the years, the Committee has interpreted this mandate to include trade and global environmental issues in addition to traditional development matters.

The World Bank operates day-to-day under the leadership and direction of the president, management and senior staff, and the vice presidents in charge of regions, sectors, networks and functions.

More about WB’s operational structure
World Bank Organizational Chart, April 2008
WB Senior Management
Board of Directors’ Voting Power
More information on the Development Committee
### 4.3 Number of members of the board that are independent and/or non-executive members

The World Bank has two Boards - the Board of Governors and the Executive Board. Both the boards are composed of representatives from member countries. Since each board member represents their respective country's financial interest, they are not "independent" as defined by GRI. However, the Board members do not benefit financially individually.

**More about WB's operational structure**

### 4.4 Mechanisms for shareholders and employees to contact the board

The World Bank's shareholders (the 185 member countries) provide recommendations and direction to the organization through their government's representatives on the World Bank governing bodies, Board of Governors and Board of Directors. Employees are regularly requested to attend Board of Director meetings, which occur at least twice a week, to provide input on the Bank's business. Employees can also provide input to their home country representative to the Board and provide recommendations through the Staff Association.

### 4.5 Linkage bewtween compensation for members of the highest governance body, senior managers, executives, and the organization’s performance

There is no linkage between compensation for Board members, senior managers, executives, and organizational performance. Salaries are fixed based on level.

To recruit and retain highly qualified staff, the World Bank Group has developed a compensation and benefits system designed to be internationally competitive, to reward performance, and to take into account the special needs of a multinational and largely expatriate staff. The Bank Group’s staff salary structure is reviewed annually by the Executive Directors and, if warranted, is adjusted on the basis of a comparison with salaries paid by private financial and industrial firms and by representative public sector agencies in the U.S. market. After analyses of updated comparator salaries, the Board approved an average increase in the salary structure of 3.5 percent for fiscal 2008, effective July 1, 2007, for Washington-appointed staff.

For a breakdown of salaries of executive management and representative jobs, see the link below.

**Annual Report 2009: Remuneration**

**Senior Management Financial Disclosure 2009**
4.7 Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics

Each member country determines the qualifications and expertise of their representatives to the WB Boards. Generally, the governors are member countries' ministers of finance or ministers of development.

More about the World Bank's Board of Governors
More about the World Bank's Board of Directors

4.8 Internally developed statements of mission or values, codes of conduct, and principles relevant to sustainable development

The World Bank's mission is to fight poverty with passion and professionalism for lasting results. To help people help themselves and their environment by providing resources, sharing knowledge, building capacity and forging partnerships in the public and private sectors.

Our work focuses on achieving the Millennium Development Goals that call for the elimination of poverty and sustained development. The goals provide us with targets and yardsticks for measuring results.

In addition, President Zoellick outlined six strategic themes for addressing global challenges (more information below).

The World Bank's Safeguard Policies are a cornerstone of its support to sustainable poverty reduction. The objective of these policies is to prevent and mitigate undue harm to people and their environment in the development process. These policies provide guidelines for bank and borrower staffs in the identification, preparation, and implementation of programs and projects. WB's Safeguard Policies form the basis of the internationally accepted Equator Principles.

These policies and principles are applicable across the organization in each region and department.

Read more about our six strategic themes and the MDGs
More information about the WB's 11 Safeguard Policies
Focus on Sustainability 2005-2006: Safeguard Policies

4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance

The World Bank's purpose is to support Sustainable Development. Its governing boards are charged with overseeing this mandate. The Board of Governors meet once a year at the Annual Meetings of the Boards of Governors of the World Bank Group and the International Monetary Fund. The Board of Directors normally meet at least twice a week to oversee the Bank's business, including approval of loans and guarantees, new policies, the administrative budget, country assistance strategies and borrowing and financial decisions.
4.10 Process for evaluating the board’s own performance

Each governor and each alternate serves for five years, subject to the pleasure of the member appointing him/her, and may be reappointed. Executive Directors shall be appointed or elected every two years. Consequently, neither the Board of Governors nor the Board of Directors performance is linked to the organization’s own performance.

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

Detailed data not collected or not yet available in this report

4.13 Memberships in associations

The World Bank is not a member of industry or business associations or national/international advocacy organizations but often voluntarily participates in local, national, regional, and global partnerships and multi-stakeholder relationships in order to operate more effectively.

4.14 List of stakeholder groups engaged by the organization

The World Bank’s stakeholders can be grouped as follows:

Internal stakeholders: owners (governments) and employees (internal staff)

External stakeholders: NGOs, research and training institutions, civil society, and financial institutions

Focus on Sustainability 2004: Working with our Stakeholders
More information about WB’s partners
Some of the Bank’s civil society interlocutors

4.15 Basis for identification and selection of stakeholders with whom to engage

In the context of Bank-supported activities, stakeholders are considered those who are affected, whether positively or negatively, by a proposed intervention. Who the stakeholders are for any given project or issue depends on the situation. Getting the right groups involved is essential, but it is not always easy, since our stakeholders range from donor and client governments to the poorest and most marginalized communities.

Defining Civil Society
The World Bank engages civil society organizations (CSOs) in three ways:

First, it facilitates dialogue and partnership between civil society and governments by providing resources, training, technical support, and often playing a convening role. That type of engagement can be best seen in the process of formulation of the country poverty reduction strategies (PRSPs).

Second, the Bank dialogues and consults with CSOs on issues, policies and programs, by listening to their perspectives and inviting suggestions. These interactions vary from consultations on global policies, such as social safeguards and adjustment lending, to discussions on local Bank-financed projects.

Third, the Bank partners directly with CSOs through contracting technical assistance and training services, funding civil society initiatives, and managing joint programs. There are many examples of active partnerships in the areas of forest conservation, AIDS vaccines, rural poverty, micro-credit, and expanding internet usage. For more information on how the Bank engages civil society - see World Bank-Civil Society Engagement: Review of Fiscal Years 2005-2006.

More about the WB's outreach efforts
Focus on Sustainability 2004: Stakeholders

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**Economic Disclosure**

**EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments (Core)**

For information about economic value generated by the operations of the World Bank, please see the most recent Annual Report and Financial Statements.

World Bank Annual Report
WB 2008 Financial Statements

**Fully Reported**

**EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change (Core)**

Climate change impacts directly on the World Bank’s mission of poverty reduction, and has the potential to hamper the achievement of many of the United Nations Millennium Development Goals, including those on poverty eradication, child mortality, combating malaria and other diseases, and environmental sustainability. Climate change is clearly not just an environmental issue but one with severe socioeconomic implications, particularly in developing countries. Accordingly, the World Bank has developed a 7-point Agenda on Addressing Climate Change:

1) Mainstream adaptation and mitigation into core development work; 2) Provide innovative and concessional
financing; 3) Pioneer and advance new market mechanisms; 4) Help create a link for environment to tap the private sector; 5) Support technology development and adoption in developing countries; 6) Support applied research on climate change economics in developing countries; and 7) Contribute to an international regime based on areas 1-6 above.

Detailed information about the history of World Bank's work on Climate Change and the newly developed Strategic Framework can be found through the links below.

Climate Change Brief
Strategic Framework on Climate Change and Development

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**EC3 Coverage of the organization’s defined benefit plan obligations (Core)**

To recruit and retain highly qualified staff, the World Bank Group has developed a compensation and benefits system designed to be internationally competitive, to reward performance, and to take into account the special needs of a multinational and largely expatriate staff. A New Compensation System for Country Offices was initially introduced in 2001 and replaced the Revised Compensation System or the UNDP Salary System. The World Bank Group’s job grading system covers all staff world-wide (except consultants and temporary staff). It is designed to ensure equal pay for equal work, grading consistency across the organization, as well as consistency in job posting, selection/recruitment, promotion and career development. This new system features better balance between internal equity (Washington/Country Offices) and labor market competitiveness (local and international).

More about employee benefits
WB Human Resources
More about employee pension plans

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**EC4 Significant financial assistance received from government (Core)**

The World Bank receives financial assistance from governments in four forms: 1) Paid-in-capital and callable capital from each of our member countries forms the basis of our AAA status, allowing us to raise money on the capital markets.

2) IDA replenishment - Donor country contributions finance IDA lending. It is the single largest source of donor funds for basic social services in the poorest countries.

3) Trust Funds - accounted for separately from the Bank’s own resources, are financial and administrative arrangements with an external donor that leads to grant funding of high-priority development needs, such as technical assistance, advisory services, debt relief, postconflict transition, and cofinancing.

4) Tax exempt status - As an organization established by international treaty, The World Bank receives tax exempt status from its member countries.
EC5 Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation

See EC3 for details.

Detailed data not collected or not yet available in this report

EC7 Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation. (Core)

Data not available.

Fully Reported

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

The extent to which Bank interventions have contributed to growth and poverty reduction and the effectiveness of different types of interventions are evaluated in the Annual Review of Development Effectiveness (ARDE). For the latest findings, please see the link below.

WB Annual Review of Development Effectiveness

Fully Reported

Environmental

EN3 Direct energy consumption by primary energy source including coal, natural gas, distilled fuel, biofuels, ethanol, hydrogen (Core). The indicator covers scope 1 of the WRI/WBCSD GHG Protocol. Report total direct energy consumption in joules or multiples by renewable/non-renewable primary source.

The WB purchases natural gas, propane and diesel fuel for combustion on site. In FY2006, we purchased 26,798 GJ. In FY2007, we purchased 29,782 GJ and in FY2008 we purchased 21690 GJ.

Fully Reported

EN4 Indirect energy consumption by primary source (Core). It covers Scope 2 of the GHG protocol. Identify the amount of intermediate energy purchased and consumed from sources external to the


Fully Reported
reporting organization in joules or multiples, including: Electricity, Heating and Cooling, Steam, Nuclear energy, solar, wind, geothermal, hydro energy, biomass, hydrogen-based.

More on WB's Corporate Environmental Responsibility

EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives

FY06-FY08 lending for low carbon projects reached $6.2 billion, more than triple that of FY03-FY05 ($2 billion). Total WBG commitments to renewable energy and energy efficiency for FY05-FY08 were $3.7 billion, outperforming the WBG Bonn commitment of $1.9 billion in FY05-FY09 one and a half years ahead of schedule.

EN8 Total water withdrawal by source (Core). Report in cubic meters and differentiate by source.

Water used by the WB for drinking, sanitation and other purposes is supplied by the DC Water and Sewer Authority and comes from the Potomac River Watershed. In FY06, the WB consumed 95,784 CCF of water. In FY07, we consumed 135,144 CCF of water, and in FY08 we consumed 110764 CCF.

EN10 Percentage and total volume of water recycled and reused

No water recycled or reused.

EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (Core)

No operational sites are owned, leased, managed in, adjacent to or contain protected areas or areas of high biodiversity. All operational sites are located in urban areas.

EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas (Core) Report the nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: - Construction or use of manufacturing plants, mines, and transport infrastructure; - Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); - Introduction of invasive species.

The World Bank is the world's largest financier of biodiversity. At the end of FY2008, the active portfolio in biodiversity projects was $257 million. World Bank support in the area of biodiversity involves:
- the establishment and strengthening of protected areas (including activities in buffer zones) - sustainable use of biodiversity outside protected areas,
- eradication of alien species, and
- biodiversity conservation through improved management and sustainable use of natural resources in the production landscape.

Each project undergoes Environmental Impact and Natural Habitat Assessment, with oversight during implementation.
Introduction of invasive species, pests, and pathogens; - Reduction of species; - Habitat conversion; and - Changes in ecological processes outside the natural range of variation (e.g., salinity or changes in groundwater level). Report significant direct and indirect positive and negative impacts with reference to the following: - Species affected; - Extent of areas impacted (this may not be limited to areas that are formally protected and should include consideration of impacts on buffer zones as well as formally designated areas of special importance or sensitivity); - Duration of impacts; and - Reversibility or irreversibility of the impacts.

**Biodiversity at the World Bank**

**EN13 Habitats protected or restored**
In addition to its on-going project work, the World Bank supports 3 globally significant partnerships to protect, restore, and better manage key natural areas: the Critical Ecosystem Partnership Fund, the Global Invasive Species Program, and the Global Forest Alliance. We have also launched the Forest Carbon Partnership Fund, to preserve intact forest ecosystems through carbon finance. See www.worldbank.org/environment.

**Biodiversity projects and databases**

**EN14 Strategies, current actions, and future plans for managing impacts on biodiversity**
The World Bank has an active program for mainstreaming biodiversity concerns into development projects. See reports Mainstreaming Conservation in Infrastructure Projects; Biodiversity, Climate Change, and Adaptation; and Mountains to Coral Reefs: the World Bank and Biodiversity.

**Mountains to Coral Reeds: The World Bank and Biodiversity**

**Mainstreaming Conservation in Infrastructure Projects**

**Biodiversity, Climate Change and Adaptation**

**EN15 Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk**
No Redlist species are known to be directly affected by WB operations at this time. All World Bank projects undergo strict Environmental Impact and Natural Habitat assessments. The WB engages in partnerships to support the protection of Redlisted species (see EN13).
<table>
<thead>
<tr>
<th>EN16 Total direct and indirect greenhouse gas emissions by weight (Core)</th>
<th>The WB measures its direct and indirect greenhouse gas emissions based on site-specific data for facilities and using GHG Protocol and EPA Climate Leaders methodologies. Estimates are made for those facilities without clear data. For WB DC regional facilities, GHG emissions were about 48,883 metric tons CO2eq in FY 2006; 49,717 mt CO2eq in FY 2007, and in 2008, 49,338.</th>
<th>Fully Reported</th>
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<tbody>
<tr>
<td>EN17 Other relevant indirect greenhouse gas emissions by weight (Core)</td>
<td>For other emissions, considered optional for reporting purposes, but key to our business, such as business travel, GHG emissions were about 59,191 mt CO2eq in FY 2006; 63,442 mt CO2eq in FY 2007; and 64,334 mt CO2eq in FY 2008.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved</td>
<td>An active program is underway to identify emissions reductions opportunities, such as installing occupancy sensors in all rooms and encouraging a culture of video conferencing. In FY08 over 20,000 video conferences occurred. Actual reductions are slow to be captured. Emission &quot;Offsets&quot; in the form of high quality renewable energy certificates and Verified Emission Reduction credits are purchased.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>EN19 Emissions of ozone-depleting substances by weight (Core)</td>
<td>No ODS are produced or used in production.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>EN20 NOx, SOx, and other significant air emissions by type and weight (Core)</td>
<td>NOx emissions associated with combustion are minute. N20 emissions are also insignificant, but calculated in association with our GHG inventory.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>EN22 Total weight of waste by type and disposal method (Core)</td>
<td>The World Bank diverts nearly 50% of its waste from landfills through recycling of paper, cardboard, plastic, glass, aluminum and steel, light bulbs, carpet and ceiling tiles, and electronics. In fiscal 2008 we donated over 800 pieces of furniture and large quantities of used office supplies to local charities; in FY 2007 44,070 square feet of carpet tile, 52,224 square feet of ceiling tile, 670 gallons of paint, 22,300 lbs of metal and 900 cubic yards of concrete were recycled; nearly 3 tractor trailers full of systems furniture was donated to</td>
<td>Fully Reported</td>
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</table>
the DC Police Training Academy; the Ergonomic Chair Replacement Project resulted in the donation and redistribution of approximately 2750 chairs, 20% re-used for Bank groups, various charities and nonprofit groups throughout the DC Metropolitan area; the remainder disposed of via a 3rd party furniture vendor; The Bank has reduced its paper use by 100 tons between fiscal 2006 and fiscal 2008, a reduction of 20%. Our waste data: Landfill (mostly food waste, paper towels, unrecyclable paper): FY06:1365.23 tons, FY07: 1292.91 tons, FY08 1239.77 tons Recycling: FY06: 687.24 tons, FY07: 1086.99 tons, FY08 1040.5 tons Composting FY07 (began 12/06):64.03 tons, FY08: 26.01 tons

### EN23 Total number and volume of significant spills (Core)

There were no significant spills at the WB in time period FY06-FY08.

| Fully Reported |

### EN24 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally

No hazardous wastes are transported.

| Fully Reported |

### EN25 Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization’s discharges of water and runoff

No discharges into sensitive water bodies

| Fully Reported |

### EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation (Core)

All World Bank lending operations undergo strict safeguard screening. The focus of these safeguards is not only to "do no harm", but also to "do good." Descriptions of the 11 safeguard policies, as well as guidebooks and tools kits to be applied to projects (for example, Environmental, Health, and Safety Guidelines or the Environmental Sourcebook and Updates) may be found at www.worldbank.org/safeguards. In addition, the World Bank's Environment Strategy, Making Sustainable Commitments (endorsed by the Board of Directors in 2001), recognizes that sustainable development that balances economic development, social cohesion, and environmental protection is fundamental to the World Bank's core objective of lasting poverty reduction. The Strategy
provided a vision, objectives, and a course of action for the longer term and suggests specific actions, targets, and institutional measures for mainstreaming environmental concerns in all development activities. This strategy is being updated in FY 2009.

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<th>Indicator</th>
<th>Description</th>
<th>Reporting Status</th>
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<tbody>
<tr>
<td>EN27</td>
<td>Percentage of products sold and their packaging materials that are reclaimed by category (Core)</td>
<td>Not applicable - no sales.</td>
</tr>
<tr>
<td>EN28</td>
<td>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations (Core)</td>
<td>No fines were levied.</td>
</tr>
<tr>
<td>EN29</td>
<td>Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce</td>
<td>Air travel by World Bank staff is the primary form of business transport with significant impacts. It, along with other minor forms of travel, is tracked through our GHG inventory. In FY 2006, trackable air travel was about 302 million miles with a GHG emissions liability of 59,000 mt CO2eq; in FY 2007, air travel was about 323 million miles (63,000 mt CO2eq); and in FY 2008, air travel was about 328 million miles (64,000 mt CO2eq).</td>
</tr>
<tr>
<td>EN30</td>
<td>Total environmental protection expenditures and investments by type</td>
<td>For our facilities in FY 2007: o The WB purchased $68,000 worth of Renewable Energy Certificates to offset electricity purchases, equalling 97,000,000 kWh of renewable wind energy. For our facilities in FY 2008: o The WB purchased $82,000 worth of Renewable Energy Certificates to offset electricity purchases, equalling 97,000,000 kWh of renewable wind energy. For our products in FY 2007: o 11 percent of the World Bank's total active lending portfolio had an Environment and Natural Resources Management (ENRM) theme, with net commitments of $10.3 billion. o 64 ENRM projects were approved, totaling $2.0 billion in ENRM lending commitments. For our products in FY 2008: o 11 percent of the World Bank's total active portfolio had an ENRM theme, with net commitments of $11.2 billion. o 68 projects were approved totaling $2.66 billion in new ENRM lending commitments.</td>
</tr>
</tbody>
</table>
### Human Rights

<table>
<thead>
<tr>
<th>HR1 Percentage of investment agreements that include human rights clauses (Core)</th>
<th>All WB investments undergo Human Rights screening. FAQs on Human Rights at the World Bank</th>
<th>Fully Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>HR2 Suppliers and contractors that have undergone human rights screening (Core)</td>
<td>The World Bank is a socially and environmentally responsible organization. As such, the World Bank addresses, in its corporate procurement process, vendors' commitment to fair wages and benefits, safety, environmental programs, and diversity of its supply chain. More about Environmentally Responsible Procurement More about Socially Responsible Procurement at the World Bank</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>HR3 Employee training on human rights policies/procedures</td>
<td>To be updated.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>HR4 Number of incidents of discrimination (Core)</td>
<td>To be updated.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>HR5 Operations identified where freedom of association may be at risk (Core)</td>
<td>All World Bank staff in the US and country offices are represented by the Staff Association. Staff Association Constitution</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>HR6 Child labor incidents and measures to eliminate child labor (Core)</td>
<td>No World Bank operations are considered to have significant risk for incidences of child labor. Rather, The World Bank recognizes that child labor is one of the most devastating consequences of persistent poverty and has adopted a clear position to help reduce harmful child labor through its ongoing poverty reduction efforts and new initiatives. It is housed in the Human Development Hub's Social Protection Unit. Since its establishment, the Global Child Labor Program (GCLP) has functioned as the Bank’s focal point for child labor activities, training, capacity</td>
<td>Fully Reported</td>
</tr>
</tbody>
</table>
HR7 Forced labor incidents and measures to eliminate forced labor (Core)

No World Bank operations are considered to have significant risk for incidences of forced or compulsory labor. The Social Protection and Labor unit, in the Human Development Vice Presidency, actively works to combat issues of human trafficking, child labor, and forced labor.

More on the WB's Social Protection and Labor Unit

HR8 Security personnel trained to understand human rights

Not applicable

Not Applicable to reporting organization's operations

HR9 Violations of indigenous peoples rights and response

The World Bank policy on indigenous peoples, OP/BP 4.10, Indigenous Peoples, underscores the need for Borrowers and WB staff to identify indigenous peoples, consult with them, ensure that they participate in, and benefit from WB-funded operations in a culturally appropriate way - and that adverse impacts on them are avoided, or where not feasible, minimized or mitigated.

In FY2007, one project (in relation to Uganda) was identified and reviewed in relation to OP/BP 4.10. Details available on the Inspection Panel site below.

Indigenous Peoples and World Bank Safeguard Policies
World Bank Indigenous Peoples website
Requests submitted to the Inspection Panel

| Labor Practices |
|-----------------|-----------------|-----------------|
| LA1 Total workforce by employment type, region (Core) | See chart | Partially Reported |
| LA2 Employee turnover (Core) | Headquarters-appointed (U.S., Western Europe, and Japan) workforce decreased from 7,881 at the end of FY07 to 7,869 in FY08, a 0.2 percent decrease. Country office appointments grew from 3,143 in FY07 to 3,295 in June 2008, equivalent to a 4.8 percent increase. (Awaiting updated numbers from HR) | Fully Reported |
| LA3 Benefits to full time employees | Short term consultants and Short-term temporaries are paid on a daily/hourly rate and are not eligible for medical or life insurance. | Fully Reported |
| LA4 Percentage of employees covered by collective bargaining agreements (Core) | 100% staff are represented by the Staff Association. | Fully Reported |
| LA5 Minimum notice regarding operational changes (Core) | Not applicable | Not Applicable to reporting organization's operations |
| LA6 Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs | 100 percent of staff are represented by a formal Health and Safety Committee. The World Bank has its own Health Services Department, which provides certain medical services to staff and consultants in the workplace to maintain health and prevent illness while traveling and in the office. The department promotes good health for staff and their families by offering compassionate, cost-effective, state-of-the-art educational programs and services locally and globally. Many of our employees travel throughout the world and the WB views proper and convenient health care as an important service. The Health and Safety Department employs 59 staff. | Fully Reported |
| LA7 Rates of injury, work-related fatalities (Core) | In FY2007, the Health and Safety Department reported 1 case (or 0.09 per 1000 staff). Awaiting 2008 numbers | Fully Reported |
| LA9 Health and safety topics in formal agreements | While the WB does not have a trade union, we have worked with a number of environmental issues including indoor air quality concerns in close collaboration with the Staff Association. Areas of concern have included a smokefree workplace, and deep vein thrombosis in travelers (DVTs), and ergonomic issues. The Health Services Department has invested in research and published papers in various areas of concern to staff, such as the effects of air travel, breast cancer, ergonomics, DVTs, and stress. | Fully Reported |
**LA10 Average hours of training per year per employee (Core)**

Staff received an average of 6 hours per employee (all levels) per year

**LA12 Percentage of employees receiving regular performance reviews**

All staff receive an Overall Performance Evaluation (OPE) at least once a year to discuss and summarize ongoing feedback which should have taken place throughout the performance year about the Staff member’s work program, progress toward meeting results agreements, development actions, behavioral standards, and any needed changes. The conversation should also touch on plans for the upcoming performance cycle and training needs.

**LA13 Board/management breakdown by gender, age, minority group member (other diversity) (Core)**

See link below.

Executive Directors, Alternates, and Committee Members, June 2007

**LA14 Ratio of salary of men:women (Core)**

Information not available

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**Product Responsibility**

**PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures (Core)**

The World Bank is guided by a comprehensive set of policies and procedures that are aimed at ensuring that Bank financed operations are economically, financially, socially, and environmentally sound throughout the project cycle. For further details, see the table below illustrating Monitoring Bodies in the World Bank. There are 10 safeguard policies, consisting of the Bank’s policy on environmental assessment (EA) and those policies that fall within the scope of EA: cultural property, disputed areas, forestry, indigenous peoples, international waterways, involuntary resettlement, natural habitats, pest management, and safety of dams. The Bank conducts environmental screening of each proposed project to determine the appropriate extent and type of EA to be undertaken and to ascertain whether the project may trigger other safeguard policies. For further information, see WB’s Safeguard Policies website.

Focus on Sustainability 2004: Project cycle and
| PR2 | Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes | Not applicable | Not Applicable to reporting organization's operations |
| PR3 | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements (Core) | Not applicable | Not Applicable to reporting organization's operations |
| PR4 | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes | Not applicable | Not Applicable to reporting organization's operations |
| PR5 | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction | Not applicable | Not Applicable to reporting organization's operations |
| PR6 | Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship (Core) | Not applicable | Not Applicable to reporting organization's operations |
PR8 Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data

We have not had any breaches of customer data.  

Fully Reported

PR9 Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services (Core)

We have no significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.

Fully Reported

Society

SO1 Programs/practices that impact communities (Core)

The very nature of the World Bank's mission is to impact communities, particularly the poor in developing countries, through development that is equitable and balanced and that meets the needs of the present without compromising the ability of future generations to meets their own economic, social, and environmental needs.

To this end, the Bank’s Social Development Department focuses on activities in support of inclusion, cohesion, and accountability around eight key themes: -Community driven development -Civic engagement and participation -Mobilizing rural institutions -Conflict crime and violence -Indigenous peoples -Involuntary resettlement -Social analysis -Social Policy

The Bank also has a formal policy (OP/BP 4.20) and approach to promote gender equality which makes all staff responsible for ensuring that the Bank’s work is responsive to gender disparities and inequalities that are barriers to development and help member countries formulate and implement their gender and development goals.

In the project development process, the World Bank has safeguard policies to protect cultural heritage, enhance the well-being of indigenous peoples and involuntarily resettled people. These policies have provided a platform for participation of groups who might otherwise be marginalized in project design and have been an important instrument for building ownership among local populations.

In addition, the World Bank is an active “corporate citizen” in the local communities in which we live and work. Staff members donate both their time and their money to local and international organizations in Washington, DC and abroad. Community Outreach Grants Program, Education and Youth Program, Community Connections Campaign, Staff Volunteerism, & Disaster Relief program.

Summary of community outreach for FY 2007:
Community Outreach grants totaled over $960,000, including both grants distributed via the Community Outreach Grants Committee as well as grants allocated by the Community Outreach unit in the Bank’s External Affairs Vice Presidency. Bank staff donated more than 10,000 hours community service, which was matched with over $30,000 in Dollars for Doers contributions to support their efforts. Nearly $900,000 was donated by Bank staff to the Community Connections Campaign, the Bank’s annual workplace giving program. The World Bank Group made a 50% matching contribution of about $450,000, and numerous Bank departments donated some of their budget for holiday parties (totaling about $90,000) to the Campaign, which brought the final Campaign total in FY07 to over $1.4 million. The total value of donated goods and services in FY2007 was more than $150,000.

Social Development at the World Bank
Safeguard Policies: Indigenous Peoples
Safeguard Policies: Physical Cultural Resources
Safeguard Policies: Involuntary Resettlement Policy
Gender and Development: Policy and Implementation

Over the past decade, the World Bank has recognized corruption as one of the greatest obstacles to economic and social development. In 1996, President Jim Wolfensohn publicly acknowledged that the WB’s lending programs were vulnerable to “the cancer of corruption” and called for action. In the ten years since the Board of Executive Directors endorsed the World Bank Group’s first anticorruption strategy, the Bank Group has made significant progress in the fight against corruption. The Bank Group has also taken steps to address the broader governance-related issues that can allow corruption to flourish. In 2001, the World Bank Group established the Department of Institutional Integrity (INT ) to investigate allegations of fraud and corruption in Bank-financed projects as well as possible staff misconduct. The Integrity Department also assists in preventative efforts to protect Bank Group funds, and those funds entrusted to it, from misuse and to deter fraud and corruption in its operations.

An investigation into fraud and corruption can have several outcomes, all of which are meant to hold accountable those found to have engaged in wrongdoing. When firms or individuals are found through an INT investigation to have engaged in fraudulent, corrupt, collusive, coercive or obstructive practices (as defined in the IBRD/IDA Anti-Corruption Guidelines, October 15, 2006), these entities may be subject to an administrative sanction such as debarment. In addition, entities found to have obstructed an investigation may also be sanctionable. For further details, see link below.

In fiscal year 2007 (FY07), the World Bank Group’s Board of Executive Directors unanimously endorsed a new Governance and Anticorruption (GAC) Strategy which aims to heighten the institution’s focus on these areas as an integral part of its work to reduce poverty and promote economic growth.

The Integrity Department’s work is just one part of the World Bank’s extensive anticorruption efforts. Other principal offices...
pursuing our broader engagement in governance and anticorruption include the Poverty Reduction and Economic Management (PREM) network; the World Bank Institute (WRI); Operations Policy and Country Services (OPCS); the Legal Vice Presidency; and the Bank Group’s regional staff. In order to be most effective, the Bank also works with numerous external stakeholders, including other multilateral and bilateral development institutions, civil society, and the private sector.

**Department of Institutional Integrity**  
**Issues brief on governance and anti-corruption**  
**Annual Integrity Report**  
**Sanctions and Debarments**

<p>| SO3 Percentage of employees trained in anti-corruption policies/procedures (Core) | Almost 1,300 training days to 990 staff members on anti-corruption were provided to World Bank staff during FY2007. | Fully Reported |
| SO4 Actions in response to corruption (Core) | An investigation into fraud and corruption in Bank-financed projects can have several outcomes, all of which are meant to hold accountable those found to have engaged in wrongdoing. Firms or individuals found through an investigation to have engaged in fraudulent, corrupt, collusive, or coercive practices may be subject to an administrative sanction such as debarment. In addition, entities found to have obstructed an investigation may also be sanctionable. Debarred entities are declared ineligible to be awarded a World Bank-financed contract. Debarment may be permanent or temporary, and is meant to prevent and deter fraud and corruption in the projects that the Bank finances or supports. | Fully Reported |
| SO5 Public policy positions and participation in public policy development and lobbying (Core) | The WB does not take any public policy positions, nor does it participate in lobbying. | Fully Reported |</p>
<table>
<thead>
<tr>
<th>SO6 Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country</th>
<th>The World Bank does not contribute to political parties, politicians, or related institutions.</th>
<th>Fully Reported</th>
</tr>
</thead>
<tbody>
<tr>
<td>SO7 Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes</td>
<td>No legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.</td>
<td>Fully Reported</td>
</tr>
<tr>
<td>SO8 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations (Core)</td>
<td>The WB did not incur any significant fines or non-monetary sanctions for non-compliance with laws and regulations.</td>
<td>Fully Reported</td>
</tr>
</tbody>
</table>

**Public Agency**

<p>| PA2 State the definition of sustainable development used by the public agency, and identify any statements or principles adopted to guide sustainable development polices | The World Bank works to ensure that our actions taken today to promote development and reduce poverty do not result in environmental degradation or social exclusion tomorrow. To promote this goal the WB has adopted a suite of sector strategies on energy, environment, agriculture, rural development, forest services, water resources, and social development. The strategies all have a common denominator: they are anchored in the three dimensions of development - economy, society and the environment - because economic growth must be rooted in social balance and environmental sustainability. | Fully Reported |
| PA3 Identify the aspects for which the organization has established sustainable development policies | We have 11 safeguard policies that particularly focus on social and environmental sustainability. In addition, we have a Sustainable Development Vice Presidency - the largest operational unit in the WB. It covers agriculture, rural development, climate change, water resources, infrastructure, energy, transport, forestry and biodiversity. | Fully Reported |
| PA4 Identify the specific goals of the organization for each aspect listed in PA4 | The World Bank Sustainable Development Network is responsible for defining the strategic priorities in each sector, and presenting plans for implementing the strategy through regional and country assistance strategies and work programs. For country-specific information, please see the individual country sites. | Fully Reported |
| PA5 Describe the process by which the aspects and goals in both PA3 and PA4 were set | The individual sector strategies detail the broadbased consultations with governments, international agencies, civil society, and other stakeholders. | Fully Reported |
| PA6 For each goal, provide the following information: Implementation measures; Results of relevant assessments of the effectiveness of those measures before they are implemented; State targets and key indicators used to monitor progress, with a focus on outcomes; Description of progress with respect to goals and targets in the reporting periods, including results of key indicators; Actions to ensure continuous improvement towards reaching the public agency’s goals and targets; and Post-implementation assessment and targets for next time period. Describe the role of and engagement with stakeholders with respect to the items disclosed in PA6. | For each sector, strategies detail the implementation steps and the measures of effectiveness, including key indicators. The Independent Evaluation Group (IEG) assesses effectiveness of strategies and development activities post-implementation. | Fully Reported |</p>
<table>
<thead>
<tr>
<th>PA7 Describe the role of and engagement with stakeholders with respect to the items disclosed in PA6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Due to the diversity of the WB development activities, different strategies are utilized to engage stakeholders. Stakeholder engagement cross sector strategies are detailed in the individual sector strategies; stakeholder engagement at the country level can be found in the individual country sites; and engagement with civil society is described on the Civil Society website. Stakeholder engagement for individual projects can be found in the projects’ Environmental Assessment (EA), part of the project's public documents.</td>
</tr>
<tr>
<td>WB Sustainable Development Sector Strategies</td>
</tr>
<tr>
<td>WB Member Countries</td>
</tr>
<tr>
<td>WB Civil Society</td>
</tr>
<tr>
<td>WB Project Portfolio</td>
</tr>
<tr>
<td>Fully Reported</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PA8 Gross expenditures broken down by type of payment</th>
</tr>
</thead>
<tbody>
<tr>
<td>See Information Statements.</td>
</tr>
<tr>
<td>Information Statement 2008</td>
</tr>
<tr>
<td>Fully Reported</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PA9 Gross expenditures broken down by financial classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>See WB Information Statements.</td>
</tr>
<tr>
<td>WB Information Statement 2008</td>
</tr>
<tr>
<td>Fully Reported</td>
</tr>
</tbody>
</table>

<table>
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<tr>
<th>PA10 Capital expenditures by financial classification</th>
</tr>
</thead>
<tbody>
<tr>
<td>See Financial Statements of the most current WB Annual Report.</td>
</tr>
<tr>
<td>WB Annual Report</td>
</tr>
<tr>
<td>Fully Reported</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PA11 Describe procurement policy of the public agency as it relates to sustainable development</th>
</tr>
</thead>
<tbody>
<tr>
<td>See response to indicator HR2.</td>
</tr>
<tr>
<td>Fully Reported</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PA12 Describe economic, environmental, and social criteria that apply to expenditures and financial commitments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our financial commitments are guided by our Mandate which is determined by the Board of Governors. For the latest communiqué, see the link below.</td>
</tr>
<tr>
<td>Development Committee Communique</td>
</tr>
<tr>
<td>WB Operations</td>
</tr>
<tr>
<td>Fully Reported</td>
</tr>
<tr>
<td>PA13 Describe linkages between the public agency’s procurement practices and its public policy priorities</td>
</tr>
<tr>
<td>---</td>
</tr>
</tbody>
</table>

**Procurement Policies and Procedures**

| PA14 Percentage of the total value of goods purchased that were registered with voluntary environmental or social labels and/or certification programmes, broken down by type. | Information not available. | Detailed data not collected or not yet available in this report |