

Annual Report 2019

APPENDIX

CORPORATE RESPONSIBILITY

OUR OFFICES

Minimizing IFC's impact on the environment is a priority for us. That's why we design and manage our buildings in a sustainable way and try to offset emissions that cannot be eliminated.

Using natural resources efficiently:

IFC's largest office, our headquarters in Washington, D.C., accounts for nearly half of our global real estate footprint [by square foot]. Energy-saving projects have reduced total electricity consumption at our headquarters by 22 percent since 2007. In FY19 we shortened the daily use of the heating, ventilation, and air conditioning systems aimed at saving 2 to 3 percent of total energy use. We also continued to upgrade the lighting system to LED products and to adjust temperature setpoints for water use, and for heating and cooling systems.

Maintaining climate neutrality:

IFC continues to be carbon-neutral for global business operations, including air travel. IFC adopted our first ever global corporate carbon emissions reduction target at COP24, the 2018 United Nations Climate Change Conference. IFC's commitment is to reduce facility-related emissions (Scope 1 and 2) by 20 percent between 2016 and 2026, as part of a 28-percent reduction pledged by the entire World Bank Group over the same period.

To meet the carbon-reduction target, a range of measures are being considered at our headquarters and country offices, including improving energy efficiency and using renewable energy where feasible.

IFC is leading the development and engineering of a new net-zero energy use office building for the World Bank Group in Dakar, Senegal. The project is slated for completion in 2020. IFC is also studying the potential for adding on-site solar-energy generation at other properties we own.

In FY18, the latest year for which data are available, carbon emissions from our global business operations totaled 43,025 metric tons of carbon-dioxide equivalent—of which business travel accounted for 72 percent. Office electricity consumption accounted for an additional 22 percent—half of which was attributable to IFC headquarters. Over the past three years, IFC's carbon emissions per full-time employee have declined by 4 percent to the equivalent of 8.58 metric tons of carbon dioxide per full-time employee.

We purchase and retire carbon credits annually as part of our carbon-neutral commitment, choosing projects that bring tangible development benefits to the communities in which they take place.

IFC also purchases renewable energy certificates equal to the consumption of our headquarters office. IFC reports its greenhouse emissions annually in the United Nations' Climate Neutral Now initiative and in the Carbon Disclosure Project. More details can be found at www.ifc.org/corporateresponsibility.

FY18 carbon emissions inventory for IFC's global operations

METRIC TONS OF CARBON-DIOXIDE EQUIVALENT

Business Travel (Scope 3)	31,099
HQ Office Electricity (Scope 2)	4,954
Country Office Electricity (Scope 2)	4,649
Other (Scope 1; Scope 2 from water chiller electricity and purchased steam)	2,323
TOTAL EMISSIONS	43,025

Note: Emission factors are in accordance of the World Bank Group's Inventory Management Plan. The process of validating data from country offices extends beyond Q1 of each Fiscal Year; therefore, prior fiscal year data are presented in this report.

OUR STAFF

Ensuring competitive compensation and benefits:

IFC applies the World Bank Group's compensation framework. Competitive compensation is essential to attract and retain a highly qualified, diverse staff.

Salaries for staff recruited in Washington, D.C., are based on the U.S. market. Salaries for staff hired outside the United States are based on local competitiveness as determined by independent local market surveys. Given the World Bank Group's status as a multilateral organization, staff salaries are determined on a net-of-tax basis.

Staff salary structure and benefits (Washington, D.C.)

As of June 30, 2019, the salary structure (net of tax) and annual average net salaries/benefits for World Bank Group staff were as follows:

GRADES	REPRESENTATIVE JOB TITLES	MINIMUM (US\$)	MIDPOINT (US\$)	MAXIMUM (US\$)	STAFF AT GRADE LEVEL (%)	AVERAGE SALARY/ GRADE (US\$)	AVERAGE BENEFITS ^a (US\$)
GA	Office Assistant	27,500	39,300	51,100	0.01%	38,110	20,385
GB	Team Assistant, Information Technician	33,600	48,000	62,400	0.16%	44,962	24,050
GC	Program Assistant, Information Assistant	41,100	58,700	76,300	6.36%	60,959	32,608
GD	Senior Program Assistant, Information Specialist, Budget Assistant	48,500	69,300	90,100	6.22%	74,841	40,033
GE	Analyst	65,900	94,100	122,300	10.02%	87,141	46,612
GF	Professional	86,200	123,100	160,000	21.34%	113,098	60,497
GG	Senior Professional	114,100	163,000	211,900	35.44%	158,542	84,805
GH	Manager, Lead Professional	154,700	221,000	287,300	17.49%	223,386	119,490
GI	Director, Senior Advisor	235,700	294,600	353,500	2.49%	293,594	157,045
GJ	Vice President	281,900	331,700	381,500	0.42%	360,822	193,006
GK	Managing Director, Executive Vice President, Chief Executive Officer	313,400	368,700	424,000	0.06%	411,178	212,675

Note: Because WBG staff, other than U.S. citizens, usually are not required to pay income taxes on their WBG compensation, the salaries are set on a net-of-tax basis. These salaries are generally equivalent to the after-tax take-home pay of the employees of the comparator organizations and firms from which WBG salaries are derived. Only a relative small minority of staff will reach the upper third of the salary range.

a. Includes medical, life and disability insurance; accrued termination benefits; and other non-salary benefits. Excludes tax allowances.