

5.0

GRI Reporting Appendix

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GRI Index 2017

Since 2012, Beckers has been reporting its sustainability performance to its stakeholders, including customers, suppliers, employees, regulators and non-governmental organisations.

This report has been prepared in accordance with the GRI Standards: Core option. The reporting consists of a separate sustainability report and this appendix published on

Beckers' website. All of Beckers' 34 legal entities in 22 countries are included in the report. The GRI Index in this document compiles indicator information and explains

any omissions to the reported data. The data has not been externally audited.

Number	Disclosure	2017 input	Comment	Page
GRI 101: Foundation 2017 (does not include disclosures) and GRI 102: General Disclosures (core)				
Organisational Profile				
102-1	Name of the organisation	Beckers Group		Report 35
102-2	Activities, brands, products and services	Described in report.	Beckers do not sell any products that are banned in the specific market.	Report 35
102-3	Location of headquarters	Berlin		Report 35
102-4	Location of operations	Argentina, Bangladesh, China (3), France (2), Germany, Great Britain, India (2), Indonesia, Italy, Malaysia, Mexico, Poland, South Africa, Sweden, Turkey, USA (2), UAE, Vietnam.	31 st of December 2017	Report 36
102-5	Ownership and legal form	Described in report		Report 35
102-6	Markets served	Austria, Belgium, Bahrain, Brazil, Bulgaria, Cameroon, Canada, Chile, Costa Rica, Croatia, Czech Republic, Denmark, Egypt, Finland, Georgia, Greece, Hungary, Ireland, Jordan, Kenya, Morocco, Myanmar, Nepal, Netherlands, Nigeria, Norway, Oman, Pakistan, Philippines, Portugal, Romania, Russia (branch office), Saudi Arabia, Serbia, Singapore, Slovakia, Slovenia, South Korea, Spain, Switzerland, Taiwan, Tanzania, Thailand	Additional markets 31 st of December 2017	Report 36
102-7	Scale of the organisation			
	Total number of employees	1,789	(1,800)	
	Total number of operations	23	31 st of December 2017	
	Net sales	MSEK 5,640		
	Total capitalisation	Equity: MSEK 1,307 Equity ratio: 34% Net interest bearing debt: MSEK 373		
	Quantity of products provided	160,000	Tonnes produced	
102-8	Information on employees and other workers			
	a. Total number of employees by employment contract (permanent and temporary), by gender.	Total number: 1,789 Female: 430 (24%), Male 1,359 76% Permanent: Female: 369 (24%), Male: 1,191 (76%) Temporary: Female: 61 (27%), Male: 168 (73%)	Scope all internal Employees	
	b. Total number of employees by employment contract (permanent and temporary), by region.	No information on employment contract by region 2017	Will be reported in coming reports.	
	c. Total number of employees by employment type (full-time and part-time), by gender.	Total number: 1,789 Full time: 1,741 – Female: 391 (22%), Male 1,350 (78%) Part time: 48 – Female: 39 (81%) Male: 9 (19%)	Scope all internal Employees 1,789	Appendix 7
	d. Whether a significant portion of the organization's activities are performed by workers who are not employees	This is not the situation		

Number	Disclosure	Input 2017	Comment	Page
	e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries).	None		
	f. An explanation of how the data have been compiled, including any assumptions made.	Data from global HR information system		
102-9	Supply chain	Described in report		Report 28, 36
102-10	Significant changes to the organisation and its supply chain	Nigeria site closed down during the year but is still reporting data for 2017		
102-11	Precautionary Principle or approach	As a chemical industry organisation with high standards on environmental performance and security, Beckers performs mandatory risk analysis for new processes and materials that take the precautionary principle into account.		
102-12	External initiatives	No major principles and initiatives endorsed		
102-13	Membership of associations	CEPE (European Council of Paint, Printing Ink and Artists' Colours Industry), ECCA (European Coil Coating Association), NCCA (North America Coil Coatings Association) and other national paint organisations, Swedish and French Institutes of Corrosion.		
Strategy				
102-14	Statement from senior decisionmaker	CEO message		Report 2
Ethics and Integrity				
102-16	Values, principles, standards and norms of behaviour	Beckers Group Code of conduct	beckers-group.com/sustainability/our-approach/	Report 35
Governance				
102-18	Governance structure	Described in report		Report 37
Stakeholder engagement				
102-40	List of stakeholder groups	Described in Appendix		Appendix 5
102-41	Collective bargaining agreements	Regulated employees: 1,333 (75%) Non-regulated employees: 456 (25%)	Regulated employees: are subject to union agreements, labor standards acts etc. especially regarding salary or working time regulations. Non-regulated employees: are excluded from overtime regulations, minimum wage and other rights and protections regulated workers benefit from. Typically, only executives, senior managers or comparable staff belong to the group of non-regulated employees.	Appendix 7
102-42	Identifying and selecting stakeholders			
102-43	Approach to stakeholder engagement	Described in Appendix		Appendix 5
102-44	Key topics and concerns raised			
Reporting practice				
102-45	Entities included in the consolidated financial statements	34 legal companies	in 22 countries (including operations sites and offices)	
102-46	Defining report content and topic boundaries	Described in report		Report 38
102-47	List of material topics	Described in report and appendix		Report 38, Appendix 6
102-48	Restatements of information	No restatements		
102-49	Changes in reporting	Described in report		Report 38
102-50	Reporting period	1 st of Jan 2017–31 st of Dec 2017		
102-51	Date of most recent report	3 rd of June 2017		
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	Described in report		Report 41
102-54	Claims of reporting in accordance with the GRI Standards	Described in report		Report 38
102-55	GRI content index	This table		Appendix 2
102-56	External assurance	No external assurance		

5.2

Material topics

Number	Disclosure	Input 2017	Comment	Page
Beckers own topics				
GRI 103: Magement Approach 2017 and Product Stewardship				
103-1	Explanation of the material topics and its boundaries	Described in Appendix		Appendix 6
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
Own disclosure	Percentage of raw material supply evaluated	Described in report	This is our first disclosure within this topic, more to come in future reports.	Report 28
Environmental standards				
GRI 103: Management Approach 2017 and GRI 301: Materials 2017				
103-1	Explanation of the material topics and its boundaries	Described in Appendix		Appendix 6
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
301-1	Materials used			
	a. Total weight or volume of materials that are used to produce and package final products, by:	148,293 ton . Renewable biobased content is 1141 ton, 0,77% of total material used.	From Top 100 suppliers at each site	
	i. Non-renewable materials used	147,152 ton		
	ii. Renewable materials used	1,141 ton	Biobased: 0.77% – increased by 7% from last year (0.72%)	
GRI 103: Management Approach 2017 and GRI 302: Energy 2017				
103-1	Explanation of the material topic and its boundary	Described in Appendix		Appendix 6
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
302-1	Energy consumption			
	a. Total fuel consumption from non-renewable	20,155 MWh		
	b. Total fuel consumption from renewable sources	0		
	c. Total consumption of:			
	i. electricity	36,701 MWh	Of which renewable: 13,355 MWh Self-generated solar energy: 41 MWh	Report 24
	ii. heating	6,558 MWh	Of which renewable: 5,837 MWh	Report 24
	iii. cooling	0		
	iv. steam	0		
	d. Total sold:			
	i. electricity	2.67 MWh	Self-generated solar energy not used at site and sold.	
	ii. heating	0		
	iii. cooling	0		
	iv. steam	0		
	e. Total energy consumption	63,414 MWh	Calculated	Report 24
	f. Standards, methodologies, assumptions, calculation tools used.		We calculate energy use and greenhouse gas emissions from all operations as well as from certain aspects of our transports. We use the calculation tool Our Impacts, developed by Ecometrica. The calculations follow GHG-protocol and are performed by experts.	
	g. Source of the conversion factors used		The emission factors are included in the tool (Our Impacts) and are updated and revised regularly.	
302-3	Energy intensity			
	a. Energy intensity ratio	0.39 MWh/ton product	Calculated	Report 24
	b. Organisation specific nominator	Volume produced	160,000 tons (approx)	

Number	Disclosure	Input 2017	Comment	Page
	c. Types of energy included, or all	All	Includes renewable energy generated on-site for the first time.	
	d. Whether the ratio uses energy consumption within or outside or both.	Within only		
GRI 103: Management Approach 2017 and GRI 305: Emissions 2017				
103-1	Explanation of the material topics and its boundaries	Described in Appendix		Appendix 6
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
305-1	Direct (Scope 1) GHG emissions			
	a. Gross direct emissions	10,129 ton	From OI (Our Impacts). See g. below.	Report 25
	b. Gases included	CO ₂ , CH ₄ , NO ₂ , HFCs, NF ₃ , SF ₆ and PFCs (when applicable)	At this point in time the data provided results in emission calculations on CO ₂ , CH ₄ and N ₂ O.	
	c. Biogenic emissions	None	Info from our consultants U&We.	
	d. Base year	2013	Beckers group has 2013 climate assessment as base year, with Scope 1 emissions of 12,763 ton CO ₂ e. There has been no recalculations triggered.	
	e. Source of emission factors and GWP used		The emission factors are included in the tool (Our Impacts) and are updated and revised regularly. For GWP, IPCC 2007 values are used.	
	f. Consolidation approach	Operational control		
	g. Standards, methodologies, assumptions, calculation tools used.	GHG Protocol	We calculate energy use and greenhouse gas emissions from all operations as well as from certain aspects of our transports. We use the calculation tool Our Impacts, developed by Ecometrica. The calculations follow GHG-protocol and are performed by experts.	
305-2	Energy indirect (Scope 2) GHG emissions			
	a. Gross location-based indirect emissions	14,205 ton	From OI (Our Impacts). See g. below.	Report 25
	b. Gross market-based indirect emissions	14,208 ton	From OI (Our Impacts). See g. below.	Report 25
	c. Gases included	CO ₂ , CH ₄ , NO ₂ , HFCs, NF ₃ , SF ₆ and PFCs (when applicable)	At this point in time the data provided results in emission calculations on CO ₂ , CH ₄ and N ₂ O.	
	d. Base year	2013	Beckers group has 2013 climate assessment as base year, with Scope 2 emissions of 14,804 ton CO ₂ e. There has been no recalculations triggered.	
	e. Source of emission factors and GWP used		The emission factors are included in the tool (Our Impacts) and are updated and revised regularly. For GWP, IPCC 2007 values are used.	
	f. Consolidation approach	Operational control		
	g. Standards, methodologies, assumptions, calculation tools used.	GHG Protocol	We calculate energy use and greenhouse gas emissions from all operations as well as from certain aspects of our transports. We use the calculation tool Our Impacts, developed by Ecometrica. The calculations follow GHG-protocol and are performed by experts.	
305-3	Other indirect (Scope 3) GHG emissions			
	a. Gross other indirect emissions	31,881 ton	Location based scope 3 emission. From OI (Our Impacts). See g. below.	Report 25
	b. Gases included	CO ₂ , CH ₄ , NO ₂ , HFCs, NF ₃ , SF ₆ and PFCs (when applicable)	At this point in time the data provided results in emission calculations on CO ₂ , CH ₄ and N ₂ O.	
	c. Biogenic emissions	None	From our consultants U&We.	
	d. Base year	2013	Beckers group has 2013 climate assessment as base year, with Scope 3 emissions of 29,826 ton CO ₂ e. There has been no recalculations triggered.	
	e. Source of emission factors and GWP used		The emission factors are included in the tool (Our Impacts) and are updated and revised regularly. For GWP, IPCC 2007 values are used.	
	f. Consolidation approach	Operational control		
	g. Standards, methodologies, assumptions, calculation tools used.	GHG Protocol	We calculate energy use and greenhouse gas emissions from all operations as well as from certain aspects of our transports. We use the calculation tool Our Impacts, developed by Ecometrica. The calculations follow GHG-protocol and are performed by experts.	
305-4	GHG emissions intensity			
	a. GHG emission intensity ratio	Scope 1+2 = 0.15 tCO ₂ e/ton product Scope 3 = 0.20 tCO ₂ e/ton product	From OI (Our Impacts). See g. above.	
	b. Organisation specific denominator	Volume produced	160,000 tons (approx)	
	c. Types of GHG emissions included (Sc1, Sc2, Sc3)	SC1+SC2+SC3		

Number	Disclosure	Input 2017	Comment	Page
	d. Gases included	CO ₂ , CH ₄ , NO ₂ , HFCs, NF ₃ , SF ₆ and PFCs (when applicable)	At this point in time the data provided results in emission calculations on CO ₂ , CH ₄ and N ₂ O.	
305-7	Nitrogen oxides (Nox), sulfur oxides (Sox), and other significant air emissions			
	a. Significant air emissions for:		We report on emissions of Volatile Organic Compounds (VOCs) from our operations. We do not report emissions of Nitrogen oxides (Nox) and Sulphur oxides (Sox) since we do not have enough and accurate data.	Report 25
	i. NOx	NA		
	ii. SOx	NA		
	iii. POP	NA		
	iv. VOC	476 ton	Intensity is disclosed in report: 3 kg/ton.	Report 25
	v. HAP	NA		
	vi. PM	NA		
	vii. Other	NA		
	b. Source of emission factors used		The emission factors for the climate impact are included in the tool (Our Impacts) and are updated and revised regularly.	
	c. Standards, methodologies, assumptions, calculation tools used.		Direct monitoring and Solvent Management Plan (Mass Balance) is used to calculate VOC emissions. Climate impact of the VOC emissions are included in our climate assessment in Our Impacts	
GRI 103: Management Approach 2017 and GRI 306: Effluents and Waste 2017				
103-1	Explanation of the material topics and its boundaries	Described in Appendix		Appendix 6
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
306-2	Waste			
	a. Total weight of hazardous waste by disposal methods:			Report 23
	i. Reuse	1,547 ton	Omission: Reuse waste not segregated into haz and non-haz. Combined figure reported for 2017. Plan to quantify the split in 2018.	
	ii. Recycling	1,757 ton		
	iii. Composting	NA		
	iv. Recovery, incl energy recovery	2,484 ton		
	v. Incineration	582 ton		
	vi. Deep well injection	NA		
	vii. Landfill	38		
	viii. On-site storage	NA	Omission: Not reported, waste is reported when leaving site due to waste disposal method (Information provided by waste disposal contractor).	
	ix. Other	NA		
	b. total weight of non-hazardous waste by disposal method:			
	i. Reuse	clubbed with haz	Omission: Reuse waste not segregated into haz and non-haz. Combined figure reported for 2017. Plan to quantify the split in 2018.	
	ii. Recycling	1,272 ton		
	iii. Composting	NA		
	iv. Recovery, incl energy recovery	235 ton		
	v. Incineration	24		
	vi. Deep well injection	NA		
	vii. Landfill	314 ton		
	viii. On-site storage	NA	Omission: Not reported, waste is reported when leaving site due to waste disposal method (Information provided by waste disposal contractor).	
	ix. Other	NA		
306-3	Significant spills			
	a. Total number and total volume	0		
	b. additional information for each spill:			
	i. Location	NA		
	ii. Volume of spill	NA		
	"iii. Material of spill: (oil, fuel, waste, chemicals, other)"	NA		
	c.. Impacts of significant spills	NA		
Social standards				
GRI 103: Management Approach 2017 and GRI 401: Employment 2017				
103-1	Explanation of the material topics and its boundaries	Described in Appendix		Appendix 6

Number	Disclosure	Input 2017	Comment	Page
103-2	The management approach and its components	Described in Appendix		Appendix 6
103-3	Evaluation of the management approach			
401-1	Employees – new and turnover			
	a. Total number and rate of new employee hires by age, gender and region.	Age: <35 119 (61%), 36–50 66 (34%), >50 10 (5%) Gender: Female 54 (28%), Male 141 (72%) Region: AME 77 (39%), EAA 118 (61%)		Appendix 7
	b. Total number and rate of employee turnover by age, gender and region.	Age: <35 91 (49%), 36-50 65 (35%), >50 28 (15%) Gender: Female 48 (26%), Male 136 (74%) Region: AME 91 (49%), EAA 93 (51%)		Appendix 7
GRI 103: Management Approach 2017 and GRI 403: Occupational Health and Safety 2017				
103-1	Explanation of the material topic and its Boundary	Described in Appendix		Appendix 6
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
403-1	Workers representation in HSE committees			
	a. level of operation of the committee	At local facility/site level.		
	b. percentage of workers represented in committee	100%, all employees at site.		
403-2	Work-related injuries, diseases,lost days etc			
	a. Injury, injury rate, occupational disease rate, lost day rate, absentee rate, work-related fatalities, by region and gender	"9 injuries/accidents in group: 8 male + 1 female, all in EA&A region LTI (injury rate): 2.6 per 1 million worked hours, 4.5 for EA&A and 0 for A&ME. Lost day rate: 77.2 (only EA&A region) Sick leave rate: 2.5% No work-related fatalities"	"Manhours not captured on gender level (lost days and sick leave). Occupational disease not reported on group level." Sick leave rate is not measured at regional or gender level.	
	b. The same for workers controlled but not employed	"1 injury/accident in group: male and in EA&A region LTI (injury rate): 23,3 per 1 million worked hours (only EA&A region). No work-related fatalities."	"Called contractors in our statistics. Manhours not captured on gender level. Lost day rate not calculated for contractors."	
	c. rules for recording and reporting accidents		"An injury/accident that results in an absence from the next working day or shift. It excludes accidents during normal travel to and from work & outside of the site perimeters, occurrences having only a medical origin (such as a heart attack at work) and occupational diseases."	
GRI 103: Management Approach 2017: Training and education 2017				
103-1	Explanation of the material topic and its boundary	Described in Appendix		Appendix 6, 7
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
Own disclosure	E-learning completion rate			
GRI 103: Management Approach 2017 and GRI 413: Local Communities 2017				
103-1	Explanation of the material topic and its boundary	Described in Appendix		
103-2	The management approach and its components			
103-3	Evaluation of the management approach			
413-1	Local community engagement			
	a. Percentage of op implemented including use of:	46 %	The number of sites reporting community social initiatives by total number of sites	Report 30
	i. social impacts assessment			
	ii. Environmental impact assessment			
	iii. Public disclosure of results			
	iv. Community development programs			
	v. Stakeholder engagement plans			
	vi. Consultation committees			
	vii. Bodies to deal with impacts			
	viii. Formal grievance processes			



5.3

Our stakeholders

Beckers has identified the following stakeholders as the most important to focus our communication, engagement and activities on: customers, employees, suppliers, regulators and communities.

Additional information on stakeholder engagement and key topics (102-40, 102-42, 102-43 and 102-44)

Customers	Employees	Suppliers	Regulators and Communities
<p>Customer focus means we serve our customers by creating value through sustainable solutions which encompass both products and services.</p>	<p>We live our values. We share the Beckers spirit, we have a strong sense of belonging. We are conscious about assuming responsibility. We offer our employees valuable opportunities to grow personally and professionally. We aspire to become an employer of choice.</p>	<p>Beckers relies on the products and services provided by our crucial partners and we cooperate for better synergies.</p>	<p>We are deeply engaged when it comes to our environmental and social responsibilities. We comply with or exceed all applicable regulations in countries where we operate. Beckers Group wants to positively contribute to our communities by both providing reliable employment and by giving back through charitable giving and social responsibility programmes. During 2017 Beckers reviewed and prioritized the UN Sustainable development goals (SDGs). The prioritized goals (4, 5, 8, 10, 11, 12, 13 & 17) are the ones where we judge that we can make the greatest contribution. See page 7 in Report.</p>
<p>How we engage and communicate with our stakeholders</p> <ul style="list-style-type: none"> – Local, flexible and professional customer service – Closely and directly connected to customers – Market research and business development 	<ul style="list-style-type: none"> – Union representation in many countries – EWC (European work council) – Regular individual performance reviews and training programmes – Health & safety Committees – Local employee survey, see page 29 in Report 	<ul style="list-style-type: none"> – Individual meetings and partnerships – New supplier evaluation and introduction – Participation in EcoVadis assessment and act upon its results – On site supplier audits – Joint development projects with selected partners 	<ul style="list-style-type: none"> – Reporting (GRI report and local environmental reporting) – Local social activities and initiatives
<p>Key Issues for the stakeholder in interaction with Beckers</p> <ul style="list-style-type: none"> – Product design – Product quality and performance – Customer dedicated technical account managers and service technicians – Joint development together with our customers 	<ul style="list-style-type: none"> – Healthy & safe working conditions – Training & education – Anti-corruption – Talent management – Gender diversity – No discrimination – Employee wellbeing 	<ul style="list-style-type: none"> – Long term relationships and product innovation – Capacity planning – Compliance with laws and regulations – Anti-corruption – Healthy & safe working conditions – Respect of human rights and ensuring elimination of child labour – Anti-competitive behaviour 	<ul style="list-style-type: none"> – Environmental impact – Local regulatory compliance – Product safety and labeling standards – Training & Education – Quality of life for people in the community

5.4 Disclosure of Management Approach

This section presents the management of our material topics for sustainability. When shifting to GRI Standards for 2016 reporting, we decided to review our material topics, reflecting our roadmap for fulfilling our vision. The creation of the topic 'Product Stewardship' enabled us to condense the number of material topics from 17 to eight. We still have the same focus on sustainability; this reorganisation of our topics makes them simpler

and more structured for our stakeholders. This section evaluates our management approach, and will be included in our yearly GRI reporting as we review any changes in impact, risks and requirements.

During 2017 Beckers reviewed and prioritized the UN Sustainable development goals (SDGs). The prioritized goals (4, 5, 8, 10, 11, 12, 13 & 17) are the ones where we judge that we can make the greatest contribution.

Compliance with laws and regulations including but not limited to human rights, environment, health and safety, anti-corruption, anti-competitive behavior, protection of personal data and privacy is clearly regulated by laws and our Code of Conduct. Compliance to our CoC is continuously followed by the Management of the Group. The Chief Administrative Officer is in charge of internal audits and compliance on a global level.

Own topic: Product Stewardship	
Reason for materiality	We created 'Product Stewardship' as one of our eight material topics. Ultimately, this topic will help us to develop more products for our customers that meet their needs and fulfil our shared vision of sustainability. Our most vital areas to improve are: choice of raw materials, suppliers, product performance for applicators and end user, and finally what happens with scrapped painted materials.
Boundary	Impact across the whole value chain from raw materials suppliers to Beckers, applicators and end users. Note that customer H&S is covered by this topic. It means taking responsibility for sustainability issues along the length of the product value chain.
Policy	Beckers Sustainability Policy, Beckers Code of Conduct and Beckers Supplier Code of Conduct.
GRI Disclosures	301-1 and 301-2 Materials.
Beckers Indicators	Percentage of raw material supply evaluated according to sustainability criteria (Ecovadis). Percentage of suppliers with a satisfactory score (>40).
Goal	Targets set on supply chain as described in Report 27 (3.5)
Responsible	CTO (Products), COO (RM and suppliers). Responsibility is linked to performance assessment and incentive programmes.
SGDs covered by this topic:	11, 12, 13.
GRI 306: Effluents and Waste	
Reason for materiality	As a chemical industry manufacturer, resource usage is material and is already measured and targeted. This means minimising wasted material and closing packaging material loops.
Boundary	Impact in own operations, caused by Beckers.
Policy	Beckers Sustainability Policy, Code of Conduct and HSE Policy.
GRI Disclosures	306-2 Waste and 306-3 Spills.
Beckers Indicators	Total waste kg/ ton produced.
Goal	10% reduction 2020 from 2013 baseline.
Responsible	Local MD. Responsibility is linked to performance assessment and incentive programmes.
SGDs covered by this topic:	12
GRI 302: Energy	
Reason for materiality	As a chemical industry manufacturer, energy efficiency is material, both in terms of efficiency and climate change, and is already measured and targeted. To support sustainable development globally we need to use energy from renewable sources.
Boundary	Impact in own operations, caused by Beckers.
Policy	Beckers Sustainability Policy, Code of Conduct and HSE Policy.
GRI Disclosures	302-1 Energy consumption, 302-3 Energy intensity.
Beckers Indicators	Total energy use MWh/ ton produced.
Goal	10% reduction 2020 from 2013 baseline. Already achieved.
Responsible	Local MD. Responsibility is linked to performance assessment and incentive programmes.
SGDs covered by this topic:	12, 13.

GRI 305: Emissions	
Reason for materiality	Climate impact is material and we already measure and assess it. Energy use at operations and transportation of goods has a major climate impact. VOCs have significant climate impact and may also affect health. Hence our focus is on greenhouse gases and VOC emissions, and we have set target on reduction.
Boundary	Impact in own operations and value chain, contributed by Beckers.
Policy	Beckers Sustainability Policy, Code of Conduct and HSE Policy.
GRI Disclosures	305-1,2,3,4 GHG Emissions, 305-7. Other emissions.
Beckers Indicators	VOC kg emitted/ton produced.
Goal	10% reduction 2020 from 2013 baseline. Already achieved.
Responsible	Local Managing Director. Responsibility is linked to performance assessment and incentive programs.
SGDs covered by this topic:	11, 12, 13.
GRI 401: Employment	
Reason for materiality	Our employees are critical to our success. We are measuring employee turnover to identify opportunities for improvement.
Boundary	Impact in own operations, caused by Beckers.
Policy	Beckers Sustainability Policy, Code of Conduct, Recruitment policy and Local HR handbooks.
GRI Disclosures	401-1 Employee turnover balance.
Beckers Indicators	None
Goal	No
Responsible	CFO, and global and local HR.
SGDs covered by this topic:	5, 8, 10.
GRI 404: Training and Education	
Reason for materiality	We care about the professional development of our employees in the short and long-term. It is only through the know-how of our employees that we can accelerate our progress towards a more sustainable business.
Boundary	Impact in own operations, caused by Beckers.
Policy	Beckers Sustainability Policy, Code of Conduct and HSE Policy.
GRI Disclosures	
Beckers Indicators	E-learnings completion rates
Goal	No
Responsible	CFO, and global and local HR.
SGDs covered by this topic:	4, 5, 8, 10.
GRI 413: Local Communities	
Reason for materiality	Social engagement with local stakeholders is an important part of sustainable development in the communities where we are active. This is because we are interdependent with our stakeholders and rely on their contribution to our success.
Boundary	Impact in own operations and local communities, contributed by Beckers.
Policy	Beckers Sustainability Policy, Beckers Code of Conduct and Lindénggruppen guidelines.
GRI Disclosures	413-1 CSR programmes.
Beckers Indicators	None
Goal	No
Responsible	Local Managing Director
SGDs covered by this topic:	4, 5, 10, 12, 17.
GRI 403: Occupational Health & Safety	
Reason for materiality	The health, safety and wellbeing of our employees, partners and customers is of ongoing, critical importance, and we continue to endeavour to reduce the number of accidents or incidents worldwide to zero.
Boundary	Impact in own operations, caused by Beckers .
Policy	Beckers Sustainability Policy, Code of Conduct and HSE Policy.
GRI Disclosures	403-1 H&S committees 403-2 LTI.
Beckers Indicators	Lost time injury rate (LTI).
Goal	LTI 0
Responsible	Local, according to regulation. Responsibility linked to performance assessment/incentive.
SGDs covered by this topic:	8, 12.

5.5

Employee Statistics

The 2017 Beckers Employee Statistics are compiled from Beckers' globally used HR information system, which consolidates data from all our legal entities and is additionally aligned with headcount-related figures from our global finance system.

The figures orientate on different GRI requirements and standard HR KPIs. Unless otherwise stated, the statistics include all internal employees with December 31, 2017 as reporting date. (Own disclosure on Training and Education, GRI 102-8 and 102-41)

NON-REGULATED EMPLOYEES: are excluded from overtime regulations, minimum wage and other rights and protections regulated workers benefit from. Employers must pay a salary rather than an hourly wage for a position. Typically, only executives, senior managers or comparable staff belong to the group of non-regulated employees.

REGULATED EMPLOYEES: are subject to union agreements, labour standards acts etc. especially regarding salary or working

time regulations. Employees who fall within this category must be paid at least the state-regulated minimum wage and often given overtime pay for any hours worked beyond the regular working hours.

The comment on Non-regulated and regulated is referring to number 10 below on collective bargaining agreements

1. EMPLOYEES TOTAL		
Scope: all internal employees as per Dec 31, 2017		
Gender	Percent (%)	Headcount
Female	24	430
Male	76	1,359
Grand Total	100	1,789
2. PERMANENT EMPLOYMENT		
The amount of permanent employments shows internal employees with unlimited Beckers contracts.		
Scope: all internal employees as per Dec 31, 2017		
Gender	Percent (%)	Headcount
Female	24	369
Male	76	1,191
Grand Total	100	1,560
3. TEMPORARY EMPLOYMENT		
The number of temporary employments shows internal employees with fixed-term (limited) Beckers contracts.		
Scope: all internal employees as per Dec 31, 2017		
Gender	Percent (%)	Headcount
Female	27	61
Male	73	168
Grand Total	100	229

4. FULL-TIME CONTRACTS		
"Full-time" refers to the standard working hours in a country or at a site regulated by collective agreements, labour law etc.		
Scope: all internal employees as per Dec 31, 2017		
Gender	Percent (%)	Headcount
Female	22	391
Male	78	1,350
Grand Total	100	1,741
5. PART-TIME CONTRACTS		
"Part time" applies when the individual working hours of an employee are below the standard working hours described in the "Full-Time" section.		
Scope: all internal employees as per Dec 31, 2017		
Gender	Percent (%)	Headcount
Female	81	39
Male	19	9
Grand Total	100	48
6. EXTERNAL EMPLOYEES		
External employees include agency staff only (hourly rates, supervised by Beckers) - no contractors, freelancers etc.		
Scope: all agency staff as per as per Dec 31, 2017		
Gender	Percent (%)	Headcount
Female	4	7
Male	96	155
Grand Total	100	162

7. N-1, N-2 GENDER SPLIT		
N-1 includes the direct reports to the CEO (N-0). N-2 includes the sub-ordinates of the CEO's direct reports.		
Scope: N-1, N-2 internal employees (excl. e.g. Assistants) as per Dec 31, 2017		
Gender	Percent (%)	Headcount
Female	18	8
Male	82	36
Grand Total	100	44
8. N-1, N-2 AGE GROUPS		
Scope: N-1, N-2 internal employees (excl. Assistants) as per Dec 31, 2017		
Age cluster	Percent (%)	Headcount
25 – 35	5	2
36 – 50	59	26
>50	36	16
Grand Total	100	44
9. N-1, N-2 NATIONALITIES		
Scope: N-1, N-2 internal employees (excl. Assistants) as per Dec 31, 2017		
Nationality	Percent (%)	Headcount
British	9	4
Chinese	7	3
French	21	9
German	21	9
Indian	7	3
Italian	2	1
Malaysian	18	8
Polish	2	1
Russian	2	1
South African	2	1
Swedish	9	4
Grand Total	100	44
10. EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS		
Scope: all internal employees as per Dec 31, 2017		
	Percent (%)	Headcount
Non-regulated	25	456
Regulated	75	1,333
Grand Total	100	1,789
11. EMPLOYEES BY BLUE-COLLAR / WHITE-COLLAR		
Scope: all internal employees as per Dec 31, 2017		
	Percent (%)	Headcount
Blue-collar	43	764
White-collar	57	1,025
Grand Total	100	1,789

12. EMPLOYEES BY BLUE-COLLAR / WHITE-COLLAR AND GENDER				
Scope: all internal employees as per Dec 31, 2017				
	Percent (%)	Headcount		
Blue-collar	43	764		
Female	7	50		
Male	93	714		
White-collar	57	1,025		
Female	37	381		
Male	63	644		
Grand Total	100	1,789		
13. EMPLOYEE TURNOVER BY AGE GROUP				
Scope: all internal employees as per Jan–Dec, 2017				
Leavers/Hires	<35	36–50	< 50	Grand total
2017 Leaver	91	65	28	184
2017 Hire	119	66	10	195
Balance	+28	+1	-18	+11
14. EMPLOYEE TURNOVER BY GENDER				
Scope: all internal employees as per Jan–Dec, 2017				
Leavers/Hires	Female	Female %	Male	Grand total
2017 Leaver	48	26	136	184
2017 Hire	54	28	141	195
Balance	+6		+5	+11
15. EMPLOYEE TURNOVER + FLUCTUATION RATE BY REGION				
Fluctuation rate = total number of leavers / total population				
Scope: all internal employees as per Jan–Dec, 2017				
Leavers/Hires	EAA (Europe, Africa & Americas)	AME (Asia & Middle East)	Grand total	
2017 Leaver	93	91	184	
2017 Hire	118	77	195	
Dec 2017 Headcount	1,218	571	1,789	
Balance	+25	-14	+11	
Fluctuation rate %	7.6	15.9	10.29	

BECKERS GROUP E-LEARNINGS ON SUSTAINABILITY

Code of Conduct on-line training: 41% of all employees.

Sustainability on-line training: 32% of all employees.

Adding value beyond the surface

Sustainability Report 2017



Beckers Group
Global Headquarters
Wilh. Becker Holding GmbH
Kurfürstendamm 57
10707 Berlin, Germany
www.beckers-group.com
© 2018 AB Wilh. Becker

Contact:

Nicklas Augustsson Global Sustainability Director
Ingela Nordin Global Sustainability Manager
Bernd Vogel Chief Technology Officer

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sustainability@beckers-group.com