

5.0

GRI Reporting Appendix

5.1

About the Reporting

Since 2012, Beckers has been reporting its sustainability performance. This report covers the operations of the Beckers Group for 2018 and is our first Communication on Progress to the UN Global Compact.

5.2

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.

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.

5.4

General Disclosures

This report has been prepared in accordance with the GRI Standards: Core option.

5.5

Material Topics

In the GRI index we report according to the topic specific GRI Standards for each of our material topics and thus disclose the information and data from 2018.

5.1

About the Reporting

Since 2012, Beckers has been reporting its sustainability performance. This report covers the operations of the Beckers Group for 2018 and is our first Communication on Progress to the UN Global Compact.

The material topics have been identified based on their relevance to the business in terms of impacts and in relation to the stakeholders, based on a stakeholder dialogue conducted in 2015. Starting in 2016, the reporting practices were adapted to enable the transition to the GRI Standards and then the material topics were reviewed. Beckers are currently conducting an extensive stakeholder dialogue, based on which all material topics will again be reviewed.

This report has been prepared in accordance with the GRI Standards: Core option. The reporting consists of a separate sustainability report and this appendix, both published on Beckers' website. All of Beckers' 33 legal entities in 22 countries are included in the report. The GRI Index in this document compiles disclosure information and explains any omissions to the reported data. The data has not been externally audited.

In 2018 Becker Group became a signatory to the UN Global Compact and our Sustainability report and this Appendix serves as our first Communication on Progress. To us, the 10 principles of the UN Global Compact (UNGC) defines the foundation on which a responsible business should stand. Starting from that foundation, the UN Sustainable Development goals (SDGs) defines the future we all want and that we need to strive for in our business.

In the section Management Approach 5.2 we link each one of our material topics to the relevant UNGC principles as well as to the SDGs.

The Ten Principles of the United Nations Global Compact

Human Rights

1 Businesses should support and respect the protection of internationally proclaimed human rights.

2 Make sure that they are not complicit in human right abuses.

Labour

3 Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4 The elimination of all forms of forced and compulsory labour.

5 The effective abolition of child labour.

6 The elimination of discrimination in respect of employment and occupation.

Environment

7 Business should support a precautionary approach to environmental challenges.

8 Undertake initiatives to promote greater environmental responsibility.

9 Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10 Business should work against corruption in all its forms, including extortion and bribery.

5.2 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 re-organization 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 are in this appendix also linked to each material topic.

Compliance related to human rights, children's 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 Financial Officer together with the General Counsel is in charge of compliance on a global level. Legal compliance is to us not a GRI-topic, but rather an absolute minimum level of performance.

Topic description and boundary

Product stewardship and materials

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' environmental and social performance, 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 operations, 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.

UN Sustainable Development Goals



UN Global Compact Principles



Policies and grievance mechanisms

Beckers Sustainability Policy, Beckers Code of Conduct and Beckers Supplier Code of Conduct.

Actions

- The development of the Beckers Sustainability Index tool for measuring product sustainability (plan to be used for target setting in the future)
- "Chain up!" in supply chain to cover CSR@suppliers (p. 28)

Responsibilities

Business unit managers, COO (RM and suppliers). Incentive programmes are linked to performance.

Energy

As a chemical industry manufacturer, energy efficiency is material, both in terms of efficiency and climate change, and is measured and targeted. To support sustainable development globally we need to use energy from renewable sources.

Boundary: Impact in own operations, energy consumed at Becker's sites.

UN Sustainable Development Goals



UN Global Compact Principles



Beckers Sustainability Policy, Code of Conduct and EHS Policy.

- 10% reduction (total energy used per ton produced) 2020 from 2013 baseline. Already achieved.
- We have an energy management system according to ISO 50001 at two sites.
- Solar panels installed 2017 covers 10% of energy used in Malaysia.
- Transition to renewable electricity realised at some sites.

Local Managing Director. Incentive programmes are linked to performance.

Emissions

Climate impact is material and we 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.

UN Sustainable Development Goals













UN Global Compact Principles



Beckers Sustainability Policy, Code of Conduct and EHS Policy.

- 10% reduction (VOC kg emitted /ton produced) 2020 from 2013 baseline. Already achieved.
- Climate assessment yearly since 2012 to follow emissions and be able to target and limit our impact.

Local Managing Director. Incentive programmes are linked to performance.

Topic description and boundary		Policies and grievance mechanisms	Actions	Responsibilities and resources
<p>Effluents and Waste</p> <p>As a chemical industry manufacturer, resource usage is material and is measured and targeted. This means minimising wasted material and closing packaging material loops.</p> <p><u>Boundary:</u> Impact in own operations, caused by Beckers.</p>	<p>UN Sustainable Development Goals</p>  <p>UN Global Compact Principles</p> 	<p>Beckers Sustainability Policy, Code of Conduct and EHS Policy.</p>	<p>– 10% reduction (total waste kg/ton produced) 2020 from 2013 baseline. Reached 2018.</p>	<p>Local Managing Director. Incentive programmes are linked to performance.</p>
<p>Employment</p> <p>Our employees are critical to our success. We are measuring employee turnover to identify opportunities for improvement.</p> <p><u>Boundary:</u> Impact in own operations, caused by Beckers.</p>	<p>UN Sustainable Development Goals</p>  <p>UN Global Compact Principles</p> 	<p>Beckers Sustainability Policy, Code of Conduct, Recruitment policy, People plan and Local HR handbooks.</p>	<p>– Employee surveys, employer branding activities.</p>	<p>CFO, CHRO, EGM and global and local HR.</p>
<p>Occupational Health and Safety</p> <p>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.</p> <p><u>Boundary:</u> Impact in own operations, caused by Beckers .</p>	<p>UN Sustainable Development Goals</p>  <p>UN Global Compact Principles</p> 	<p>Beckers Sustainability Policy, Code of Conduct and EHS Policy.</p>	<p>– Roadmap for EHS improving by training, hazard identification & assessment and accident elimination. Global Safety Day.</p>	<p>Local, according to regulation. Incentive programmes are linked to performance.</p>
<p>Training and Education</p> <p>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.</p> <p><u>Boundary:</u> Impact in own operations, caused by Beckers.</p>	<p>UN Sustainable Development Goals</p>  <p>UN Global Compact Principles</p> 	<p>Beckers Sustainability Policy, Beckers Code of Conduct and Lindengruppen guidelines.</p>	<p>– E-learnings rolled out broadly in the organization, on sustainability and on Code of Conduct. – Local seminars on sustainability @site visits. – Internal webinars on specific topics, eg. BSI tool.</p>	<p>CFO (for CoC training), and global and local HR.</p>
<p>Local Communities</p> <p>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.</p> <p><u>Boundary:</u> Impact in own operations and local communities, contributed by Beckers.</p>	<p>UN Sustainable Development Goals</p>  <p>UN Global Compact Principles</p> 	<p>Beckers Sustainability Policy, Beckers Code of Conduct and Lindengruppen guidelines.</p>	<p>– Local social initiatives. E.g. support to local schools, childrens homes by donations as well as scholarships and apprenticeships.</p>	<p>Local Managing Director.</p>

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.

<p>Customers</p> <p>Customer focus means we serve our customers by creating value through sustainable solutions which encompass both products and services.</p>	<p>Employees</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>Suppliers</p> <p>Beckers relies on the products and services provided by our crucial partners and we cooperate for better synergies.</p>	<p>Regulators and Communities</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.</p>
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How we engage and communicate with our stakeholders

- | | | | |
|--|--|---|---|
| <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 | <ul style="list-style-type: none"> - All regular suppliers are asked to sign our supplier code of conduct - New global supplier evaluation scheme and feed back discussion - 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 |
|--|--|---|---|

Key Issues for the stakeholder in interaction with Beckers

- | | | | |
|---|--|---|---|
| <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"> - Compliance with laws and regulations - Anti-corruption - Healthy & safe working conditions - Respect of human rights and ensuring elimination of child labour - Anti-competitive behaviour - Long term relationships and product innovation - Capacity planning - Reduction total cost of ownership projects | <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

General Disclosures

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' 33 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.

Disclosure	2018 input	Comments	Page Reference
Organizational profile			
102-1 Name of the organization	Beckers Group		
102-2 Activities, brands, products and services	Described in report	Beckers do not sell any products that are banned in the specific market.	Report 34
102-3 Location of headquarters	Berlin		
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, UAE, USA (2), Vietnam (2)	31st of December 2018 24 production sites in 18 countries.	
102-5 Ownership and legal form	Described in report		
102-6 Markets served	Austria, Argentina, Bahrain, Bangladesh, Belgium, Brazil, Bulgaria, Cameroon, Canada, Chile, China, Costa Rica, Croatia, Czech Republic, Denmark, Egypt, Finland, France, Germany, Great Britain, Greece, Hungary, India, Indonesia, Ireland, Italy, Japan, Kenya, Malaysia, Mexico, Morocco, Myanmar, Nepal, Netherlands, Norway, Pakistan, Philippines, Poland, Portugal, Romania, Russia, Saudi Arabia, Serbia, Singapore, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Tanzania, Thailand, Turkey, USA, UAE, Vietnam	Including countries where we have production sites	
102-7 Scale of the organization			
<i>Total number of employees</i>	1 800 (Approx.)		
<i>Total number of operations</i>	24	31st of December 2018	
<i>Net sales</i>	MSEK 5 962		
<i>Total capitalisation</i>	Equity: MSEK 1 387, Equity ratio: 33%, Net interest bearing debt: MSEK 288		
<i>Quantity of products provided</i>	160 000 (Approx.)	Tonnes produced	
102-8 Information on employees and other workers			
<i>a. Total number of employees by employment contract (permanent and temporary), by gender.</i>	Total number of employees: 1 788 Permanent 1 585 total, female 376, male 1209, temporary 203 total, female 51, male 152	Scope: internal Employees	
<i>b. Total number of employees by employment contract (permanent and temporary), by region.</i>	<u>EA&A</u> : Permanent 1 171, Temporary 54, <u>A&ME</u> : Permanent 414, Temporary 149		
<i>c. Total number of employees by employment type (full-time and part-time), by gender.</i>	Full time: 1 748 total, Part time: 40 total	Scope: internal Employees. Omission: We do not have the gender input.	
<i>d. Whether a significant portion of the organization's activities are performed by workers who are not employees</i>	This is not the situation		
<i>e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c</i>	None		



Disclosure	2018 input	Comments	Page Reference
	<i>f. An explanation of how the data have been compiled, including any assumptions made.</i>	Data from each site compiled and summarised	
	102-9 Supply Chain	Described in report	Report 8
	102-10 Significant changes to the organization and its supply chain	Vietnam opened a new site in November, but it has not started reporting in 2018	
	102-11 Precautionary Principle or approach	As a chemical industry organization with high standards on environmental performance and security, Beckers takes the precautionary principle into account when performing mandatory risk analysis for new processes and materials.	
	102-12 External initiatives	Signatory to the United Nations Global Compact, since 2018.	
	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 organizations Swedish and French Institutes of Corrosion.	
Strategy	102-14 Statement from senior decisionmaker	CEO message	Report 4
Ethics and integrity	102-16 Values, principles, standards and norms of behaviour	Beckers Group Code of conduct	www.beckers-group.com/about-us/our-values/code-of-conduct/ Report 35
Governance	102-18 Governance structure	Described in report	Report 39
Stakeholder engagement	102-40 List of stakeholder groups	Described in Appendix	Appendix 5
	102-41 Collective bargaining agreements	57%	The difference between previous reported figures is due to the internal reporting model and the assumptions made.
	102-42 Identifying and selecting stakeholders	Described in Appendix	Appendix 5
	102-43 Approach to stakeholder engagement	Described in Appendix	Appendix 5
	102-44 Key topics and concerns raised	Described in Appendix	Appendix 5
Reporting practice	102-45 Entities included in the consolidated financial statements	33	In 22 countries (including operations sites and offices)
	102-46 Defining report content and topic boundaries	Described in report	Appendix 2-3
	102-47 List of material topics	Described in appendix	Appendix 2-3
	102-48 Restatements of information	No restatements	
	102-49 Changes in reporting	NA	
	102-50 Reporting period	1st of Jan 2018-31st of Dec 2018	
	102-51 Date of most recent report	13th of June 2018	
	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 3
	102-55 GRI content index	This index	
	102-56 External assurance	No external assurance	

5.5

Material Topics

GRI Standard	Disclosure	2018 input	Comments	Page Reference
OWN TOPIC: Product stewardship	103-1 – 103-3 Management approach 2016	Described in Appendix		Appendix 3
	Percentage of raw material purchase value evaluated as per standardised CSR guidelines against total raw material purchase turnover	72%		
	Percentage of raw material purchase approved as per standardised CSR guidelines against total raw material purchase turnover (>40)	62%		
	Percentage of global supplier turnover that signed our Supplier CoC out of total supplier turnover	60%	The number of suppliers that has signed the S CoC has more than doubled.	
GRI 301: Materials 2016	103-1 - 103-3 Management approach 2016	Described in Appendix	In the management approach this topic is combined with the topic Product stewardship.	Appendix 3
	301-1 Materials used	144 700 tons	From Top 100 suppliers.	
	a. Total weight or volume of materials that are used to produce and package final products: non-renewable	Non-renewable materials used: 143 585 tons		
	b. Total weight or volume of materials that are used to produce and package final products: renewable	Renewable biobased content is 1 115 tons	Biobased , 0,77% -same as last year, of total material used.	
GRI 302: Energy 2016	103-1 – 103-3 Management approach 2016	Described in Appendix		Appendix 3
	302-1 Energy consumption			
	a. Total fuel consumption from non-renewable	19 905 MWh		
	b. Total fuel consumption from renewable sources	0		
	c. Total consumption of			
	i. electricity	36 652 MWh	Of which renewable : 14 561 MWh, Self-generated solar energy: 123 MWh.	Report 25
	ii. heating	7 178 MWh	Of which renewable : 6 388 MWh.	Report 25
	iii. cooling	0		
	iv. steam	0		
	d. Total sold			
i. electricity	9,73 MWh	Self-generated solar energy not used at site and sold.		
ii. heating	0			



GRI Standard	Disclosure	2018 input	Comments	Page Reference
	iii. cooling	0		
	iv. steam	0		
	e. Total energy consumption	63 734 MWh	33% renewable of total.	Report 25
	302-3 Energy intensity			
	a. Energy intensity ratio	0,39 MWh/ton product	Calculated.	Report 25
	b. Organization specific denominator	Volume produced		
	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 the organization or outside or both.	Within only		
GRI 305: Emissions 2016	103-1 - 103-3 Management approach 2016	Described in Appendix		Appendix 3
	305-1 Direct (Sc1) GHG emissions			
	a. Gross direct emissions	10 081 ton CO ₂ e	From OI (Our Impacts).	
	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 NO ₂ .	
	c. Biogenic emissions	None	Info fr OI/U&We.	
	d. Base year	2013		
	e. Source of emission factors and GWP used		The emission factors are included in the tool (Our Impacts) and are updated and revised regularly.	
	f. Consolidation approach	Operational control	Info fr OI.	
	g. 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.	
	305-2 Energy indirect (Sc2) GHG emissions			
	a. Gross location-based indirect emissions	14 269 ton CO ₂ e	From OI (Our Impacts).	
	b. Gross market-based indirect emissions	15 055 ton CO ₂ e	Info fr OI.	
	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 NO ₂ .	
	d. Base year	2013		
	e. Source of emission factors and GWP used		The emission factors are included in the tool (Our Impacts) and are updated and revised regularly.	
	f. Consolidation approach	Operational control		
	g. Standards, methodologies, assumptions, calculation tools used.	Location based	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.	

GRI Standard	Disclosure	2018 input	Comments	Page Reference
	305-3 Other indirect (Sc3) GHG emissions			
	a. Gross other indirect emissions	31 716 ton	From OI (Our Impacts).	
	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 NO ₂ .	
	c. Biogenic emissions		Info fr OI/U&We.	
	d. Base year	2013		
	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.	Location based	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 emission intensity			
	a. GHG emission intensity ratio	0.35 ton CO ₂ e/ ton product	From OI (Our Impacts).	Report 26
	b. Organization specific denominator	Volume produced		
	c. Types of GHG emissions included (Sc1, Sc2, Sc3)	SC1+SC2+SC3		
	d. Gases included	CO ₂ , CH ₄ , NO ₂ , HFCs, NF ₃ , SF ₆ and PFCs (when applicable)	Info fr OI.	
	305-7 NOx, SOx and other significant air emissions			
	a. Significant air emissions for:	VOC 513 ton Intensity 3 kg/ton Other air emissions N/A	We report on emissions of Volatile Organic Compunds (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 26
	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.		Climate impact of the VOC emissions are included in our climate assessment in Our Impacts.	
GRI 306: Effluents and Waste 2016	103-1 – 103-3 Management approach 2016		Described in Appendix.	Appendix 4
	306-2 Waste			
	a. Total weight of hazardous waste by disposal methods:			
	i. Reuse	1848 ton Omission: Reuse waste not segregated into haz and non-haz. Combined figure reported for 2018.		Report 24
	ii. Recycling	1451 ton		Report 24
	iii. Composting	N/A		
	iv. Recovery, incl. energy recovery	2 475 ton		

GRI Standard	Disclosure	2018 input	Comments	Page Reference
	v. Incineration	563 ton		Report 24
	vi. Deep well injection	N/A		
	vii. Landfill	18 ton		Report 24
	viii. On-site storage	Omission: Not reported, waste is reported when leaving site.		
	ix. Other	N/A		
	b. total weight of non-hazardous waste by disposal method:			
	i. Reuse	1 848 ton		Report 24
	ii. Recycling	1 145 ton		Report 24
	iii. Composting	N/A		
	iv. Recovery, incl. energy recovery	232 ton		Report 24
	v. Incineration	5 ton		Report 24
	vi. Deep well injection	N/A		
	vii. Landfill	317 ton		Report 24
	viii. On-site storage	Omission: Not reported, waste is reported when leaving site.		
	ix. Other	N/A		
	306-3 Significant spills	0		
	a. Total number and total volume			
	b. Additional information for each spill:			
		N/A since 0 significant spills		
GRI 401: Employment 2016	103-1 - 103-3 Management approach 2016	Described in Appendix		Appendix 4
	401-1 Employees - new and turnover			
	a) Total number and rate of new employee hires by age, gender and region.	Total hires: 261 Age: <30 104 (40%), 30-50 134 (51%), >50 23 (9%) Gender: Female 84 (32%), Male 177 (68%) Region: AME 91 (35%), EAA 170 (65%)	Percentage of total number of employees hired at year end	
	b) Total number and rate of employee turnover by age, gender and region.	Total leavers: 263 Age: <30 85 (32%), 30-50 134 (51%), >50 44 (17%) Gender: Female 78 (30%), Male 185 (70%) Region: AME 107 (41%), EAA 156 (59%)	Percentage of total number of leavers at year end	
GRI 403: Occupational Health and Safety 2016	103-1 - 103-3 Management approach 2016	Described in Appendix		Appendix 4
	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 committees	100%, all employees at site.		

GRI Standard	Disclosure	2018 input	Comments	Page Reference
	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	<p>3 injuries/accidents in group: <u>LTI (injury rate):</u> a) 0.9 for the group b) 1.45 for EAA and c) 0 for AME <u>Lost day rate:</u> a) 10.2 for the group, b) EAA at the rate of 16.47, c) AME is at 0 <u>Sick leave rate:</u> 2.1%.</p> <p>Sick leave rate not measured at regional or gender level. No work-related fatalities Gender split – N/A.</p>	<p>Manhours not captured on gender level (lost days and sick leave). Occupational disease not reported on group level.</p>	Report 21
	b. The same for workers controlled but not employed	<p>4 injury/accident in group and all in EA&A region LTI (injury rate): a) 7.91 for the group. b) EAA is at 20.43 c) AME is at 0 per 1 million worked hours. No work-related fatalities.</p>	<p>Called contractors in our statistics. Lost day rate not calculated for contractors.</p>	
	c. rules for recording and reporting accidents		<p>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.</p>	
GRI 404: Training and Education 2016	103-1 - 103-3 Management approach 2016	Described in Appendix		Appendix 4
	Own disclosure: E-learning completion	<p>E-learning completion rate: Code of Conduct training to 45% of all employees Sustainability training to 32% of all employees</p>		
GRI 413: Local communities 2016	103-1- 103-3 Management approach 2016	Described in Appendix		Appendix 4
	413-1 Local community engagement			
	a. Percentage of operations with local community engagement	<p>46% Omission: we do not have the information for each project to report on the details of this indicator, thus omitting i – viii.</p>	<p>The number of sites reporting community social initiatives by total number of sites.</p>	

Adding value beyond the surface

Sustainability Report 2018



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