

# Key figures environment

## Environmental impact

Environmental impact	2012 UBP	2013 UBP	Deviation %
Electricity	54,407	52,256	-4.0
Combustibles	5,020	5,264	4.9
Fuels	6,148	6,218	1.1
Disposal	4,047	4,303	6.3
Solvents	760	828	8.9
Water and waste water	518	523	1.2
<b>Total environmental impact</b>	<b>70,900</b>	<b>69,392</b>	<b>-2.1</b>

UBP = Ecopoints in accordance with the Swiss Ecological Scarcity Method (2006 version)

## Material usage

Material usage	2012 Metric tons	2013 Metric tons	Deviation %
Raw material plastics	57,320	57,362	0.1
Raw material metal	46,141	48,735	5.6
Other raw materials	770	625	-18.9
Semi-finished products	28,742	31,348	9.1
Finished products	44,789	46,146	3.0
<b>Total material usage</b>	<b>177,762</b>	<b>184,216</b>	<b>3.6</b>

## Energy consumption

Energy consumption	Unit	2012	2013	Deviation %
Electricity	GWh	113.4	111.7	-1.5
Heating oil extra light	Metric tons	20.2	13.9	-31.0
Natural Gas	m <sup>3</sup>	3,771,199	3,950,408	4.8
Biogas	m <sup>3</sup>	878,297	994,997	13.3
Gasoline	Liter	214,990	187,303	-12.9
Diesel	Liter	1,577,960	1,631,305	3.4

Energy consumption	2012 TJ	2013 TJ	Deviation %
Electricity	408.2	402.1	-1.5
Heating oil extra light	0.9	0.6	-31.0
Natural Gas	137.3	143.8	4.8
Biogas	33.8	38.3	13.3
Fuels (Gasoline, Diesel)	64.5	65.6	1.6
<b>Total energy consumption</b>	<b>644.7</b>	<b>650.4</b>	<b>0.9</b>

## Electricity mix

Electricity mix 2013	GWh	Renewable %	Fossil %	Nuclear %	Others %
Europe	79.3	16.0	45.2	35.6	3.2
USA	6.6	8.8	70.0	19.6	1.6
China	4.8	16.1	81.8	2.1	-
Green electricity	21.0	100.0	-	-	-
<b>Total electricity mix</b>	<b>111.7</b>	<b>31.4</b>	<b>39.7</b>	<b>26.5</b>	<b>2.4</b>

Electricity mix 2012	GWh	Renewable %	Fossil %	Nuclear %	Others %
Europe	79.7	16.0	45.2	35.6	3.2
USA	7.7	8.8	70.0	19.6	1.6
China	6.0	16.1	81.8	2.1	-
Green electricity	20.0	100.0	-	-	-
<b>Total electricity mix</b>	<b>113.4</b>	<b>30.3</b>	<b>40.9</b>	<b>26.5</b>	<b>2.3</b>

## Water and waste water

Water and waste water	2012 m <sup>3</sup>	2013 m <sup>3</sup>	Deviation %
Fresh water	136,669	131,938	-3.5
Rain water	5,949	6,796	14.2
Waste water	114,932	116,719	1.6

## Emissions

Absolute CO <sub>2</sub> emissions	2012 Metric tons	2013 Metric tons	Deviation %
from combustibles	9,717	10,158	4.5
from fuels	6,994	7,096	1.5
from electricity	55,142	52,655	-4.5
<b>Total absolute CO<sub>2</sub> emissions</b>	<b>71,853</b>	<b>69,909</b>	<b>-2.7</b>

Relative CO <sub>2</sub> emissions	2012 g CO <sub>2</sub> / CHF	2013 g CO <sub>2</sub> / CHF	Deviation %
from combustibles	4.4	4.5	0.9
from fuels	3.2	3.1	-2.1
from electricity	25.2	23.2	-7.8
<b>Total relative CO<sub>2</sub> emissions</b>	<b>32.8</b>	<b>30.8</b>	<b>-6.1</b>

CO<sub>2</sub> emissions in relation to sales in CHF, currency adjusted

Air emissions	2012 Kilogram	2013 Kilogram	Deviation %	
NO <sub>x</sub>	direct	19,317	19,745	2.2
	indirect	102,006	95,635	-6.2
<b>Total NO<sub>x</sub></b>	<b>121,323</b>	<b>115,380</b>	<b>-4.9</b>	
SO <sub>2</sub>	direct	1,379	1,419	2.9
	indirect	215,768	200,403	-7.1
<b>Total SO<sub>2</sub></b>	<b>217,147</b>	<b>201,822</b>	<b>-7.1</b>	
NMVOC	direct	44,678	46,222	3.5
	indirect	9,597	9,321	-2.9
<b>Total NMVOC</b>	<b>54,275</b>	<b>55,543</b>	<b>2.3</b>	
Dust (PM10)	direct	394	394	0.0
	indirect	18,422	17,364	-5.7
<b>Total dust</b>	<b>18,816</b>	<b>17,758</b>	<b>-5.6</b>	
CFC11 equivalents	direct	0.9	1.2	33.3
	indirect	2.1	2.0	-4.8
<b>Total CFC11 equivalents</b>	<b>3.0</b>	<b>3.2</b>	<b>6.7</b>	

## Waste

Waste	2012 Metric tons	2013 Metric tons	Deviation %
to incineration	697	671	-3.7
to inert waste landfill	360	394	9.4
to mixed waste landfill	606	628	3.6
to external recycling	8,419	9,200	9.3
to hazardous waste incineration	179	269	50.3
to hazardous waste recycling	1,199	956	-20.3
<b>Total waste</b>	<b>11,460</b>	<b>12,118</b>	<b>5.7</b>

# Key figures employees and society

## Workforce

Workforce as of December 31	2012	Share %	2013	Share %
Germany	2,351	38	2,422	38
Switzerland	1,259	21	1,255	20
China	758	12	718	12
Austria	491	8	503	8
USA	237	4	227	4
Slovenia	224	4	248	4
Italy	113	2	113	2
Others	701	11	740	12
<b>Total</b>	<b>6,134</b>	<b>100</b>	<b>6,226</b>	<b>100</b>
Production	3,361	55	3,364	53
Marketing and sales	1,784	29	1,843	30
Administration	545	8	563	9
Research and development	215	4	222	4
Apprentices	229	4	234	4
<b>Total</b>	<b>6,134</b>	<b>100</b>	<b>6,226</b>	<b>100</b>
Permanent	4,918	80	4,865	78
Temporary	1,216	20	1,361	22
<b>Total</b>	<b>6,134</b>	<b>100</b>	<b>6,226</b>	<b>100</b>
Full-time	5,856	95	5,924	95
Part-time	278	5	302	5
<b>Total</b>	<b>6,134</b>	<b>100</b>	<b>6,226</b>	<b>100</b>
Management	153	3	155	2.5
Employees	5,981	97	6,071	97.5
<b>Total</b>	<b>6,134</b>	<b>100</b>	<b>6,226</b>	<b>100</b>

Information in full-time equivalents

## Diversity

Diversity as of December 31, 2013	Management %	Employees %	Total %
Proportion of female employees	6.5	31	30
Age structure	> 45 years	39	40
	30 - 45 years	61	40
	< 30 years	0	20

  

Diversity as of December 31, 2012	Management %	Employees %	Total %
Proportion of female employees	6.5	31	30
Age structure	> 45 years	39	54
	30 - 45 years	61	25
	< 30 years	0	21

## Fluctuation

Fluctuation		2012	Rate %	2013	Rate %
Fluctuation		243	5.0	198	4.1
<b>Fluctuation incl. attrition</b>					
Fluctuation incl. attrition		2012	Rate %	2013	Rate %
Age group	> 45 years	116	5.5	117	5.3
	30 - 45 years	115	5.5	94	4.5
	< 30 years	87	12.6	55	7.8
Gender	Male	204	5.9	177	5.0
	Female	114	8.0	89	6.1
Region	Germany	76	3.9	45	2.3
	Switzerland	75	6.3	104	8.6
	China	12	10.8	20	13.5
	Austria	41	8.4	16	3.2
	USA	23	10.3	15	6.7
	Slovenia	8	3.8	1	0.5
	Italy	0	0.0	1	1.0
	Others	83	13.5	64	10.1
<b>Total fluctuation incl. attrition</b>		<b>318</b>	<b>6.5</b>	<b>266</b>	<b>5.5</b>

Information in headcounts

attrition includes e.g. temporary absences, retirements

## Training and education

Training and education	Unit	2012	2013	Deviation %
Apprentices	Number	229	234	2.2
Training and education	Hours per employee	17	17	0.0

## Personnel expenses

Personnel expenses	2012 MCHF	2013 MCHF	Deviation %
Wages and salaries	344.5	357.9	3.9
Pension contributions	28.3	25.4	-25.5
Other social benefits	60.1	62.2	3.5
Other personnel expenses	30.6	29.9	-2.3
<b>Total personnel expenses</b>	<b>463.5</b>	<b>475.4</b>	<b>1.3</b>

## Social engagement

Social engagement	Unit	2012	2013	Deviation %
Donations and contributions	MCHF	2.7	3.1	14.8
Orders to social institutions	MCHF	4.8	4.4	-8.3
Charitable work	Hours	2,335	1,340	-42.6

## Health and Safety

Health and Safety	2012	2013	Deviation %
Number of occupational accidents	125	109	-12.8
Accident frequency rate (AFR)	11.7	10.2	-12.6
Lost days due to occupational accidents	2,164	1,325	-38.8
Accident severity rate (ASR)	203	124.3	-38.7

Accident frequency rate (AFR) = Number of occupational accidents per performed total working hours times 1 million hours

Accident severity rate (ASR) = Number of lost working days due to accidents per performed total working hours times 1 million hours

Absenteeism rate per region 2013	Illness %	Accident %	Total %
Europe	4.84	0.12	4.96
Asia	1.12	0.01	1.13
USA	1.84	0.00	1.84
Others	0.64	0.00	0.64
<b>Total absenteeism rate</b>	<b>4.00</b>	<b>0.10</b>	<b>4.10</b>

Absenteeism rate per region 2012	Illness %	Accident %	Total %
Europe	4.15	0.16	4.31
Asia	0.75	0.13	0.88
USA	1.25	0.25	1.50
Others	0.57	0.00	0.57
<b>Total absenteeism rate</b>	<b>3.37</b>	<b>0.16</b>	<b>3.53</b>