

# Key figures environment

## Environmental impact

Environmental impact	2013 UBP	2014 UBP	Deviation %
Electricity	52,256	51,994	-0.5
Combustibles	5,264	5,464	3.8
Fuels	6,218	6,147	-1.1
Disposal	4,303	3,294	-23.4
Solvents	828	866	4.6
Water and waste water	523	507	-3.1
<b>Total environmental impact</b>	<b>69,392</b>	<b>68,272</b>	<b>-1.6</b>

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

## Material usage

Material usage	2013 Metric tons	2014 Metric tons	Deviation %
Raw material plastics	57,362	61,014	6.4
Raw material metal	48,735	52,276	7.3
Other raw materials	625	609	-2.5
Semi-finished products	30,565	36,501	19.4
Finished products	46,146	47,829	3.6
<b>Total material usage</b>	<b>183,433</b>	<b>198,229</b>	<b>8.1</b>

## Energy consumption

Energy consumption	Unit	2013	2014	Deviation %
Electricity	GWh	111.7	113.7	1.8
Heating oil extra light	Metric tons	13.9	9.0	-35.3
Natural Gas	m <sup>3</sup>	3,950,408	3,463,869	-12.3
Biogas	m <sup>3</sup>	994,997	826,781	-16.9
Diesel for power generation	Liter	–	240,549	–
Gasoline	Liter	187,303	172,383	-8.0
Diesel	Liter	1,631,305	1,631,889	0.0

Energy consumption	2013 TJ	2014 TJ	Deviation %
Electricity	402.1	409.2	1.8
Heating oil extra light	0.6	0.4	-35.3
Natural Gas	143.8	126.1	-12.3
Biogas	38.3	31.8	-16.9
Diesel for power generation	–	8.6	–
Fuels (Gasoline, Diesel)	65.6	65.0	-0.8
<b>Total energy consumption</b>	<b>650.4</b>	<b>641.1</b>	<b>-1.4</b>

## Electricity mix

Electricity mix 2014	GWh	Renewable %	Fossil %	Nuclear %	Others %
Europe	78.8	16.0	45.2	35.6	3.2
USA	6.8	8.8	70.0	19.6	1.6
China	4.4	16.1	81.8	2.1	–
India	0.3	16.3	80.1	1.8	1.2
Green electricity	23.4	100.0	–	–	–
<b>Total electricity mix</b>	<b>113.7</b>	<b>37.4</b>	<b>44.2</b>	<b>29.5</b>	<b>2.6</b>

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>

## Water and waste water

Water and waste water	2013 m <sup>3</sup>	2014 m <sup>3</sup>	Deviation %
Fresh water	131,938	131,289	-0.5
Rain water	6,796	6,867	1.0
Waste water	116,719	112,521	-3.6

## Emissions

Absolute CO <sub>2</sub> emissions	2013 Metric tons	2014 Metric tons	Deviation %
from combustibles	10,158	9,797	-3.6
from fuels	7,096	7,036	-0.8
from electricity	52,655	52,397	-0.5
<b>Total absolute CO<sub>2</sub> emissions</b>	<b>69,909</b>	<b>69,230</b>	<b>-1.0</b>

Relative CO <sub>2</sub> emissions	2013 g CO <sub>2</sub> / CHF	2014 g CO <sub>2</sub> / CHF	Deviation %
from combustibles	4.4	4.0	-9.4
from fuels	3.1	2.9	-6.8
from electricity	23.0	21.5	-6.5
<b>Total relative CO<sub>2</sub> emissions</b>	<b>30.5</b>	<b>28.4</b>	<b>-6.9</b>

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

		2013 Kilogram	2014 Kilogram	Deviation %
<b>Air emissions</b>				
NO <sub>x</sub>	direct	19,745	22,372	13.3
	indirect	95,635	93,909	-1.8
	<b>Total NO<sub>x</sub></b>	<b>115,380</b>	<b>116,281</b>	<b>0.8</b>
SO <sub>2</sub>	direct	1,419	1,461	3.0
	indirect	200,403	196,667	-1.9
	<b>Total SO<sub>2</sub></b>	<b>201,822</b>	<b>198,128</b>	<b>-1.8</b>
NMVOC	direct	46,222	48,952	5.9
	indirect	9,321	9,273	-0.5
	<b>Total NMVOC</b>	<b>55,543</b>	<b>58,225</b>	<b>4.8</b>
Dust (PM10)	direct	394	474	20.3
	indirect	17,364	17,005	-2.1
	<b>Total dust</b>	<b>17,758</b>	<b>17,479</b>	<b>-1.6</b>
CFC11 equivalents	direct	1.2	0.4	-66.7
	indirect	2.0	2.0	0.0
	<b>Total CFC11 equivalents</b>	<b>3.2</b>	<b>2.4</b>	<b>-25.0</b>

## Waste

		2013 Metric tons	2014 Metric tons	Deviation %
<b>Waste</b>				
to incineration		671	635	-5.4
to inert waste landfill		394	396	0.5
to mixed waste landfill		628	428	-31.8
to external recycling		9,200	9,361	1.8
to hazardous waste incineration		269	262	-2.6
to hazardous waste recycling		956	505	-47.2
<b>Total waste</b>		<b>12,118</b>	<b>11,587</b>	<b>-4.4</b>

# Key figures employees and society

## Workforce

Workforce as of December 31	2013	Share %	2014	Share %
Germany	2,423	39.0	2,413	39.0
Switzerland	1,255	20.0	1,262	20.0
China	718	11.0	688	11.0
Austria	503	8.0	507	8.0
USA	227	4.0	237	4.0
Slovenia	248	4.0	259	4.0
Italy	113	2.0	118	2.0
Others	739	12.0	763	12.0
<b>Total</b>	<b>6,226</b>	<b>100</b>	<b>6,247</b>	<b>100</b>
Production	3,364	54.0	3,380	54.1
Marketing and sales	1,843	29.6	1,841	29.5
Administration	563	9.0	559	8.9
Research and development	222	3.6	235	3.8
Apprentices	234	3.8	232	3.7
<b>Total</b>	<b>6,226</b>	<b>100</b>	<b>6,247</b>	<b>100</b>
Permanent	4,865	78.0	5,067	81.0
Temporary	1,361	22.0	1,180	19.0
<b>Total</b>	<b>6,226</b>	<b>100</b>	<b>6,247</b>	<b>100</b>
Full-time	5,924	95.0	5,926	95.0
Part-time	302	5.0	321	5.0
<b>Total</b>	<b>6,226</b>	<b>100</b>	<b>6,247</b>	<b>100</b>
Management	155	2.5	159	2.5
Employees	6,071	97.5	6,088	97.5
<b>Total</b>	<b>6,226</b>	<b>100</b>	<b>6,247</b>	<b>100</b>

Information in full-time equivalents

## Diversity

Diversity as of December 31, 2014	Management %	Employees %	Total %
Proportion of female employees	6.9	31	31
Age structure	> 45 years	69	39
	30 - 45 years	31	40
	< 30 years	0	21

Diversity as of December 31, 2013		Management %	Employees %	Total %
Proportion of female employees		6.5	31	30
Age structure	> 45 years	66	40	40
	30 - 45 years	34	40	40
	< 30 years	0	20	20

## Fluctuation

Fluctuation excl. attrition		2013	Rate %	2014	Rate %
Fluctuation	> 45 years			74	3.3
	30 - 45 years			122	6.0
	< 30 years			62	8.8
Gender	Male			181	5.0
	Female			77	5.6
Region	Germany			24	1.2
	Switzerland			91	7.8
	China			13	7.4
	Austria			19	4.0
	USA			25	11.5
	Slovenia			0	0.0
	Italy			4	3.7
	Others			82	12.2
	<b>Total fluctuation excl. attrition</b>		<b>198</b>	<b>4.1</b>	<b>258</b>

Fluctuation incl. attrition		2013	Rate %	2014	Rate %
Age group	> 45 years	117	5.3	140	6.2
	30 - 45 years	94	4.5	123	6.1
	< 30 years	55	7.8	63	8.9
Gender	Male	177	5.0	232	6.4
	Female	89	6.1	94	6.8
Region	Germany	45	2.3	59	3.0
	Switzerland	104	8.6	111	9.6
	China	20	13.5	17	9.7
	Austria	16	3.2	22	4.7
	USA	15	6.7	26	11.9
	Slovenia	1	0.5	3	1.4
	Italy	1	1.0	4	3.7
	Others	64	10.1	84	12.5
	<b>Total fluctuation incl. attrition</b>	<b>266</b>	<b>5.5</b>	<b>326</b>	<b>6.5</b>

Information in headcounts  
attrition includes retirements

## Training and education

Training and education	Hours per employee	2013	2014	Deviation %
Women		–	11.4	–
Men		–	17.6	–
Management		–	28.0	–
Other employees		–	15.3	–
<b>Total training and education</b>		<b>16.7</b>	<b>15.6</b>	<b>-6.6</b>

## Personnel expenses

Personnel expenses	2013 MCHF	2014 MCHF	Deviation %
Wages and salaries	357.9	366.1	2.3
Pension contributions	25.4	23.7	-6.7
Other social benefits	62.2	63.5	2.1
Other personnel expenses	29.9	30.6	2.3
<b>Total personnel expenses</b>	<b>475.4</b>	<b>483.9</b>	<b>1.8</b>

## Social engagement

Social engagement	Unit	2013	2014	Deviation %
Donations and contributions	MCHF	3.1	3.3	6.5
orders to social institutions	MCHF	4.4	5.5	25.0
Charitable work	Hours	1,340	2,770	107

## Health and Safety

Health and Safety	2013	2014	Deviation %
Number of occupational accidents	109	103	-5.5
Accident frequency rate (AFR)	10.2	9.6	-5.9
Lost days due to occupational accidents	1,325	1,405	6.0
Accident severity rate (ASR)	124.3	130.5	5.0

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 2014	Illness %	Accident %	Total %
Europe	4.54	0.11	4.65
Asia	0.93	0.06	0.99
USA	1.99	0.00	1.99
Others	0.61	0.07	0.68
<b>Total absenteeism rate</b>	<b>3.75</b>	<b>0.10</b>	<b>3.85</b>

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>