

KEY FIGURES ENVIRONMENT

ENVIRONMENTAL IMPACT

Environmental impact	2020 UBP	2019 UBP	Deviation %
Electricity	84,586	93,736	-9.8
Combustibles	88,711	93,641	-5.3
Fuels	12,601	16,280	-22.6
Disposal	3,539	4,312	-17.9
Solvents	1,064	1,214	-12.3
Water and waste water	2,271	2,531	-10.3
Total environmental impact	192,772	211,714	-8.9

UBP = Ecopoints in million UBP in accordance with the Swiss Ecological Scarcity Method (version 2013)

MATERIAL USAGE

Material usage	2020 Tonnes	2019 Tonnes	Deviation %
Raw material plastics	72,430	75,889	-4.6
Raw material metal	68,443	68,349	0.1
Raw material mineral	159,033	170,647	-6.8
Other raw materials	2,592	2,759	-6.1
Semi-finished products	58,957	52,431	12.4
Finished products	47,406	49,638	-4.5
Total material usage	408,861	419,713	-2.6

ENERGY CONSUMPTION

Energy consumption	Unit	2020	2019	Deviation %
Electricity	GWh	215.7	222.3	-2.9
District heating	GWh	13.8	14.9	-7.1
Combustibles				
Natural gas	m ³	38,876,794	40,817,278	-4.8
Biogas	m ³	888,535	878,974	1.1
Liquified petroleum gas (LPG)	Tonnes	5,310.5	5,747.4	-7.6
Diesel for electricity generation	l	8,456	19,375	-56.4
Heating oil extra light	Tonnes	26.4	5.1	421.7
Fuels				
Gasoline	l	199,205	249,292	-20.1
Diesel	l	1,956,398	2,536,977	-22.9
Liquified petroleum gas (LPG)	kg	119,905	141,646	-15.3
Natural gas (CNG)	kg	0	3,281	-100.0

	2020 TJ	2019 TJ	Deviation %
Energy consumption			
Electricity	776.6	800.2	-2.9
District heating	49.8	53.5	-7.1
Combustibles	1,694.7	1,784.8	-5.0
Natural gas	1,415.1	1,485.8	-4.8
Biogas	32.3	32.0	1.1
Liquified petroleum gas (LPG)	245.9	266.1	-7.6
Diesel for electricity generation	0.3	0.7	-56.4
Heating oil extra light	1.1	0.2	421.7
Fuels (gasoline, diesel, LPG, CNG)	82.1	105.7	-22.3
Total energy consumption	2,603.2	2,744.2	-5.1

ELECTRICITY MIX

Electricity mix 2020	GWh	Renewable %	Fossil %	Nuclear %	Others %
Europe	135.5	22.2	58.3	18.2	1.3
USA	6.3	9.6	70.3	19.4	0.7
China	4.8	19.1	78.8	2.1	0.0
India	1.5	16.4	81.8	1.8	0.0
Green electricity	67.6	100.0	0.0	0.0	0.0
Total electricity mix	215.7	46.1	41.0	12.1	0.8

Electricity mix 2019	GWh	Renewable %	Fossil %	Nuclear %	Others %
Europe	155.3	25.0	53.8	19.8	1.4
USA	6.9	9.6	70.3	19.4	0.7
China	5.6	19.1	78.8	2.1	0.0
India	1.8	16.4	81.8	1.8	0.0
Green electricity	52.7	100.0	0.0	0.0	0.0
Total electricity mix	222.3	42.1	42.4	14.5	1.0

WATER AND WASTE WATER

Water	2020 m ³	2019 m ³	Deviation %
Drinking water	363,599	376,430	-3.4
Well water	387,188	414,902	-6.7
River and lake water	195,560	238,037	-17.8
Rain water	6,937	7,578	-8.5
Total water	953,284	1,036,947	-8.1

Waste water	2020 m ³	2019 m ³	Deviation %
Domestic waste water	207,108	223,404	-8.8
Process water ceramic	485,460	558,128	-13.0
Other waste water	17,175	18,107	-5.1
Total waste water	709,743	799,639	-11.2

EMISSIONS

CO₂ emissions	2020 Tonnes	2019 Tonnes	Deviation %
from combustibles (Scope 1)	101,094	106,609	-5.2
from fuels (Scope 1)	6,065	7,807	-22.3
from process emissions (Scope 1)	244	608	-59.9
from electricity (Scope 2)	98,825	107,160	-7.8
from district heating (Scope 2)	325	455	-28.6
Total CO₂ emissions	206,553	222,639	-7.2

Calculation of CO₂ emissions according to IPCC 2013

Air emissions		2020 kg	2019 kg	Deviation %
NO _x	direct	47,737	51,686	-7.6
	indirect	130,304	147,915	-11.9
	Total NO_x	178,041	199,601	-10.8
SO ₂	direct	1,319	1,366	-3.4
	indirect	250,278	286,047	-12.5
	Total SO₂	251,597	287,413	-12.5
NMVOC	direct	75,138	74,797	0.5
	indirect	16,896	19,059	-11.4
	Total NMVOC	92,034	93,856	-1.9
Dust (PM10)	direct	371	435	-14.8
	indirect	27,342	30,916	-11.6
	Total dust	27,713	31,351	-11.6
CFC11 equivalents	direct	0.3	0.7	-62.4
	indirect	7.6	8.8	-12.5
	Total CFC11 equivalents	7.9	9.5	-16.7

Calculation based on Ecoinvent data version 3.1

WASTE

Waste	2020 Tonnes	2019 Tonnes	Deviation %
to incineration	1,122	1,308	-14.2
to inert waste landfill	10,216	13,580	-24.8
to mixed waste landfill	917	971	-5.6
to external recycling	60,451	62,717	-3.6
to hazardous waste incineration	742	957	-22.5
to hazardous waste recycling	521	516	0.9
Total waste	73,969	80,049	-7.6

KEY FIGURES EMPLOYEES AND SOCIETY

WORKFORCE

Workforce as of December 31	2020	Share %	2019	Share %
Germany	3,297	28.5	3,267	28.1
Poland	1,647	14.2	1,658	14.3
Switzerland	1,454	12.6	1,435	12.4
Ukraine	602	5.2	639	5.5
Austria	565	4.9	555	4.8
Italy	538	4.6	533	4.6
China	495	4.3	531	4.6
Others	2,971	25.7	3,001	25.7
Total	11,569	100.0	11,619	100.00
Production	6,901	59.7	6,960	59.8
Marketing and sales	3,067	26.5	3,041	26.2
Administration	958	8.2	958	8.3
Research and development	381	3.3	396	3.4
Apprentices	262	2.3	264	2.3
Total	11,569	100.0	11,619	100.0
Permanent	9,797	84.7	9,696	83.4
Temporary	1,772	15.3	1,923	16.6
Total	11,569	100.0	11,619	100.0
Full-time	11,012	95.2	11,066	95.2
Part-time	557	4.8	553	4.8
Total	11,569	100.0	11,619	100.0
Management	213	1.8	216	1.9
Employees	11,356	98.2	11,403	98.1
Total	11,569	100.0	11,619	100.0

Information in full-time equivalents

DIVERSITY

Diversity as of December 31, 2020		Management %	Employees %	Total %
Proportion of female employees		11	25	24
Age structure	> 45 years	75	42	42
	30 - 45 years	24	42	42
	< 30 years	1	16	16
Diversity as of December 31, 2019		Management %	Employees %	Total %
Proportion of female employees		11	24	24
Age structure	> 45 years	76	41	42
	30 - 45 years	24	42	42
	< 30 years	0	17	16

FLUCTUATION

Fluctuation excl. natural departures		2020	Rate %	2019	Rate %
Age group	> 45 years	146	3.2	206	4.6
	30 - 45 years	256	6.2	292	7.1
	< 30 years	102	10.0	133	13.0
Gender	Male	381	5.1	474	6.4
	Female	123	5.4	157	7.1
Region	Germany	80	2.9	74	3.3
	Poland	59	4.7	62	5.1
	Switzerland	81	6.2	91	7.1
	Ukraine	86	14.2	88	14.0
	Austria	41	7.8	42	7.9
	Italy	12	2.5	6	1.3
	China	13	5.9	17	7.4
	Others	132	5.9	251	11.5
Total fluctuation excl. natural departures		504	5.2	631	6.5

Fluctuation incl. natural departures		2020	Rate %	2019	Rate %
Age group	> 45 years	304	6.6	380	8.4
	30 - 45 years	258	6.2	297	7.2
	< 30 years	102	10.0	133	13.0
Gender	Male	505	6.8	590	8.0
	Female	159	7.0	220	9.9
Region	Germany	145	5.3	154	6.9
	Poland	69	5.5	66	5.5
	Switzerland	104	7.9	115	8.9
	Ukraine	91	15.0	90	14.3
	Austria	51	9.7	54	10.2
	Italy	15	3.1	10	2.2
	China	19	8.6	26	11.3
	Others	170	7.6	295	13.5
Total fluctuation incl. natural departures		664	6.8	810	8.4

Information in headcounts
Natural departures includes retirements

TRAINING AND EDUCATION

Training and education	Hours per employee	2020	2019	Deviation %
Women		16.9	12.7	33.1
Men		15.3	14.2	7.7
Management		11.1	14.0	-20.7
Other employees		15.8	13.8	14.5
Training and education group		15.7	13.8	13.8

PERSONNEL EXPENSES

Personnel expenses	2020 MCHF	2019 MCHF	Deviation %
Wages and salaries	570.9	578.9	-1.4
Pension contributions	42.0	31.5	33.3
Other social benefits	105.8	108.5	-2.5
Other personnel expenses	31.7	33.2	-4.5
Total personnel expenses	750.4	752.1	-0.2

SOCIAL ENGAGEMENT

Social engagement	Unit	2020	2019	Deviation %
Donations and contributions	MCHF	4.0	4.1	-2.4
Orders to social institutions	MCHF	8.5	7.9	7.6
Charitable work	Hours	450	3,409	-86.6

HEALTH AND SAFETY

Health and safety	2020	2019	Deviation %
Number of occupational accidents	170	193	-11.9
Accident frequency rate (AFR)	8.9	9.8	-9.2
Lost days due to occupational accidents	3,294	3,688	-10.7
Accident severity rate (ASR)	171.9	187.6	-8.4

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

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

Absenteeism rate per region 2020	Illness %	Accident %	Total %
Europe	4.82	0.12	4.94
Asia	2.19	0.01	2.19
USA	2.14	0.03	2.17
Others	0.55	0.00	0.55
Absenteeism rate group	4.57	0.11	4.68

Absenteeism rate per region 2019	Illness %	Accident %	Total %
Europe	4.79	0.13	4.92
Asia	2.02	0.03	2.05
USA	1.43	0.02	1.45
Others	1.49	0.00	1.49
Absenteeism rate group	4.52	0.12	4.64

Absenteeism rate based on regular working hours