

ACHIEVING TRANSPARENCY

GRI 102–55








# GRI general disclosures


Topic and Disclosure	2020 Input	Comments/Link
<b>Organisational profile</b>		
102–1 Name of the organisation	Beckers Group	
102–2 Activities, brands, products and services	 <b>Who is Beckers Group?</b> Beckers Sustainability Report 2020	Beckers does not sell any products that are banned in a specific market.
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)	31 December 2020 24 production sites in 18 countries  <b>Our global network</b>
102–5 Ownership and legal form	 <b>Introducing our leadership</b> Beckers Sustainability Report 2020	

Topic and Disclosure	2020 Input	Comments/Link
102–6 Markets served	Austria, Argentina, Bahrain, Bangladesh, Belgium, Brazil, Bulgaria, Cameroon, Canada, Chile, China, Costa Rica, Croatia, Czech Republic, Denmark, Egypt, Estonia, Finland, France, Germany, Greece, Hungary, India, Indonesia, Ireland, Italy, Japan, Kazakhstan, Kenya, Malaysia, Mexico, Morocco, Myanmar, Nepal, Netherlands, Nigeria, Norway, Pakistan, Philippines, Poland, Portugal, Romania, Qatar, Russia, Saudi Arabia, Serbia, Singapore, Slovakia, Slovenia, South Africa, Spain, Sweden, Switzerland, Taiwan, Tanzania, Thailand, Turkey, Ukraine, UAE, UK, USA, Vietnam	Including countries where we have production sites.
102–7 Scale of the organisation		
Total number of employees	1,741 (2019: 1,843)	Number of employees as headcount by 31 December 2020
Total number of operations	24 (2019: 24)	Number of production sites by 31 of December 2020
Net sales	MSEK 5,853 (2019: 6,488)	
Total capitalization	Equity: MSEK 881 (2019: 853) Equity ratio: 22% (2019: 22%) Net interest bearing debt: MSEK 645 (2019: 891)	
Quantity of products provided	158,000 tons produced (2019: 170,000 tons produced)	
102–8 Information on employees and other workers		

Topic and Disclosure	2020 Input	Comments/Link
a. Total number of employees by employment contract (permanent and temporary), by gender	Total number of employees: 1,741 (2019: 1,843) Permanent: 1,566 in total; 1,168 men, 398 women (2019: 1,667 in total; 1,262 men, 405 women) Temporary: 175 in total; 127 men, 48 women (2019: 176 in total; 120 men, 56 women)	
b. Total number of employees by employment contract (permanent and temporary), by region	EA&A: Permanent: 1,139 (2019: 1,228), Temporary: 41 (2019: 45) A&ME: Permanent: 427 (2019: 439), Temporary: 134 (2019: 131)	
c. Total number of employees by employment type (full-time and part-time), by gender	Full time: 1,693 total; 1,280 men, 413 women (2019: 1,803 total; 1,376 men, 427 women ) Part time: 48 total; 15 men, 33 women (2019: 40 total; 6 men, 34 women)	
d. Whether a significant portion of the organization's activities are performed by workers who are not employees	N/A	
e. Any significant variations in the numbers reported in Disclosures 102–8–a, 102–8–b, and 102–8–c	None	
f. An explanation of how the data have been compiled, including any assumptions made	We use an in-house HR information system. This is maintained and updated by our HR representatives at each site. There are no exclusions.	

Topic and Disclosure	2020 Input	Comments/Link
102–9 Supply Chain	Chain up! CSR assessment in supply chain 🔗 <b>Driving sustainability through our supply chain</b> 🔗 <b>Recognizing sustainability improvements in our supply chain</b> Beckers Sustainability Report 2020	
102–10 Significant changes to the organization and its supply chain	None	
102–11 Precautionary Principle or approach	As a chemical industry organisation with high standards of 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	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 organisations, Swedish and French Institutes of Corrosion.	
<b>Strategy</b>		
102–14 Statement from senior decisionmaker	🔗 <b>Dear Stakeholders</b> Beckers Sustainability Report 2020	
<b>Ethics and integrity</b>		
102–16 Values, principles, standards and norms of behavior	Beckers Group Code of conduct, Our core values	🔗 <a href="https://www.beckers-group.com/about-us/our-values/code-of-conduct/">https://www.beckers-group.com/about-us/our-values/code-of-conduct/</a>

Topic and Disclosure	2020 Input	Comments/Link
<b>Governance</b>		
102 – 18 Governance structure	 <b>Introducing our leadership</b> Beckers Sustainability Report 2020	
<b>Stakeholder engagement</b>		
102 – 40 List of stakeholder groups	 <b>Stakeholder engagement</b> Beckers Sustainability Report 2020	
102 – 41 Collective bargaining agreements	53% (2019: 55%)	
102 – 42 Identifying and selecting stakeholders	 <b>Stakeholder engagement</b> Beckers Sustainability Report 2020	
102 – 43 Approach to stakeholder engagement	 <b>Stakeholder communication</b> Beckers Sustainability Report 2020	
102 – 44 Key topics and concerns raised	 <b>Stakeholder communication</b> Beckers Sustainability Report 2020	
<b>Reporting practice</b>		
102 – 45 Entities included in the consolidated financial statements	31 (2019: 31%)	In 21 countries (including operations sites and offices)
102 – 46 Defining report content and topic boundaries	 <b>GRI Report 2020</b> Beckers Sustainability Report 2020	
102 – 47 List of material topics	 <b>GRI Report 2020</b> Beckers Sustainability Report 2020	
102 – 48 Restatements of information	No restatements	

Topic and Disclosure	2020 Input	Comments/Link
102–49 Changes in reporting	No changes	There have been no changes regarding material topics and topic Boundaries. However, in this report we indicate the topic Occupational Health & Safety in accordance with the Standard “GRI 403: Occupational Health & Safety 2018”, since it is the Standard effective for reports published on or after 1 January 2021. Moreover, we include the Standard “GRI 405: Diversity and Equal Opportunity 2016” in this report, complementing our reporting on employment.
102–50 Reporting period	1 January 2020–31 December 2020	
102–51 Date of most recent report	6 July 2020	
102–52 Reporting cycle	Annual	
102–53 Contact point for questions regarding the report	 <b>Contact</b> Beckers Sustainability Report 2020	
102–54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option	
102–55 GRI content index	This Index	
102–56 External assurance	No external assurance	