ACHIEVING TRANSPARENCY

GRI material topics disclosures

Product stewardship and materials

Product stewardship means taking responsibility for sustainability issues along the length of the product value chain – from raw materials suppliers to product applicators and end users. Note that customer health & safety is covered by this topic. Policies and grievance mechanisms for the product stream include the Beckers Sustainability Policy, Beckers Code of Conduct and Beckers Supplier Code of Conduct. Responsibilities and resources lie with Business unit managers and the COO (raw materials and suppliers). Incentive programs are linked to performance.

Topic and Disclosure	2020 Input	Comments/Link
Product stewardship		**UN Sustainable Development Goals**  **UN Global Compact Principles** 
103 – 1 – 103 – 3 Management approach 2016	See links in the comments section	**Product stewardship and materials** **Our approach** **Our highlights and progress**
Own disclosure: Raw materials evaluated as per standardized CSR guidelines		
Percentage of raw material purchase value evaluated as per standardized CSR guidelines against total raw material purchase turnover	82% (2019: 79%)	

Topic and Disclosure	2020 Input	Comments/Link
Percentage of raw material purchase approved as per standardized CSR guidelines against total raw material purchase turnover (>40)	75% (2019: 68%)	
Percentage of global supplier turnover that signed our Supplier CoC out of total supplier turnover	89% (2019: 84%)	The number of direct and indirect suppliers that signed the Supplier CoC
Materials		**UN Sustainable Development Goals**  **UN Global Compact Principles** 7 8
GRI 301: Materials 2016		
103 – 1 – 103 – 3 Management approach 2016	See links in the comments section	**Product stewardship and materials** **Our approach** **Our highlights and progress**
GRI 301 – 1: Materials used by weight or volume	141,625 tons (2019: 151,221 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: 140,612 tons (2019: 151,115 tons)	
b. Total weight or volume of materials that are used to produce and package final products: renewable	Renewable bio-based content is 1,013 tons (2019: 1,106 tons)	Bio-based 0.72% of raw materials purchased

Employment, Occupational Health & Safety, Training & Education, Local Communities

The boundaries of the material topics “Employment”, “Occupation Health & Safety” as well as “Training & Education” are defined by Beckers’ impact on its own operations. The topic “Local Communities” also affects local communities in which Beckers’ employees get involved. Policies and grievance mechanisms for all material topics in the people stream are the Beckers Sustainability Policy and Beckers Code of Conduct. For “Employment”, Beckers’ Recruitment Policy, local HR Handbooks, Equal Employment and Anti-Harassment Policy provide further important policies. The EHS Policy regulates the topic “Occupational Health & Safety” and Lindéngruppen guidelines provide guidance for the topic “Local communities”. Responsibilities for “Employment” and “Training & Education” lie with the CFO (for CoC training), the CHRO as well as with local and global HR employees. Responsible for “Occupational Health & Safety” are local and global EHS, according to regulation. Incentive programs are linked to performance for the topic “Occupational Health & Safety”. Regarding “Local Communities” responsibilities lie with the respective Local Managing Director.

Topic and Disclosure	2020 Input	Comments/Link
Employment and Diversity		**UN Sustainable Development Goals**  **UN Global Compact Principles** 
GRI 401: Employment 2016		
103 – 1 – 103 – 3 Management approach 2016	See links in the comments section	**Employment, Occupational Health & Safety, Training & Education, Local Communities** **Our approach** **Diverse teams drive innovation**

Topic and Disclosure	2020 Input	Comments/Link
GRI 401 – 1: New employee hires and employee turnover		
a. Total number and rate of new employee hires by age, gender and region	Total hires: 134 (2019: 239) Age: <30: 51 (38%) (2019: 103 (43%)), 30 – 50: 76 (57%) (2019: 116 (49%)), >50: 7 (5%) (2019: 20 (8%)) Gender: Female 53 (40%) (2019: 81 (33%), Male 80 (60%) (2019: 159 (67%)) Region: AME 61 (46%) (2019: 92 (38%)), EAA 73 (54%) (2019: 147 (62%))	
b. Total number and rate of employee turnover by age, gender and region	Total leavers: 196 (2019: 235) Age: <30: 43 (22%), 30 – 50: 88 (45%), >50: 65 (33%) Gender: Female 54 (28%) (2019: 65 (28%)), Male 142 (72%) (2019: 170 (72%)) Region: AME 59 (30%) (2019: 113 (48%)), EAA 137 (70%) (2019: 122 (52%))	
GRI 405: Diversity and Equal Opportunity		
103 – 1 – 103 – 3 Management approach 2016	See links in the comments section	**Employment, Occupational Health & Safety, Training & Education, Local Communities** **Our approach** **Diverse teams drive innovation**
GRI 405 – 1: Diversity of governance bodies and employees		
a. Percentage of women in management positions (or in Beckers' governance bodies)		

Topic and Disclosure	2020 Input	Comments/Link
b. Percentage of women working at Beckers		
Occupational Health & Safety		**UN Sustainable Development Goals**  **UN Global Compact Principles** 
GRI 403: Occupational Health & Safety 2018		
103 – 1 – 103 – 3 Management approach 2016	See links in the comments section	**Employment, Occupational Health & Safety, Training & Education, Local Communities** **Our approach** **Fostering a behavior-based safety system** **Taking care of our employees through the Covid-19 pandemic**
GRI 403 – 1 to 403 – 7 and 403 – 9: Occupational Health & Safety (2018)		
403 – 1 Occupational Health & Safety management system	+ EHS Policy which is defined with 9 Parameters + EHS Beckers Reports + Beckers safety database + Beckers Loss Prevention Standard (BLPS) + Risk assessment Policy + Hazard Identification, Risk Assessment and Risk Control (HIRARC) + Legal Requirements	

Topic and Disclosure	2020 Input	Comments/Link
403–2 Hazard identification, risk assessment, and incident investigation	+ SOP of Safety Reporting + SOP of Incident Investigation & Analysis + Emergency Reponse Procedure + Risk Management Policy + PPE Rules + Hazard Identification SOP + Emergency Evacuation Plan	
403–3 Occupational health services	+ Training given to employees on First Aid + Medical Check-up done of employees + Medical Surveillance for employees + Other health care programs organized and safety talks	
403–4 Worker participation, consultation, and communication on occupational health & safety	100% of all employees at a site are represented in health & safety committees	
403–5 Worker training on occupational health & safety	Training provided to employees e. g. EHS training schedule and tool box	
403–6 Promotion of worker health	+ Access to health service + Country specific Legal Requirements for health care services to employees Health Promotion Insurance Policy	
403–7 Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	+ Chemical Regulatory Management + Rotating equipment guarding + Installation of new Equipments with EHS checklist + New expansion and new processes need to go through EHS checklist and management of change + Hazardous Area Classification: Contractor Management	

Topic and Disclosure	2020 Input	Comments/Link
403–9 Work-related injuries	Total number of scheduled working hours: 5,124,865 7 injuries/accidents in group (2019: 5): TRI (per million hours worked) a) 2.22 for the group (2019: 1.50), b) 3.52 for EAA (2019: 1.44) and c) 0 for AME (2019: 1.61) LTI (injury rate per million hours worked): a) 1.27 for the group, b) 2.01 for EAA and c) 0 for AME Sick leave rate: 3% sick leave rate not measured at regional or gender level No work-related fatalities Gender split – N/A	Man-hours not captured on gender level (lost days and sick leave). Occupational disease not reported on group level
Training & Education		**UN Sustainable Development Goals** **UN Global Compact Principles** 1 2 3 4 5 6 7 8 9 10
103–1–103–3 Management approach 2016	See links in the comments section	**Employment, Occupational Health & Safety, Training & Education, Local Communities** **Our approach** **Fostering a behavior-based safety system**

Topic and Disclosure	2020 Input	Comments/Link
Own disclosure: E-learnings completion	Number of training hours all employees: 18,888 Total number of hours training in anti-corruption policies: 377 Total number of hours training in human rights policies: 314 Code of Conduct and data privacy E-training was under review in Q1 2021	
Child Labor		**UN Sustainable Development Goals**  **UN Global Compact Principles** 5
GRI 408: Child Labor		
103–1–103–3 Management approach 2016	See links in the comments section	**Our engagement with Global Child Forum**
408–1 Operations and suppliers at significant risk for incidents of child labor		**Our engagement with Global Child Forum**

Topic and Disclosure	2020 Input	Comments/Link
Forced or Compulsory Labor		**UN Sustainable Development Goals**  **UN Global Compact Principles** 4
GRI 409: Forced or Compulsory Labor		
103–1–103–3 Management approach 2016	See links in the comments section	Our engagement with Global Child Forum
409–1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Our engagement with Global Child Forum
Local Communities		**UN Sustainable Development Goals**  **UN Global Compact Principles** 1 2
103–1–103–3 Management approach 2016	See links in the comments section	Employment, Occupational Health & Safety, Training & Education, Local Communities Our approach Engaging in communities around us Our engagement with Global Child Forum
Own disclosure: Percentage of sites where Beckers' employees support local social initiatives	50% (2019: 78%)	

Energy, Emissions, Effluents & Waste

The impacts of the operations stream's material topics occur at Beckers' sites (own operations) as well as along the company's value chain. More precisely, the boundary of "Energy" is defined by energy consumed at Beckers' sites, i. e., impact in own operations, the boundary of "Emissions" is defined by impact in own operations and value chain, contributed by Beckers, and the boundary of "Effluents and Waste" is given by impact on own operations, caused by Beckers. Policies and grievance mechanisms for the operations stream include Beckers Sustainability Policy, Code of Conduct and EHS policy. Responsibility for the topics lies with the respective Local Managing Director. Incentive programs are linked to performance.

Topic and Disclosure	2020 Input	Comments/Link
Energy		**UN Sustainable Development Goals**  **UN Global Compact Principles** 
GRI 302: Energy 2016		
103 – 1 – 103 – 3 Management approach 2016	See links in the comments section	Energy, Emissions, Effluents & Waste Our approach Our environmental footprint in 2020
302 – 1 Energy consumption		
a. Total fuel consumption from non-renewable	17,867 MWh (2019: 19,180 MWh)	

Topic and Disclosure	2020 Input	Comments/Link
b. Total fuel consumption from renewable sources	0	
c. Total consumption of		
i. electricity	36,407 MWh (2019: 37,685 MWh)	Of which renewable: 16,161 MWh Self-generated solar energy: 119 MWh
ii. heating	6,883 MWh (2019: 7,071 MWh)	Of which renewable: 6,126 MWh
iii. cooling	0	
iv. steam	0	
d. Total sold		
i. electricity	19.3 MWh (2019: 13.72 MWh)	Self-generated solar energy not used at site and sold
ii. heating	0	
iii. cooling	0	
iv. steam	0	
e. Total energy consumption	61,157 MWh (2019: 63,936 MWh)	36% renewable of total
f. Standards, methodologies, assumptions, calculationtools used	We calculate energy use and greenhouse gas emissions from all operations as well as fromcertain aspects of our transports. We use the calculation-tool **Our Impacts**. The calculations follow the GHG Protocol and are performed by experts.	
g. Source of the conversion factors used	The emission factors are included in the tool **Our Impacts** and are updated and revised regularly. For GWP, IPCC 2007 values are used.	

Topic and Disclosure	2020 Input	Comments/Link
302–3 Energy intensity		
a. Energy intensity ratio	0.39 MWh/ton product (2019: 0.37 MWh/ton product)	
b. Organization specific nominator	Tons of volume produced on-site	
c. Types of energy included, or all	All	Includes renewable energy generated on-site
d. Whether the ratio uses energy consumption within the organization or outside or both.	Energy consumption within the organization only	
Emissions		**UN Sustainable Development Goals**  **UN Global Compact Principles** 8 9
GRI 305: Emissions 2016		
103–1–103–3 Management approach 2016	See links in the comments section	**Energy, Emissions, Effluents & Waste** **Our approach** **Our environmental footprint in 2020**
305–1 Direct (Scope 1) GHG emissions		
a. Gross direct emissions	9,860 tons CO_2e (2019: 10,646 tons CO_2e)	
b. Gases included	CO_2, CH_4, NO_2, HFCs, NF_3, SF_6 and PFCs (when applicable)	
c. Biogenic emissions	None	
d. Base year	2013	

Topic and Disclosure	2020 Input	Comments/Link
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.	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**. The calculations follow the GHG-protocol and are performed by experts.	
305 – 2 Energy indirect (Scope 2) GHG emissions		
a. Gross location-based indirect emissions	13,516 tons CO_2e (2019: 13,926 tons CO_2e)	
b. Gross market-based indirect emissions	11,516 tons CO_2e (2019: 13,795 tons CO_2e)	
c. Gases included	CO_2, CH_4, NO_2, HFCs, NF_3, SF_6 and PFCs (when applicable)	
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.	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**. The calculations follow the GHG Protocol and are performed by experts.	

Topic and Disclosure	2020 Input	Comments/Link
305–3 Other indirect (Scope 3) GHG emissions		
a. Gross other indirect emissions	26,790 tons (2019: 28,152 tons)	
b. Gases included	CO_2, CH_4, NO_2, HFCs, NF_3, SF_6 and PFCs (when applicable)	
c. Biogenic emissions	N/A	
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.	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**. The calculations follow the GHG Protocol and are performed by experts.	
305–4 GHG emission intensity		
a. GHG emission intensity ratio	0.31 CO_2e per ton product (2019: 0.31 CO_2e per ton product)	
b. Organization specific denominator	Volume produced	
c. Types of GHG emissions included (Sc1, Sc2, Sc3)	Scope 1 + Scope 2 + Scope 3	
d. Gases included	CO_2, CH_4, NO_2, HFCs, NF_3, SF_6 and PFCs (when applicable)	

Topic and Disclosure	2020 Input	Comments/Link
305–7 NOx, SOx and other significant air emissions		
a. Significant air emissions for:	VOC 471 tons (2019: 503 tons) Other air emissions N/A Intensity 3 kg/ton (2019: 3 kg/ton)	
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**	
d. Gases included		We report on emissions of volatile organic compounds (VOCs) from our operations. We do not report emissions of nitrogen oxides (NOx) and sulphur oxides (SOx) since it is not directly applicable to our business operations.
Effluents and Waste		**UN Sustainable Development Goals**  **UN Global Compact Principles** 
GRI 306: Effluents and Waste 2016		
103–1–103–3 Management approach 2016	See links in the comments section	**Energy, Emissions, Effluents & Waste** **Our approach** **Increased reuse and waste reduction on smaller sites** **Driving circular economy**

Topic and Disclosure	2020 Input	Comments/Link
306–2 Waste by type and disposal method		
a. Total weight of hazardous waste by disposal methods:		
i. Reuse	1,213 tons (2019: 949 tons)	
ii. Recycling	1,404 tons (2019: 1,337 tons)	
iii. Composting	N/A	
iv. Recovery, incl energy recovery	2,474 tons (2019: 2,622 tons)	
v. Incineration	742 tons (2019: 663 tons)	
vi. Deep well injection	None	
vii. Landfill	38 tons (2019: 46 tons)	
viii. On-site storage	None	
ix. Other	None	
b. total weight of non-hazardous waste by disposal method:		
i. Reuse	896 tons	
ii. Recycling	841 tons (2019: 1,080 tons)	
iii. Composting	N/A	
iv. Recovery, incl energy recovery	208 tons (2019: 224 tons)	
v. Incineration	35 tons (2019: 2 tons)	
vi. Deep well injection	None	

Topic and Disclosure	2020 Input	Comments/Link
vii. Landfill	263 tons (2019: 278 tons)	
viii. On-site storage	None	
ix. Other	None	
306 – 3 Significant spills		
a. Total number and total volume of recorded significant spills	1 significant spill; approx. 100 liters of acetone	
b. The following additional information for each spill that was reported in the organization's financial statements		
i. Location of spill	Märsta, Sweden	
ii. Volume of spill	Approx. 100 liters	
iii. Material of spill, categorized by: spill of chemicals (acetone), oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization).	Spill of chemicals (acetone)	
c. Impacts of significant spills	Approx. 100 liters of acetone flowed out at the asphalt and into a storm-water well. This storm-water well is directly connected to the nearby creek. The spill was detected by a maintenance operator who immediately turned off the valve and called the EHS manager. He then shut the valve that leads into the creek to stop the spillage down stream. The fire department helped to block the river and extracted contaminated water to the road tanker.	