

What.
We.
Do.



**Beckers
Sustainability Report
2021**

About Beckers

What. We. Do.

Beckers is a company born out of innovation. We are passionate explorers, driven by commitment and science. We know new ideas can catalyze solutions to the world's biggest challenges.

We will transform our own product portfolio and, by developing innovative formulations, we will support our customers on their journey to become more sustainable. We see this as a real market differentiator and a major transformation in how we do business. It will take us into uncharted territory, away from business as usual. Our goal is ambitious – to catalyze change throughout our industry.

Beckers is equipped to face this challenge. It will also take courage and perseverance. In this report, we explain how Beckers took important steps towards achieving these goals in 2021.

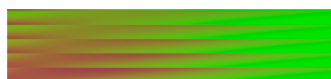
Sustainability Report 2021

Becoming the most sustainable industrial coatings company in the world.



Leading the way

- 04 CEO Editorial
- 06 Meet Beckers Group
- 07 Our global network
- 08 Value creation with impact
- 10 Compliance and commitments
- 12 Meet our leadership
- 14 Sustainability governance structure
- 16 Our value chain
- 20 Managing Health and Safety
- 23 Our sustainability journey



Towards 2030

- 24 The big picture
- 25 2030 Sustainability Strategy
- 26 Our Strategy Progress
- 28 Internal Communication
- 30 Outlook 2022
- 31 Our material topics
- 33 Stakeholder engagement



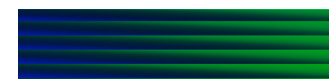
What. Products

- 36 Management Approach: Products with Impact
- 38 Products with Impact: 2021 results



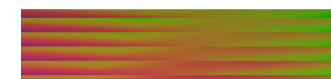
We. People

- 39 Management Approach: People with Impact
- 41 People with Impact: 2021 results



Do. Operations

- 43 Management Approach: Operations with Impact
- 45 Operations with Impact: 2021 results
- 47 GRI Report 2021



GRI Report 2021

- 48 GRI Report 2021
- 48 GRI Content Index
- 68 Glossary
- 71 Contact

Dear Stakeholders

Each and every one of us has a responsibility to lead the way towards a sustainable future – to develop our environment, economy and social lives in ways that transform our world for the better.

GRI 2–22

At Beckers, we believe we can and must set an example and be at the forefront of the transformation of our industry. We want to create the maximum positive impact for our customers, society and the planet, becoming the world's most sustainable industrial coatings company.

We have made a commitment to contribute towards decarbonization by transforming our product portfolio and have built a united, motivated and committed leadership team to help us all work together, with our customers and suppliers, to drive our products, people and processes for positive change.

In 2021, our journey towards sustainability accelerated as we rolled out our 2030 Sustainability Strategy with site workshops and site action plans in line with the strategy's three pillars, People, Products, Operations, at each of our 23 manufacturing sites. We also recruited new talent and added leadership positions devoted to driving our Sustainability Strategy forward – a process we will continue as we reshape our organization to fulfil these goals.

Some achievements I would like to highlight from 2021:

People

We know that our people are passionate about sustainability as a driver for positive change in our culture.

We have seen very high participation (94 percent) in our Global Engagement Survey arguing for strong action towards a feedback culture for continuous learning, a leadership journey, and further health and safety initiatives.

We have strengthened internal communications to keep our teams united and have begun to find common bonds and common purpose, highlighted in the True Colors campaign.

Sustainability targets are integrated into variable compensation while remote working has become common at Beckers, and we have laid the foundation for increased support for our local communities by defining Children & Youth as our Common Cause.

“Sustainability is more than an opportunity for Beckers and our customers, it is an imperative that will determine our future growth, our differentiation, as well as value creation for our customers and our people.”

Christophe Sabas | CEO

Products

We know that innovation is critical in our products stream as we shift to water-based, bio-based and recycled raw materials.

We have implemented a connected global R&D organization and governance processes to help achieve our ambition of 100 percent of all new products to be produced sustainably by 2030.

We have also made excellent progress in our Beckers Sustainability Index, which helps ensure our sustainability efforts span the entire value chain so we can also guide our customers on their own sustainability journeys. Beckers is a customer-focused company and we believe that a focus on sustainability ensures continued success.



2021 was indeed a very important year
for sustainability at Beckers.



watch the
CEO Interview
here

Operations

Our operations stream is therefore increasing its focus to help our coil coating customers decarbonize. We are taking a new, holistic approach that includes building more resilient supply chains and bringing suppliers along on a sustainable journey in which we work together to prepare Life Cycle Assessment information for their products.

The unprecedented shortages of key raw materials and price escalation have underscored the need for change. We cannot set new standards alone. We must all work together with customers, suppliers and our communities to tackle these most pressing challenges.

In the short term, we at Beckers will first address those challenges at our sites where we can have the greatest leverage with crucial climate actions for our own operations.

Each of us has a unique opportunity to rethink the real value of our actions and how they impact our local communities and our planet.

Sustainability is more than an opportunity for Beckers and our customers; it is an imperative that will determine our future growth, our differentiation, as well as value creation for our customers and our people.

Help us help you co-create a sustainable future for us all.

Christophe Sabas
CEO

Berlin, Germany
May 2022

Meet Beckers Group

With over 150 years of experience in paint making, Beckers has grown from a small retail shop in Stockholm, Sweden to become a leading global coatings company that develops high-quality, environmentally compatible paint systems.

GRI 2-6

Today we are a global market leader in coil coatings and a leading global supplier of industrial paints. Our vision is to be the most sustainable industrial coatings company in the world. Our purpose is to transform the industry by developing solutions that give surface a new meaning and create maximum positive impact for customers, for society and for the planet.

Beckers Group is privately owned by Lindéngruppen, a Swedish family business with a focus on sustainable and long-term development of industrial companies. In 2021, 1,775 people worked at 23 production sites in 17 countries around the world. Our corporate head office is located in Berlin, Germany.

The company has two business areas that are managed in three regions: Coil Coatings and Industrial Coatings. As a decentralized organization, local management is empowered to make decisions fast in order to drive profitable business growth. Coil Coatings was already decentralized and, in 2021, Industrial Coatings was also structured in this way. In addition, in 2021 we changed the organizational set-up from business units to regions. We defined three regions: Northern Europe & Americas, Southern Europe & Africa, and Asia & Middle East.

Our aim is to be a solutions provider that offers more value than the sum of our products. Responsibility for the world around us is an integral part of Beckers' mission. We are committed to setting new standards in product innovation, customer relationships and sustainability, and thus invest heavily in research and development to produce state-of-the-art coating solutions.

Our two business areas

Coil Coatings

As the leading global supplier of coil coatings, we set industry standards for high-performance liquid coatings applied to sheet metal. Coil coatings are methods and products for applying liquid paints to steel and aluminum. They are used in many applications including:

- Building and construction
 - Roofs
 - Facades and walls
 - Rainwater systems
 - Roller shutters
- Domestic appliances
- Core Plate Varnish

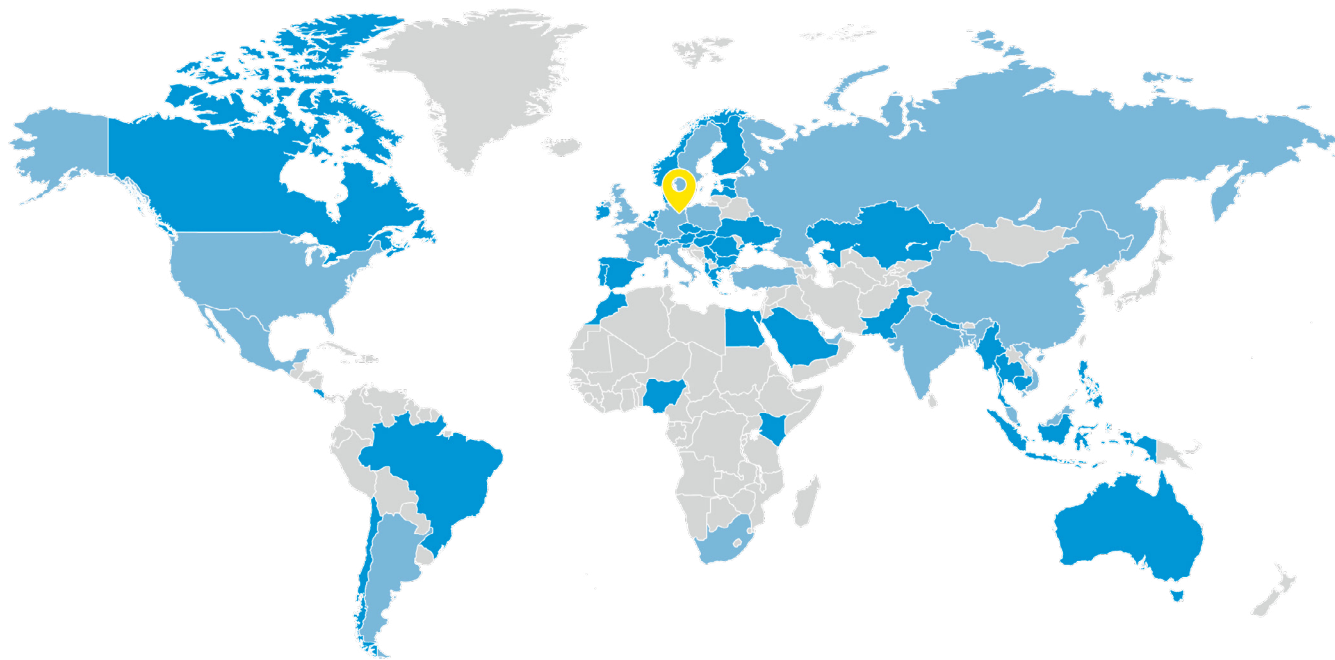
Industrial Coatings

We supply a complete range of specially manufactured coatings for pre-formed metal parts and plastic components as well as consumer devices for the following applications:

- Vehicles and heavy-duty machinery
 - Agricultural, construction and earth-moving equipment
- Railway
- Trucks
- Automotive plastics exterior
- Consumer goods

Our global network

We operate a global network of manufacturing sites which enable us to be close to our customers and understand their demands and requirements.



This global presence was not built in a day – it is the result of our 150-year-long history in paint making. Beckers was founded in Stockholm, Sweden in 1865 by a German chemist, Carl Wilhelm Becker. Since then, our company has grown and evolved from a one-man consumer paint shop to a successful Swedish enterprise which, today, is a world leader in industrial surface coatings.

 Corporate head office: Berlin, Germany

Manufacturing sites and/or office

Additional markets served

Value creation with impact

At Beckers, value creation goes beyond sales growth and profit maximization. Financial and non-financial indicators alike determine corporate strategies and success.

Profit and prosperity

GRI 2-19

Value creation, for us, is more than sales growth and profit maximization. Financial and non-financial indicators alike determine corporate strategies and success. We thus set financial and non-financial performance targets, which are followed up in our reporting system. Examples of performance targets include product sustainability, people safety indicators, and energy efficiency among many others. In order to develop our operations, maintain good stakeholder relations and to be a valued corporate citizen, we need to ensure stable financial results. Global reach and local presence are key for our future success, but equally so is our sustainability work. Our Chief Financial Officer holds the dual role of Compliance Officer and is responsible for managing financial risks and for correct reporting of Beckers Group's performance. The Group net interest-bearing debt includes interest-bearing liabilities and provisions for these obligations, minus interest-bearing receivables, cash, and cash equivalents.

Financial performance

Our markets were solid in 2021 and despite the supply chain challenges, volumes increased by 5 percent. Sales at constant exchange rates increased by 15 percent. All sites passed price increases on to customers to offset the significant increase in raw material costs. There was, however, a delay between the price increase to customers and escalation in raw material cost, which led to a decrease in our value-added ratio. Nevertheless, operating margin (EBIT) is better than last year.

Net sales 2021

- 6,438 MSEK

Capitalization

- Equity: 833 MSEK
- Equity ratio: 20%
- Net-interest-bearing debt: 1086 MSEK

Investments in Sustainability

We have introduced a new global Capex process with a focus on sustainable investments. This is supported by newly created positions, such as VP Global Operations Development and Environment&Energy Manager. In addition, we have developed the "Paint Plant of the Future" (PPF) concept as a benchmark for modernizing our plants, with the aim of being more efficient and more sustainable. Looking ahead with the strategic plan for 2022–2025, 94 percent of the investments will directly contribute to our 2030 Sustainability Strategy.

Value Creation at Beckers

We believe that value creation goes beyond sales growth and profit maximization. That is why we have adopted the fundamental principle within our organization that both financial and non-financial management, controlling, and targets determine corporate strategies and success. We judge the success of our business model in terms of our impact on people and the planet as well as financial profits. In 2020, we laid the foundation for that. In 2021, the sustainability targets became part of individual target setting for employees. The targets are developed by the Sustainability Council and the Stream Teams, verified by the Executive Committee and finally approved by the Beckers Board of Directors. The Executive Committee's compensation is linked to progress towards our 2030 goals.

In addition, we at Beckers can contribute to society and the environment by providing products that reduce negative impact while at the same time creating value for customers and end users. We call these net-sustainable products.

Such products have a positive balance of material and functional sustainability characteristics and are our most sustainable products. They are defined by having Beckers Sustainability Index (BSI) values that exceed pre-defined threshold scores. The net-sustainable class is derived by considering all five indicators of sustainability in our BSI tool in a holistic way. It is their combined and optimized score (rather than just simply maximizing one indicator) that enables us to make the claim net-sustainable.



Our value proposition: providing products that reduce negative impact and create value for customers and end users.

Compliance, ethics and human rights commitments

At Beckers, we are committed to respecting and protecting human rights, we rely on our values and are guided by key ethical principles that are defined in our Code of Conduct.

Our Code of Conduct

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2-26
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206-1

The Beckers Code of Conduct defines key ethical principles that guide us in our daily business and applies at all levels, from executives and managers to line employees. We consistently apply our core values with respect to children's rights and human rights, labor standards, environmental standards and anti-corruption. These conditions are defined in the United Nations Global Compact.

As Appendixes to the Beckers Code of Conduct, we have added the UN Ten Principles of the United Nations Global Compact, the Guiding Principles on Business and Human Rights, the Children's Rights and Business Principles, and the Universal Declaration of Human Rights.

Anti-corruption and bribery

No one may, directly or indirectly, demand or accept, offer or give any kind of bribe, kickback or any other unlawful or unethical benefit to employees or other representatives or associates of the Beckers Group or its companies or any third party. We have an annual risk assessment that was started by our Legal department in 2021. In the area of anti-corruption we check whether the sites have a process for reporting any offer or receipt of a bribe (i.e., a kickback, favor, or anything of value, offered directly or indirectly, to influence a business or government decision) and the process to prevent the concealing or disguising of one kind of expense as another. There were no legal actions for corruption in 2021.

Anti-competitive behavior

All companies within our Group compete vigorously but honestly for business and uphold the highest standards of business ethics. We respect anti-trust and fair competition laws that prohibit certain actions that unfairly and dishonestly harm competitors. We also act in accordance with fair business, marketing and advertising practices. There were no legal actions for anti-competitive conduct, antitrust or monopoly practices in 2021. We have a Competition Compliance Policy that is made available to all employees in all relevant languages.

Whistleblowing

Compliance with our Code of Conduct is continuously monitored by the Management of the Group. The Chief Financial Officer holds the dual role of Compliance Officer and oversees compliance on a global level. We support open and fair discussion of issues and concerns. We encourage and expect our employees to report any incidents of non-compliance or suspected non-compliance with our Code of Conduct. We have established several whistleblowing channels to protect the anonymity and confidentiality of those reporting. We had a total of 14 cases reported in 2021, 10 of which were reported through our whistleblowing channels. All of them have been handled according to procedure. Only two remain subject to remedial action plans.

Children's rights

Beckers condemns all forms of child and forced labor. We are not aware of any incidents of child or forced labor in our operations. To monitor the social and environmental sustainability of all our suppliers, we use a three-step process and ask our key suppliers to conduct EcoVadis assessments which cover labor and human rights issues. Should any incidents arise, we will take appropriate measures to eradicate all forms of child and forced labor. Now we want to take a more systematic approach, because we have realized that there is much more to protecting children's rights than simply supporting charities. We realized we have more impact on children's lives than just via our supply chain. In 2020, we started to engage in these issues on a much deeper level. We joined a project initiated by our owner, Lindénggruppen, and the Global Child Forum. We also took the first strategic steps to putting children's rights on our agenda. We broadened our understanding of how our business impacts children, raised awareness for the topic among our top management, and prioritized the steps needed to engage with children as stakeholders.

We have committed to children and youth being our focus in our global and local community engagement. All our community and charity projects are measured against their impact on children and youth in the communities around us. In collaboration with our parent company Lindéngruppen we are also reporting on our progress and implementation of the business workbook "How to implement a Children's Rights Perspective".

Our Supplier Code of Conduct

Our Supplier Code of Conduct defines our basic requirements for all suppliers of goods and services, in particular concerning their responsibilities towards their stakeholders and the environment. Beckers expects its suppliers to adhere to international human rights and environmental laws and practices, monitor their ethical performance, and take immediate and thorough steps in cases where this ethical performance comes into question.

WE SUPPORT



The UN Global Compact

The UN Global Compact has been a fundamental part of our values and Code of Conduct for many years. By signing the Global Compact, we take responsibility within the areas of human rights, labor, the environment and anti-corruption, and make an even stronger commitment to taking action and reporting on our progress.

All policies and commitments mentioned on this page are signed by Beckers Executive Committee and validated by the Beckers Board of Directors. They are made available to all employees on the Beckers Intranet and/or our website, via copies for individuals e.g. during the starting period and displayed on all sites centrally. Code of Conduct training is offered for all employees. Only first level employees and their supervisors are excluded at the moment. A training that is more relevant for their factory floor responsibilities is planned. The share of employees trained in human rights policies or procedures was 36 percent in 2021.



We are guided by the same values in all our locations around the globe.

Meet our Board of Directors and the Executive Group

Beckers Group is owned by Lindéngruppen, a Swedish family business with a focus on the long-term development of industrial companies.

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2-18
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Beckers Group is governed by its Board of Directors and managed by the Executive Committee.

Board of Directors

The Board of Directors is ultimately responsible for the management of the business. The Board is made up of owner representatives as well as independent external members who establish the strategic direction of Beckers Group. It is responsible for ensuring that the company drives forward its long-term, sustainable business plans, protects its assets and meets its financial targets. Continuously monitoring the financial standing of Beckers Group, the Board also evaluates and decides on investments. Furthermore, it evaluates and appoints the CEO.

The Chair of the Board of Directors is Paul Schrotti, CEO of Lindéngruppen. The CEO of Beckers and selected Executive Group members participate in the Board's four annual meetings, which take place in person or online. One of these meetings is dedicated to long-term strategic direction and planning. At each ordinary board meeting the following items are always discussed:

- Business review and CEO update
- Financial review/Earnings trend/Net debt position
- Investments and/or other decision items
- Update on HR and organization
- Sustainability

Executive Committee

The Executive Committee consists of the CEO, CFO, CHRO, COO, CTO, and Presidents of all business units. It holds monthly meetings – either in person at Beckers' sites, online or in hybrid format. The CEO and the Executive Committee are responsible for running the day-to-day operations of the company. The CEO is also responsible for informing the Board of Directors of the company's market position and strategic status, and for executing the strategy and the instructions received from the Board of Directors.

Each of the companies in the Lindéngruppen Group operates independently, but in order to create efficiency and economy of scale, all companies follow an annual business cycle, and a number of processes are coordinated within the entire Group. These include sustainability, strategy, budget and audit processes, financial reporting as well as financing and cash management.

Sustainability

Sustainability is a key part of the Executive Committee's agenda, where the final responsibility lies with the CEO, Christophe Sabas. Beckers' sustainability strategy is divided into three work streams, each of which falls under the responsibility of an Executive Committee member.

- People with Impact Judith Jungmann (CHRO)
- Products with Impact Gavin Bown (CTO)
- Operations with Impact Eric Gaertner (COO) (until 2/2022 Laurent Legendre)

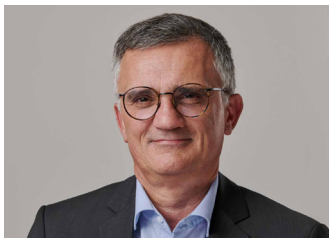
The sustainability agenda is given further drive and support by a dedicated Sustainability Team led by the Global Sustainability Director, Nicklas Augustsson. The Sustainability Council, which is chaired by the Global Sustainability Director, is responsible for strategy development, stakeholder engagement and alignment. It consists of representatives from all key functions and regions.

Changes in 2021

Georg Brunstam, Chairman of Hexpol AB, left the Board of Directors.

In 2021, Beckers recruited a CTO and appointed a President, Southern Europe & Africa. At the beginning of 2022, the company appointed a COO and a new President, Northern Europe & Americas to complete the Executive Committee.

Executive Committee Members 2021



Christophe Sabas
CEO



Olivier Laune
Chief Financial Officer



Judith Jungmann
Chief Human Resources Officer



Gavin Bown
Chief Technology Officer



Paul Menezes
President, Asia & Middle East



Christian Vogel
President, Northern Europe & Americas



Eric Fouissac
President, Southern Europe & Africa

Board of Directors 2021



Paul Schrotti
Chairman



Jenny Lindén Urnes
Owner



Christophe Sabas
CEO, Beckers Group



Mark Hamlin
Chair, Organisation Resource UK



Malin Persson
CEO and owner, Accuracy AB



Susanne Thoma
CEO, BKW AG



Leonardo Franconeri
Labor Representative



Päivi Kukkonen
Labor Representative

A new governance structure for our sustainability strategy

In 2021 we created a new sustainability governance structure within Beckers: Beckers Sustainability Council (BSC), a global cross-functional leadership team, and Global Stream Teams that will govern our sustainability activities.

Formalizing the global sustainability structure

GRI 2-24

The newly created Beckers Sustainability Council takes the baton from the previous Sustainability Committee. It is formally the highest sustainability governance body within Beckers and reports directly to the [Global Support Committee \(GSC\)](#).

The members of the BSC come from across the different functions and are the direct link between the Global Stream Teams and the GSC. The Global Sustainability Director chairs the Council that consists of CTO, CHRO, COO, VP Business Controlling, Global Sustainability Controller, Global Product Sustainability Director, Global Communications Director, VP Global Sustainable Industrial Development, Global Director for Health & Safety, Global Sustainability Expert, Environment and Energy Manager and the South Europe Coil Coating Business VP.

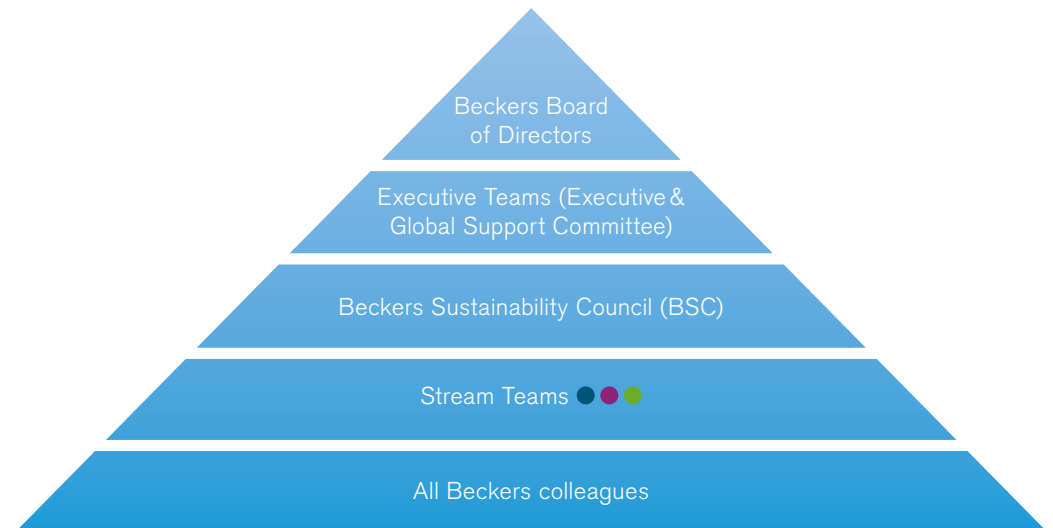
The BSC members are responsible for strategy and framework development, stakeholder engagement and alignment. They monitor the 2030 Sustainability Strategy progress, KPIs and actions, follow up on the three streams and their associated projects, and help set the annual Sustainability Contract, that is proposed to the Board of Directors and signed by the Executive Committee. The BSC also functions as the jury for the Beckers Sustainability Awards.

The Global Stream Teams: sustainability sounding boards for each stream

The Global Stream Teams are working groups for each stream within our 2030 Sustainability Strategy: People, Products and Operations with Impact. They identify action points and blockers at each Beckers site, work on the global approach to sustainability, and coordinate actions defined and presented by the Managing Directors to ensure that they support the achievement of the 2030 sustainability targets.

The Stream Teams drive sustainability within the big picture for their stream and also make sure that best practices are shared among sites. They also contribute to the Sustainability Contract and therefore set the foundation for our annual targets.

Beckers' sustainability governance structure



The Executive Committee is responsible for incorporating our sustainability strategy and monitoring the performance of each business. In addition, the newly created Beckers Sustainability Council (BSC) – a global cross-functional leadership team – and Global Stream Teams together govern our sustainability activities. Three Stream Teams are responsible for each of the 2030 Sustainability Strategy Streams: People (CHRO Judith Jungmann), Products (CTO Gavin Bown), Operations (Vice President Global Operations Development Laurent Legendre; from 02/2022 COO Eric Gaertner). The Global Sustainability Team drives the overall strategic sustainability topics.

Integrating and promoting sustainability throughout the company

With this new structure, Beckers now has a formal governance body that integrates sustainability in all functions and forms a direct line from the sites to the global Beckers management. This facilitates collaboration on key strategic topics and enables us to share best practice examples throughout the Group. Through the global set up of the Stream Teams, all regions have access to promoting their sustainability topics.



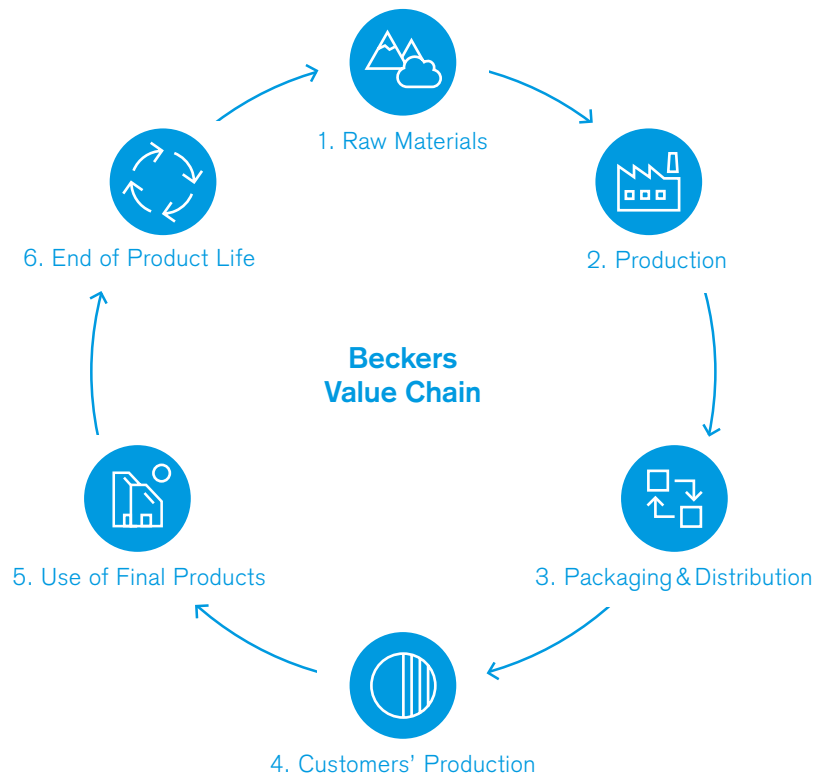
The new sustainability governance structure ensures that all colleagues have direct access to sustainability topics.

Our value chain

From the sourcing of raw materials to the production of our paints to their application – we take responsibility for sustainability issues along our product value chain.

GRI 2-6, 2-24

We have assessed the sustainability impact at each stage of our product value chain – from sourcing raw materials to the end of product life. Next, we defined actions to efficiently manage the identified challenges and to benefit from future opportunities.



1. **Raw Materials:** To manufacture our paint and coatings, we mainly use fossil and mineral raw materials
2. **Production:** We manufacture our paints and coatings at 23 production sites in 17 countries
3. **Packaging & Distribution:** In 2021, 25 percent of our carbon emissions were caused by inbound third-party deliveries and 26 percent were caused by outbound third-party deliveries
4. **Customers' Production:** Customers apply our coatings on their products
5. **Use of Final Products:** We offer coatings for buildings, domestic appliances, core plates, vehicles and heavy-duty machinery, and consumer goods like smartphones and notebooks
6. **End of Product Life:** Our coatings can prolong the life of end products, with little or no maintenance; prepainted steel and aluminum can be recycled without losing quality and original performance qualities

For more information see our [Value chain in detail](#).

Our supply chain

In 2021, we had 897 active direct suppliers for raw materials and packaging. Of these, 47 suppliers account for 70 percent of the purchasing costs. Our key raw materials come from fine chemical industry suppliers and with all of them we have long-term relations focused on joint development. A challenge is the limited number of suppliers for certain raw materials.

Driving sustainability through our supply chain

At Beckers, we take a holistic value chain approach to sustainability and we are committed to building strong partnerships with our key suppliers. Our suppliers have a significant impact on our performance, so it is important that we monitor and evaluate them too. Our goal is for 100 percent of our supply chain partners globally to be aligned with our responsible sourcing strategy by 2030. We use a three-step process to monitor the social and environmental sustainability of all our suppliers and empower them to improve their performance. Furthermore, sustainable behavior is encouraged through our Beckers Sustainability Award for Suppliers with Impact, which has been awarded to suppliers since 2019.

Chain-up! Our three-step process for responsible sourcing

Step 1: Sign and adhere to the Supplier Code of Conduct

We introduced our Supplier Code of Conduct in 2017. It is essential we have an effective way to manage our suppliers that support us at different locations around the world. To do this, we use a collaborative tool which helps our sites manage the process locally and monitor the status of every single supplier. Our target is to cover 90 percent of the total external purchases.

Step 2: Conduct third-party assessments

We ask all our key suppliers to conduct [EcoVadis](#) assessments. EcoVadis is a global provider of sustainability ratings. Its ratings cover a broad range of non-financial management systems including environmental, labor and human rights, ethics, and sustainability procurement impacts. These are rated via in-depth assessments that require suppliers to provide proof for each of their claims. A supplier must score a minimum of 40 points in each of the four segments of the assessment to achieve Beckers approval. Those who fail must work through a transparent corrective action plan towards a reassessment. This process allows us to take our suppliers with us as we move our industry in the right direction. By 2030, 80 percent of all direct material purchases should be covered by approved suppliers globally.

Step 3: Conduct in-house audits

We conduct our own in-house audits on selected key suppliers to verify their compliance with our Corporate Social Responsibility and quality expectations. Our procurement team selects suppliers to audit based on a risk assessment that includes factors such as geographic location, industry or sector, self-assessment results, length of relationship and previous performance. We work together with the audited supplier to improve quality control and sustainability performance, share proposals for improvement and request action plans within a specific time period. This approach has brought about remarkable improvements. Our annual target is to audit two suppliers per year.



Close collaboration with suppliers is key to reaching our sustainability goals.

Our value chain in detail

Our sustainability impact	Main challenges	Actions	Future opportunities
Raw materials			
- Beckers is a chemical company using fossil and mineral raw materials that are sometimes scarce - Chemicals can be toxic/hazardous in themselves, and extracting them carries a risk of negative environmental impact - Potential social and environmental impact for suppliers, employees and local communities	- To develop products according to our sustainable product vision - Competitive market for sustainable raw materials: renewable, bio-based, reused, non-toxic - To ensure an environmentally and socially sustainable supply chain	- Chain-up, a project to develop sustainability performance along the supply chain - Raw material governance: We have in place global processes for handling, storing and labeling raw materials. Beckers assesses its suppliers' progress in complying with the EU regulation REACH (Registration, Evaluation, Authorization and Restriction of Chemicals). For example, suppliers need to provide a REACH-compliant safety data sheet for the raw materials we buy. - Sustainable product development	- Increased focus on cooperation throughout the supply chain - More targeted research
Production			
- Occupational health, safety & well-being (at our premises) - Climate impact (of our operations) - Energy and water use (of our operations) - Waste & VOC emissions (of our operations)	- To reduce emissions by, for example, using renewable energy and increasing energy efficiency - To reduce and reuse waste - To manufacture without health and safety impacts - Taking care of our employees through their entire employee journey at Beckers	- Continuous advancement of our EHS standards and pursuit of zero accidents vision - Automation: For example, Beckry®Mix. - People Pyramid: caring about people - Global engagement survey, leadership training for all people managers and regular Check-In Conversations	- Develop and apply new technologies for resource efficiency - Behavior-based safety training
Packaging & Distribution			
- Transportation emissions from both inbound and outbound deliveries - Resources used in packaging materials - CSR performance of our partners	- Supply chain optimization - Sustainable logistics management - Use of reusable or recyclable packaging	- Multimodal transportation to optimize our logistics. This means moving away from road transport as the default mode of transportation towards a combination of rail, ship and road – known as intermodal transport. Switching to intermodal transport to ship products to our customers requires close cooperation with external partners, as well as greater organization and flexibility from our business and from our customers. - Adapt products: For example, Beckry®Mix. All components are in liquid form, easy to store and to distribute, due to the optimized viscosity. - Reuse of delivery packaging	- Increase use of recycled packaging material - Establishing reuse of packaging as standard

Our sustainability impact	Main challenges	Actions	Future opportunities
Customers' production			
- Occupational health, safety & well-being (at customers' premises) - Climate impact (of customers' operations) - Energy use (of customers' operations) - VOC emissions (of customers' operations)	To provide products and services that help and support the customer to improve their sustainability impact	- Work together with the customer to improve their sustainability impact (co-creation) - Provide products with low VOC, low curing temperature, high solids, and no toxic ingredients	Develop and apply new application technologies together with existing and new customers
Use of final products			
The function and performance of our products during their end use	To develop the market to increase demand for more sustainable products	- Promote and provide functional coatings: - Self-cleaning and anti-graffiti coatings that reduce maintenance and use of cleaning chemicals - Solar-reflecting and heat absorbing coatings that save energy - Light-reflective coatings that save indoor lighting and energy - NOx depleting coatings that reduce air pollution - Durable and long-lasting coatings that reduce waste and resource use - Beckry®Core reduces power losses and thus improves electrical motor efficiency	- Develop our Beckers Sustainability Index (BSI) to help customers make the right choice - Develop more sustainable functions and introduce them to the market
End of product life			
Coatings that prolong the life of end products, with little or no maintenance	- To develop the market to increase demand for more sustainable products - Beckers has very little control over the use and end of life of our products	- Continue and intensify research circular economy and end of life impact - Detailed information disclosed to automotive international material data systems - Life Cycle Analysis of our products	- Find collaborative opportunities to support end user in becoming more sustainable - Separate paint from substrate to facilitate recycling of materials - Re-paint for reuse of final product

Managing Health and Safety

The health and safety of our employees and all people that work with us is of the highest priority. We put safety first in everything we do.

GRI
403-1
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Every day, we strive to make our workplace as safe as it can be. Our goal for 2030 and beyond is to achieve zero injuries. We focus on preventative safety through behavior models, operational excellence programs and the promotion of mental health. We provide tools for employees to improve their health, offer training opportunities to employees, contractors and customers and train our managers to be safety role models who inspire and inform.

Global and local initiatives include training, hazard identification and accident reduction exercises. Our commitment is captured in our EHS Policy, our Loss Prevention Standard, our Incident and Accident Investigation and our Root Cause Procedures. All activities are aimed at making work conditions and behaviors safe.

“Each and every Beckers employee is expected to contribute towards a higher safety standard. Only if we all work together as a team towards reducing risks can we avoid having accidents and come to zero by choice.”

Christophe Sabas | CEO

Health, Safety, Environment & Security management foundation

Our EHS Policy's requirements are implemented through a comprehensive, company-wide Health and Safety (HS) Management System that includes global directives, standards, guidance documents, best practice sharing, operational management systems at our sites and continuous learning. The management system operates in accordance with global standards such as ISO 14001, OHSAS 18001 and ISO 45001 and globally recognized risk management systems. From 2022 onwards, a company-wide safety management software will further ensure global management and connect the sites. 70 percent (16 out of 23) of our sites have an ISO 14001 certification. 30 percent of our locations have an ISO 45001 certification. All local systems operate in accordance with local legislation, advancements in science and technology, and industrial best practices. Through regular self-assessments, constant monitoring, and audits we ensure compliance with the standards. HS is globally regulated and managed through the Health and Safety Director. On each site, the Managing Director (MD), the EHS Manager and EHS Management Committees are responsible for dealing with all health and safety related matters. The MD is responsible for coordinating with the site's EHS Manager, who has overall control of and responsibility for the risk observation reporting and for the local database. All workers working or operating on any of the Beckers sites are covered by the health and safety management system.

Hazard identification, risk assessment and incident investigation

We operate in a fast-changing regulatory environment. Therefore, it is extremely important to ensure business continuity. We take a proactive approach to implementing any necessary changes, from both a risk mitigation and advocacy perspective. Beckers has formalized a process to assess and document employee health and safety risks. We have Standard Operating procedures for Hazard Identification, Safety Reporting as well as Incident Investigation & Analysis that are globally in place. All our sites have strict Emergency Response Procedures and evacuation plans. Our roadmap for improving health and safety at Beckers is focused on training, hazard identification and accident reduction. It is captured in our EHS Policy, our Loss Prevention Standard, our Incident and Accident Investigation and our Root Cause Procedure. For 100 percent of our sites, health and safety risk assessments have been conducted. Global regulations on Personal Protection Equipment, the transport and handling of hazardous materials and our risk management policy complete our system here. As a global company, there are differences according to local law. All sites are audited every two to three years by insurance companies depending on risk, set-up complexity and the size of the site.

All companies within Beckers are required to ensure that all accidents, incidents, and unsafe conditions are reported in a timely manner, investigated to a required level and actions taken to prevent further accidents or incidents of a similar nature occurring at the site. The reporting of accidents is regulated in the Beckers Incident & Accident Investigation and Root Cause Procedure.

To ensure that risk reporting and follow-up is done as effectively as possible, all sites use the global Safety Observations and Near Miss Reports Database. Each site is required to record, track and complete actions in a timely manner for any issues arising from risk observation reporting. To effectively learn from and address risk observations, all sites must implement a process for identifying, reporting, investigating, documenting, communicating, and analyzing them. All near misses (which are events which under slightly different circumstances could have been an accident) need to be reported under the reporting mechanism described below in all sites and involving operations staff, contractors, visitors, or any other persons on the site.

The Site EHS Manager reports to the Managing Director on the functioning of the safety observations and near miss reports database, and on any problems with the system, including reports not being completed in a timely manner. The Site Manager and the EHS team are in charge of setting up an appropriate reporting system to ensure that the site management team is kept aware of the safety observation reporting performance. Department Managers will have the direct responsibility to ensure all actions have been recorded, investigated and solutions fed back in a timely manner to the EHS manager as database owner.

Senior Management is obliged to encourage all staff to report their observations using the risk observation reporting forms and selecting the 'Near Miss/Safety Observations' box. Copies of the Safety Observation Reporting Cards are required to be printed and available at the sites, though if there are current and equivalent alternative forms on site, this is acceptable. Where appropriate an "EHS Alert" or "Learning Lessons" report is prepared to allow all other sites to benefit from the findings and recommendations. All outcomes must be communicated to the staff via communication sessions (e.g., toolbox talks, EHS briefing sessions, etc.).

Work-related incidents are reported monthly following the GRI standards and displayed in a dashboard, presented to the management team. The same hierarchy of controls applies as above.

We take a holistic approach to safety, work to prevent accidents, and focus on people and the consequences of accidents. While reporting the figures accurately is one part, we also analyze, visualize, learn from and improve the safety performance. By focusing on the lower part of the accident prevention pyramid (behaviors, safety observations and all kinds of accidents such as injuries) we aim to reduce risks for severe accidents. While LTI (Lost Time Injury) is still an indicator among the other indicators in our reporting, we focus on the Total Recordable Injuries (TRI) as a KPI and thus lower the bar to increase the prevention of accidents.

Provision of health services

Health services are provided on all sites and range from regular training (e.g., on safety, PPE etc.), trained first aiders and a health and safety committee on every site to in-house nurses and complete medical check-ups on the bigger sites. Regular health care programs and safety talks are organized on all sites. A mental health program has been initiated with a pilot in 2021 and will be further rolled out from 2022 onwards. Health and safety days with different focus areas are organized either group-wide or on a specific site, depending on necessity.

Worker participation, consultation, and communication on health and safety

All people on the sites including employees, contract workers and visitors have access to health and safety measures, and can raise concerns and highlight potential hazards via safety observations (digital or on paper). Furthermore, feedback can be given directly to the manager, members of the health and safety committee, in the employee survey or in quarterly Check-In Conversations. Health and safety is part of the global townhalls on a regular basis. At these sessions, employees have the chance to raise questions and topics to top management. They are also communicated in our 2030 Sustainability Strategy goals and part of the yearly targets as well as the variable compensation.

All sites have a health and safety committee with regular meetings. It is responsible for monitoring safety on site, communicating safety measures, organizing training, taking actions and reporting to the Global Health and Safety Director. Depending on the size of the site, this is organized differently, sometimes also with the support of external consultants.

Health and safety training

Regular training is a fundamental principle of our EHS policy. Beckers provides initial training for all new employees, specific topic training, licensing training (e.g., for forklift drivers) as well as periodical and mandatory training, especially in high-risk areas. In 2021, we rolled out a company-wide program on behavior-based safety. Different training courses are provided to employees depending on the local needs via different routes. There is an EHS training schedule as well as material that is always available via a toolbox (including SOPs, safety handbooks, video, and other training material). Up until 2021, we had an annual Global Safety Day. It was suspended in 2020/2021 because of the pandemic and instead replaced with local formats and trainings according to local hygiene regulations as well as online trainings. Health and safety training are part of the global annual targets. The health and safety training includes subcontractors working on site. With the implementation of the software in 2022, global tracking and organization of training will be improved.

Promotion of worker health

The different health care services are provided depending on the legal framework and the general health standard in the countries. They include e.g., mental health programs, insurance policies, medical check-ups and vaccinations.

Prevention and mitigation of health and safety impacts linked to business relationships

We are committed to producing coatings that are materially sustainable and use components that are inherently safe and responsibly derived. Therefore, we have set clear global goals for sustainable products. We inform our customers with safety labels on our packaging (pictograms indicating the classification of our products). The operators at our customers are trained to read and understand them. We also have Material safety data sheets that are automatically updated and sent to our customers. Furthermore, shipping documents include safety information. The processes in place include Chemical Regulatory Management, documentation of rotating equipment, installation of new equipment according to EHS regulations, hazardous area classification and management documentation for contractors. New and/or expanded processes need to go through the EHS checklist.



Behavior-based safety is in the center of our actions to prevent accidents.

Change-maker – our sustainability journey

We have been taking a strategic approach to sustainability for more than 10 years. Many of our original goals remain at the heart of our vision today. In order to further strengthen our efforts in this area, in 2020 we kicked off our 2030 Sustainability Strategy. It gives us focus and ambitions.

Responsibility for the world around us is an integral part of Beckers' mission. We have been committed to setting new standards in product innovation and sustainability for a long time and our sustainability journey is testimony to that.

2009 • Started using the four system conditions for sustainability

2010 • Sustainable product definition

2011 • Global sustainability manager

2012 • First GRI report (G3.1 guidelines)
• Climate report
• EKPI reporting system

2013 • Sustainability committee established
• Coil coating with bio-resin

2014 • EcoVadis Silver rating
• GRI materiality analysis
• Global loss prevention standard

2015 • Sustainability roadmap 2022
• BeckryTherm app
• Sustainability e-learning
• GRI G4 reporting

2016 • Beckers Sustainability Index
• GRI Standards reporting
• Code of Conduct e-learning

2017 • Beckers Sustainability Index app
• Aligning with the SDGs
• Supplier Code of Conduct
• EcoVadis Gold rating
• Ecolabel certified products in Malaysia and India

2018 • Beckers signs UN Global Compact
• Social Sustainability Roadmap
• Relaunch of Beckry®Therm app

2019 • Conducted stakeholder workshops
• Developed 2030 strategy and roadmap
• Improved gender diversity for new hires
• Finalized global employee survey

2020 • Launch of 2030 Sustainability Strategy
• Final agreement and kick-off of 2030 targets and actionable KPIs
• Further development of go-to-market strategy for sustainable products
• Introduction of quarterly Check-In Conversations

2021 • Rollout of 2030 Sustainability Strategy with site workshops and development of site action plans
• New sustainability governance structure with global stream teams and Beckers Sustainability Council
• Sustainability targets as part of individual target setting
• Community Engagement Commitment

The big picture

Environmental and social challenges remained major concerns in 2021. There was, however, progress as people, politics and businesses woke up to the gravity of the issues and their role in tackling them.

Setting environmental objectives

At the political level, the European Council approved the EU Taxonomy Climate Delegated Act. This new Act supports sustainable investment by clarifying which economic activities contribute most to meeting the EU's environmental objectives. Meanwhile, COP26 in Glasgow demanded collective global climate action, focusing the world's attention, including that of our customers, on carbon reduction.



Urgent action is needed and we all must work together to transform our world.

Net sustainable products

Another arena with the same urgency: the Stockholm Resilience Center announced that the safe planetary boundary for pollutants, including plastics, has been exceeded – something that is very relevant to us as a chemical company. This is directly connected to our products and developing solutions that are net-sustainable, meaning that they are produced sustainably and provide sustainable benefits.

Building more resilient supply chains

The COVID-19 pandemic continued to have an impact throughout 2021. After curbed production in early 2020, we saw demand in construction rebounding globally as countries reopened. This created unusual stresses in the supply chain, with demand-supply imbalances, shortages of key raw materials, and an unprecedented raw material price escalation.

The crisis across the whole supply chain revealed the vulnerability of global markets and the need for companies to react flexibly. At Beckers, we managed to protect our customers and avert negative impact from these disruptions by successfully ensuring continued delivery of our service.

It is critical to learn from this experience and to make Beckers' supply chain more resilient for the future. We have therefore started working on new solutions for improving our procurement strategy long-term, with implementation beginning in 2022.

Rising inequalities

The COVID-19 pandemic has revealed not only the fragility of supply chains but also the deep inequalities in our societies. We've seen how fragile many of our achievements are, for example in women's and children's rights. The pandemic set back progress in many of these areas, and it is clear that the most devastating consequences of COVID-19 have been felt by the weakest in society. In 2021, we set our Common Cause and kicked off a program that takes a holistic approach to people sustainability. We must view sustainability through a wide lens – to be as inclusive as possible and make the maximum positive impact for our customers, for society and the planet.

Beckers' 2030 Sustainability Strategy

At Beckers, we are determined to ensure our company is part of the solution for a sustainable future. In close collaboration with our customers, we make it possible to generate a positive impact beyond the surface.

GRI 2-24

We started our sustainability journey in 2009. In 2020, we launched our 2030 Sustainability Strategy with a Roadmap that will enable us to fulfil our purpose. It sets clear milestones with steps that can be adapted along the journey.

In 2021, we fully rolled out the strategy to the whole company. In this year's report, we look back on where we started and measure what we have achieved so far; we also revisit the measures we chose to reach our ambitious goals and set new milestones for the near future, so that the goals of our 2030 Sustainability Strategy will be reached.



We have a sustainability contract with our Board of Directors

The annual sustainability contract with the Board of Directors is a set of yearly targets in the three streams People with Impact, Products with Impact and Operations with Impact. The targets are directly linked to the 2030 Sustainability Strategy and are part of our annual employee bonus system. Our sustainability governance structure ensures that all sustainability topics are integrated within the organization and that sustainability is top priority in all areas.



Sustainability targets are part of the annual employee bonus system.

Strategy progress in 2021

UN and world leaders call the years up to 2030 the “Decade of Action.” We are clear that it will be actions, not just words or strategy, that will create impact. We have therefore worked quickly to translate our goals into activities.

After publishing our 2030 Sustainability Strategy in July 2020, the Executive Committee worked together with the sustainability team to finalize the KPIs and targets for each of the three streams People with Impact, Products with Impact and Operations with Impact. These ambitious goals were then challenged and approved by internal expert groups and, in September, by the Beckers Board. In fall 2020, we started fully rolling out the strategy across the company with a series of events designed to get everyone involved.

The roll-out continued in 2021 and we integrated our 2030 Sustainability Strategy across the company. We put the focus throughout the year on employee engagement, because to achieve our goals we must all be on board and involved.

Site workshops and action plans

In March 2021, we held a Sustainability Roadshow. Due to COVID-19 restrictions, we held the eight workshops in a digital format. Around 260 participants from all countries attended the workshops and succeeded in filling 188 whiteboards with ideas for action over the course of 56 hours. Supported by a globally trained coordinator, they formed working groups and each Beckers site developed its own local roadmap and action plan with immediate actions for that year and the following three years, as well as goals for 2030. The outcome was individual site action plans and strategies for sustainable investments. These were presented by the Managing Directors to the Global Support Committee and the stream teams in June 2021 and communicated in every local language. The roll-out and full integration of our 2030 Sustainability Strategy was supported by diverse internal communication activities.

Progress towards our goals

The progress we made towards our goals in 2021 is set out in detail in this report. Within each stream, these are some of the highlights.

To provide better visibility on our progress towards the goals, we developed a company-wide sustainability dashboard of our KPIs, which is updated monthly or quarterly depending on the KPI. It provides a company overview as well as results for each site, with KPIs for all 2030 Sustainability Strategy goals, milestones each year and progress towards our targets.

What. Products with Impact.

Our new CTO, Gavin Bown, has pushed our sustainability agenda forward on many fronts. We began restructuring R&D with the focus on improving the sustainability of Beckers' products. We created the role of a Global Product Sustainability Director for Beckers Group who, together with their team, will advance our product sustainability. We made great progress with our Beckers Sustainability Index (BSI). It gives us much better visibility of the issues that we need to address in improving product sustainability into the future. With the BSI, we have mapped more than 90 percent of our sold volume in terms of material sustainability and made good progress in understanding the functional sustainability of our products. We also started developing our own bespoke Life Cycle Analysis (LCA) tool. It will enable us to determine the carbon footprint of our products.

We. People with Impact.

To address people sustainability in a holistic way, we have created the people sustainability pyramid. We have implemented Behavior- Based Safety programs on our sites and we are making good progress with our safety observations. Despite these advances, our LTIs (Lost Time Injuries) increased this year to 10.

In 2021, we conducted our second global engagement survey, with 94 percent worldwide participation. Scores increased across all items, including leadership, Net Promoter Score (NPS) and team efficiency.

We also kicked off our leadership journey for all people managers and strengthened internal communication, with quarterly townhalls open to all and our "True Colors" campaign, which provides a global platform for employees' sustainability stories. In addition, we continued our quarterly Check-Ins for all colleagues and integrated sustainability targets into all variable compensation.

Do. Operations with Impact.

To support our efforts in gathering data, analyzing sustainability performance, sharing best practices, and supporting sites in building and implementing their sustainability programs, we created three new positions: VP Global Operations Development, Environment & Energy Manager, and Global Sustainability Controller.

We developed our Paint Plant of the Future concept, a long-term investment program that will future-proof Beckers' sites with regard to sustainability. We also significantly reduced our landfill waste and increased our share of renewable electricity, which is now up to 56 percent (YTD).

Bolstering internal communication

Beckers strengthened its internal communication to foster sustainability within the company during 2021. The aim was to further roll out the 2030 Sustainability Strategy across the company and encourage sustainable behavior.

Sustainability Roadshow

GRI 2-29

In 2021, we continued the full roll-out and integration of the 2030 Sustainability Strategy across the company. Our main focus was on employee engagement. The goal is for each colleague to take responsibility for the Sustainability Strategy in their own sphere of influence. Driving forward the 2030 Sustainability Strategy should be a key priority in everyone's daily work. Therefore 2021 was all about supporting everyone across the company with trainings, workshops and communication material, for example, during the virtual roadshow the sustainability team did in Q1 2021.

Quarterly Townhalls

Beckers colleagues are invited to participate in our Quarterly Townhalls, where the Executive Committee updates everyone on general business, HR, R&D, Operations and with news from the regions. This allows the leadership to get messages about our Sustainability Strategy out across the organization in person. After the recap of major themes and issues, there is always a lively Q&A session where participants can openly or anonymously ask questions directly to the leadership team.

“One of the reasons the Townhall format has proved to be so popular is because it gives attendees the opportunity to ask questions directly to Beckers’ leadership team.”

Inga Clausen | Global Communications Director

True Colors Campaign

This internal poster campaign was also part of the strategy roll-out. It puts a personal spin on our shared mission to become the world's most sustainable industrial coatings company. The campaign uses real-life stories and photos of Beckers' employees from the sustainability workshops that ran earlier in the year across all sites.

The stories showcase our genuine passion and commitment to sustainability topics, offering diverse voices from people across the Beckers community, who speak from the heart on the issues they care about. The initiative is open to all staff at all sites globally. Each story relates to one of Beckers' sustainability streams, with the first three posters sent to sites globally at the beginning of 2022. The aim is to inspire wider participation and more voices, so every poster contains a QR code for people to find more information online. More stories are planned.



The internal poster campaign puts a personal spin on our shared mission to become the world's most sustainable industrial coatings company.

Outlook 2022

We have developed a clear roadmap and action plan for our path towards 2030. We have set clear milestones to be able to challenge measures and adapt the steps along the way. In 2022, we will see first results.

Key topics on the agenda in 2022

In 2022, we will continue implementing individual roadmaps at all sites. We will also review the targets of our 2030 Sustainability Strategy, adapt where necessary and set further milestones.

In **Products with Impact**, we will complete the development of our Beckers Sustainability Index and begin using it to assess our customers' portfolios. We will proceed with the development with our dedicated Life Cycle Assessment tool for our products. Furthermore our focus will be on the Sales and Marketing of our net-sustainable products.

In **People with Impact**, we will continue to drive safety procedures for our employees, putting even greater emphasis on best practice with an ambitious yearly target. We will further work on building the capacities of our employees through trainings and feedback, as well as push for a gender-balanced organization, especially through new hires.

In **Operations with Impact**, all sites must have a medium- to long-term industrial plan to achieve the sustainability targets we have set for 2030 and beyond. We aim to reduce waste by a further 4 percent group-wide and increase our use of renewable electricity to 70 percent.



Achieving excellence through exchange and cooperation was a theme echoed by new COO Eric Gaertner, who joined in 2022.

Our material topics

Materiality assessments help companies to identify and prioritize the issues that matter most to their business and stakeholders. Our material topics have been identified based on their relevance to the business in terms of impacts and for our stakeholders. For transparency purposes, we disclose the process of identifying, reviewing, and restructuring our material topics.

2015: Beckers' first materiality assessment

GRI 3-1, 3-2

Since we started reporting according to GRI guidelines in 2012, we have mapped out the sustainability topics most relevant to our business. The selection process started in 2013. This involved looking at our previous sustainability reporting, reporting benchmarks and GRI's list of aspects. With the help of sustainability experts, we then established a comprehensive list of 42 aspects. The next step was to prioritize the list based on each aspect's strategic importance to Beckers. On a scale of one to five (where five is deemed 'very important'), we ranked 26 aspects as either a four or a five.

Using these 26 aspects, we then surveyed and interviewed our key stakeholders. We chose these groups according to our understanding of their importance to Beckers, and their interest in and knowledge of sustainability. Customers, employees and suppliers represented 75 percent of the chosen stakeholders. As part of the survey, we asked a number of open questions to get an objective understanding of our stakeholders' perception of our current work and reporting. Based on the results from the stakeholders, we found that 15 aspects were material to Beckers Group, being most important to both stakeholders and our company: Compliance With Laws and Regulations, Transparency, Anti-corruption, Emissions, Effluents and Waste, Environmental Impacts of Supply Chain, Energy Efficiency, Environmental Impacts of Products and Services, Materials, Customer Health and Safety, Product and Service Labeling, Training and Education, Occupational Health and Safety, Local Presence, and Anti-competitive Behavior.

2016: Review of material topics

In 2016, Beckers decided to shift to the new GRI Standards. For that reason, we reviewed the materiality of selected sustainability issues by checking them against external trends, the results of our 2015 stakeholder dialogue, other ongoing stakeholder dialogues and our internal development. This development road led us to eight material topics, which are well established in sustainability principles and that we aligned with the UN's Sustainable Development Goals (SDGs): Product Stewardship and Materials, Energy, Emissions, Effluents and Waste, Employment, Occupational Health and Safety, Training and Education, and Local Communities.

2020: Organizing material topics into Beckers' Sustainability Streams

In 2019, we held an extensive two-day multinational stakeholder workshop with the sole focus on sustainability. The feedback we received from our stakeholders confirmed that sustainability is a priority for customers and suppliers alike. Many saw the need for a profound system change in the industry and called for thought leaders to cooperate more closely. Together we must move away from fossil-based raw materials toward greener chemistry and from linear business models to more circular thinking. Our stakeholders agree with us that there is a need for bold, long-term vision and goals, and that we need to work with partners along the value chain.

Based on this extensive stakeholder dialogue, we reviewed our material topics and developed the 2030 Sustainability Strategy, which was implemented in 2020 and 2021. Its goals are guided by our material topics and now arranged in the three streams – Products, People and Operations with Impact. Within each stream we have set ambitious annual and long-term targets that are constantly monitored and reported on. In our GRI report 2020, we reported on all previously identified GRI Standards plus some additional ones to reflect the changing sustainability landscape. An update of our material topics is planned for 2022.

Stream	Material topic	GRI Standard or Own disclosure	Management Approach
Products	Materially sustainable coatings		
	Functionally sustainable coatings		
	Breakthrough innovations	Own disclosure: Product Stewardship GRI 301: Materials 2016	Management Approach: Products with Impact
People	Diverse, motivated, and empowered employees	GRI 401: Employment 2016 GRI 405: Diversity & Equal Opportunity 2016	
		GRI 403: Occupational Health & Safety 2018 GRI 404: Training & Education 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016	
	Safety and well-being		
	Social engagements	Own disclosure: Local Communities	Management Approach: People with Impact
Operations	Carbon neutral activities	GRI 302: Energy 2016 GRI 305: Emissions 2016	
	Circular economy	GRI 306: Effluents and Waste 2016	
	Supply chain sustainability	Own disclosure: Product Stewardship GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016	Management Approach: Operations with Impact

Co-creation – engaging with our stakeholders

It is important to understand our stakeholders' needs so that we can work together along the value chain, find opportunities and address risks.

GRI 2-23, 2-29

We have been in constant dialogue with our stakeholders for many years – employees, customers, suppliers, regulators and local communities. In May 2019, a particularly fruitful stakeholder workshop brought together participants from Beckers and customers, suppliers and other stakeholders along our value chain. It also featured representatives from NGOs and the United Nations, sustainability and academic experts, and colleagues from our parent company. The result was a creative and constructive dialogue about sustainability challenges and how best to tackle them. The workshop was invaluable in helping us define our 2030 Sustainability Strategy.

New stakeholder engagement framework

We restructured and refined our global strategic process in 2021 to engage even more effectively with our stakeholders. We updated our stakeholder model to make it more consistent – it now puts sustainability at the center of every dialogue. We define stakeholders in two – not necessarily mutually exclusive – ways. First, as entities or individuals that could be affected by our own organization's activities, products and services. And second, as entities or individuals that could affect the ability of our organization to implement its strategies and achieve its objectives.

We now group our stakeholders as either internal – employees and owner – or external – customers (including specifiers and OEMs), suppliers, the world around us (including Children & Youth, NGOs, trade associations, legislators/governments). The model builds on the idea of integrating sustainability dialogue into channels of communication that already exist and are frequently used. We also devised separate processes for stakeholders that do not have regular contact with Beckers.

Internal stakeholder engagement

Beckers today maintains a well-established dialogue with internal stakeholders, employees at all levels of our business and our owner, Lindéngruppen. Every second year, we conduct a global employee survey to collect employee insights about their well-being and working conditions. As a part of our strategic business development, we hold regular meetings with Lindéngruppen and meet for an annual conference to discuss sustainability issues. And our Stream Teams channel sustainability topics to every level in the company.

External stakeholder engagement

As a company with production sites on five continents and a diverse supplier landscape, we are aware of our impact on the local communities that host us and on the people employed by the companies we do business with. We take very seriously our responsibility to foster good relations and ensure good working conditions along the value chain of our business. We are also aware of the environmental impact of our raw materials sourcing and production processes. We clearly communicate our goals through our Supplier Code of Conduct and expect our suppliers to reduce their impact. We evaluate their progress towards these expectations through tools provided by EcoVadis, the business-sustainability service provider.

Our customers are one of our most important external stakeholder groups. Their ecological footprint is also our footprint. The more sustainable solutions we can provide them, the more sustainable our business becomes. This requires a comprehensive understanding of the market, including how our customers use our products and what their specific needs might be. Our sales staff are vital for this, as they have a close and well-established relationship with our customers. We also solicit customer feedback through local surveys. Trade associations like ECCA, CEPE and NCCA provide us with industry insights. And local authorities hear from us annually as part of our reporting requirements.

Overview: Stakeholder engagement channels and key issues

Stakeholder	Key issues	Engagement channels
Internal		
Employees We aim to be a top employer and offer our employees valuable opportunities to grow personally and professionally.	• Employees' well-being • Safe working conditions • Training and education • Anti-corruption • Talent management • Gender diversity • Non-discrimination • Understanding Beckers' sustainability work and road forward	• Global Employee Survey • Sustainability report feedback survey answered by around 300 employees • Global Stream Teams • Dialogue with union representatives • Regular internal communications trainings • Health and safety committees • Feedback through Check-In Conversations
Owner We are 100% owned by Lindéngruppen.	• Understanding Beckers' sustainability work and road forward	• Regular board meetings • Lindéngruppen (sustainability) conference
External		
Customers		
Customers (B2B) We need a comprehensive understanding of the market, how customers use our products and their individual needs. Customer focus means we serve our customers by creating value through sustainable solutions that encompass both products and services.	• Awareness of customer needs • Customer satisfaction • Product quality and performance • Realization of co-creation • Innovation • Collaboration to reach sustainability goals	• Local surveys • Meetings with representatives • Local, flexible, and professional customer service • Reports • Meetings at industry events • Workshops and pilot projects on sustainable product developments • Market research and business development
Specifiers and Original Equipment Manufacturers (OEMs) We benefit from a constructive exchange about needs and expectations with profilers, architects, contractors and specifiers, and OEMs.	• Awareness of specifiers' needs • Understanding of leverage points (what they need to choose Beckers)	• Meetings with relevant representatives • Industry research and collaboration with 3rd iparcies

Stakeholder	Key issues	Engagement channels
Supply chain		
Suppliers We rely on the products and services provided by our crucial partners. We cooperate for better synergies.	• CSR assessment • Environmental performance • Interest and capacity in R&D for more sustainable raw materials and products • Long-term relationships • Capacity planning • Compliance with laws and regulations • Anti-corruption • Healthy and safe working conditions • Respect of human rights and ensuring elimination of child labor • No anti-competitive behavior	• Survey to main suppliers in each region • Signing of Supplier Code of Conduct • Participation in EcoVadis assessment and acting upon its results • On-site supplier audits • Sustainability workshops to evaluate joint developments with suppliers
The world around us		
Children & Youth We agreed to focus on this one global common cause and are now selecting NGOs, charities and partners to work with.	• Access to basic needs (food, clean water, health services) • Access to education • Violence against children and young people • Risks to health and safety • Working conditions and their impact on family life (e.g., working hours, business travel or working abroad, flexible working time, pay, parental leave policy) • Potential exposure to harmful substances through applied coatings/chemicals	• Through the NGOs Global Child Forum and Save the Children • Through contact points in our communities
NGOs and science (universities and research institutions) We are focusing on technology scouting, i.e., looking outside the company and the traditional supplier base for emerging new technologies.	• Latest research and innovation • Sustainability forecasts	• Workshops • Interviews • Collaboration and joint research projects
Trade associations We value the exchange with other actors in the industry about political and economic developments.	• Latest research and innovation • Sustainability forecasts	• Industry events • Regular meetings • Participation in working groups
Legislators/government/regulatory/local authorities We take our responsibilities as a responsible corporate citizen seriously. We comply with or exceed all applicable regulations in the countries in which we operate. We aim to positively contribute in our communities.	• Environmental impact • Local regulatory compliance • Product safety and labeling standards • Training & education • Quality of life for people in the community	• Personal meetings • Talks with authorities

Management Approach: Products with Impact

We take responsibility for sustainability along our product value chain – from raw materials to customers and end users.

GRI
2-24
3-3
306-1
306-2

Making our products more sustainable is part of this effort. We want to develop products that both meet our customers' needs and fulfill our shared vision of sustainability. We are working hard to fulfill this goal, but we still need to improve in a number of areas: choice of raw materials, our suppliers' environmental and social impact, product performance for applicators and end users, and sustainable solutions for scrapped painted materials. By collaborating with partners along the value chain we strive for **breakthrough innovations** and **materially and functionally sustainable coatings**.

How our products impact the environment, people, and the economy

As a company that makes coatings from chemicals and scarce minerals, we are aware of the potential for negative impacts on the environment or on people's health. This is why reducing the negative impact by using renewable raw materials and recycled materials and also making a positive contribution to sustainability is of utmost importance to us.

We work to understand and mitigate the negative impacts of our operations through positive measures, such as monitoring the use of endangered resources, reducing energy consumption for cooling or heating, or lowering the amount of **VOC** in paints to improve air quality.

Our innovations are helping to reduce the negative impact of our products on the environment or humans. For example, our self-cleaning coatings reduce people's exposure to chemicals required to clean surfaces. Our coatings can help further electric motor efficiency or extend the lifetime of products. Our highest durability system, RUV5, can significantly lengthen the lifetime of a building envelope with minimum maintenance. In one of our latest developments, an easy-to-clean topcoat is applied using a less resource-intensive process compared to the previous three-coat system that is usually standard when it comes to self-cleaning technology. Finally, collaboration and co-creation with clients and partners lead to more transparent, reliable and sustainable value chains.

Additionally the total costs for a coating solution and, in the end the object it is applied to, decrease when taking the holistic approach of life-cycle assessments. Considering the additional costs that are spread throughout a product's whole life cycle is called total cost of ownership (TCO). By reducing the costs of maintenance and operation, a sustainable coating is valuable in a way that goes beyond the obvious.

How we manage Products with Impact

Restructuring our R&D

Our new CTO, Gavin Bown, joined in April 2021 and began re-structuring our R&D, placing an extra focus on sustainability. As part of this restructuring, we have now created a new role of a Global Product Sustainability Director for Beckers Group, who, together with their team, will advance our product sustainability.

Beckers Sustainability Index

We made great progress with the Beckers Sustainability Index (BSI), giving us much better visibility into the issues that we need to address to improve product sustainability into the future. Our BSI is a transparent product classification tool that maps and measures the sustainability of a system in full. It classifies the sustainable impact of coating systems along both material and functional dimensions, and can be used by the industry and by Beckers for R&D and commercial purposes. It is already widely in use for Coil Coatings.

We began with the classification of all our Coil Coatings in 2020. So far, we have mapped more than 90 percent of our sold volume in terms of its material sustainability and made good progress in understanding the functional sustainability of our products by using BSI. Coatings that are found to fulfill the highest standards in both categories – functional and material sustainability – are described as “net-sustainable”. In other words, they are products that are placed in the highest class of the BSI coating system because they significantly improve the sustainability of the coated product and receive a high score in the material sustainability category.

Life Cycle Analysis

We have started to develop our own bespoke Life Cycle Analysis (LCA) tool. It enables us to determine the carbon footprint of our products in order to define the carbon in our products and become reflective on the use of more sustainable materials and improvements to our own manufacturing processes.

Reducing impacts

Wherever possible, we use materials that are non-toxic to humans and the environment. We aim to sell coatings that have minimal VOCs and CO₂e emissions.

We are also looking at how new types of paint formulations can reduce the carbon footprint of the coil coating process itself (e.g., UV and electron beam curing). This reflects Beckers' ambition to take a more "end-to-end" approach, looking across the full value chain in seeking more sustainable solutions.

Embracing the circular economy

We promote the use of renewable raw materials and avoid using any minerals that are scarce or endangered. Moreover, we develop and sell coatings that provide proven functional sustainability benefits for customers and society whilst in service. Circular economy approaches are a major focus of our longer-term R&D and Innovation activities. For example, we are looking at using bio-sourced raw materials and recycled plastic content in Beckers' product formulations. We have a number of active projects under evaluation in these areas with external collaboration partners and technology providers.

Collaboration is key

We know we cannot solve all of these challenges alone. We are working with key partners upstream and downstream to build strong and effective collaboration. Following our net sustainable R&D strategy, our upstream collaboration focuses on getting access to more sustainable raw materials. One example of our downstream collaboration is the introduction of CPV, which is the outcome of collaboration between Beckers Sweden, Beckers' central Long-Term R&D unit, customers and most major electrical steel companies.

Stakeholder engagement

In 2021, we provided training for R&D employees on the BSI and net-sustainable products and ensured that they are thoroughly informed about Beckers' goals. We also began to implement attractive incentives such as integrating sustainability targets into variable compensation.

We know that co-creation with customers and suppliers is key for the development of more sustainable products. We are in continuous exchange with our customers to assess the effectiveness of new, more sustainable products and product features. For example, we are working with our customers' R&D teams to identify ways in which, together, we will reduce the carbon footprint of coil coated steel. Part of the solution lies in reducing the carbon footprint of our customers' own coil coating process, and part of it lies in reducing the carbon footprint of the products we sell to them. With our suppliers, we work on finding new ways to make our coatings materially more sustainable.

We already have a number of paints and technologies, such as water-based, radiation curing, bio-based, that either support our customers in reducing CO₂e emission on their lines or reduce the embedded CO₂ in their products.



Products with Impact: 2021 results

Beckers' overall goal is to provide coatings that deliver value beyond the surface.

GRI 2-24, 3-3

Our 2030 Sustainability Strategy sets the course for achieving this. By 2030, we want to deliver surface solutions that help advance society while protecting the planet. This means we seek to minimize the harmful substances in our coatings, that they will be responsibly derived and provide functional sustainability benefits.

Interview with our new CTO Gavin Bown



watch the video here

In our Product Stream interview, Gavin looks back at what made him proud in 2021. As a first highlight, he explains how Beckers created the position of a Global Product Sustainability Director to drive our products' sustainability. Moreover, he emphasizes the progress regarding the Beckers Sustainability Index, which guides our customers on their own sustainability journeys. To find out which further achievements in the Products Stream Gavin is proud of and what he and his colleagues intend to focus on in 2022, watch the video.

Our goals and indicators to track our actions' effectiveness

Our 2030 Goals

50%

sales are net-sustainable products

100%

new R&D products are net-sustainable

Indicators to evaluate progress on net-sustainable product sales

Indicator	Reasoning	Target	Status
Industrial Coatings baseline completion	We need to evaluate all our products with the BSI. The baseline is to get a first understanding and fully develop the BSI for Industrial Coatings.	2021 Target: Industrial Coatings product portfolio assessed & BSI scoring logic set	● Achieved
Number of Coil Coatings Concern products identified	All Concern products need to be identified so they can be phased out and removed from the product portfolio within five years.	2021 Target: All Concern products identified	● In progress (based on data available in 2021, 296 products identified)
Volume of coil coating products assessed in BSI	We need to assess all our products according to BSI criteria in order to be able to measure and manage progress toward net-sustainable sales.	2021 Target: 80% of the volume sold reported in the BSI	● In progress (90% of the volume sold reported for the material part)
Product Sustainability Training (e. g. BSI)	Our customer-facing employees must be trained to understand, talk about and enabled to effectively apply and promote the BSI tool in customer meetings.	2021 Target: BSI training completed	● In progress (in 2021 all R&D Managers and local BSI experts were trained on BSI)

Indicators to evaluate progress on net-sustainable R&D

Indicator	Reasoning	Target	Status
New re-defined R&D process set-up	We revised the R&D strategy and process at Beckers to focus more closely on R&D and Innovation activities related to the development of more sustainable products.	2021 Target: New redefined R&D process built and approved	● Achieved
Baseline assessment of R&D products	We need to assess all our R&D products according to BSI criteria in order to be able to measure and manage progress toward net-sustainable R&D.	2021 Target: R&D products baseline assessment 100% completed	● In progress

Management Approach: People with Impact

Our employees are the driving force behind our success, and it is through their diverse ideas, backgrounds, and experiences that this success is built.

GRI
2-24
3-3
404-2

That is why we continuously strive for a **diverse workforce**, offering equal opportunities for every employee. The health, **safety and well-being** of our employees, partners and customers is of ongoing, critical importance, and we endeavor to reduce the number of accidents or incidents worldwide to zero. We care about the professional development of our employees, whether they work in our boardroom or at one of our factories. We believe it is important that everyone – no matter their role within the company – benefits from our values-based approach to learning and development and the investments we make in this. We are interdependent with our stakeholders and value highly their well-being and contribution to our success. That is why we promote **social engagement** with our local stakeholders as an important contribution to sustainable development in the communities where we are active.

How our activities impact our employees and local communities

By providing an increasingly inclusive work environment, we do our share in the fight against gender inequality and workplace discrimination. Thanks to personal and professional development opportunities as well as employee engagement, leadership, team spirit, and health and safety programs, we offer an attractive, safe and fair work environment where all our colleagues can succeed and prosper. Social engagement initiatives with (local) stakeholders impact sustainable development in the communities in which we work.

How we manage People with Impact

Living our values

Guided by our values, we have been strengthening our unique company culture. Since 2019, we have been on a journey to develop specific behaviors that support and reflect our company values. We are now in the phase of inspiring our people to adopt behaviors that lead to high performance globally. This involves communicating our values and related behaviors through storytelling, posters, digital communications and with the Global Support Committee senior leadership team as Values Ambassadors.

Fostering diversity

In 2021, we continued to foster an environment that prevents discrimination and thrives on diversity of individuals. Our initial focus is on gender diversity, for which we have defined ambitious goals. This includes extra efforts to recruit more women, especially on the managerial level. We also analyzed our internal equity, first on the global level with the result of finding no gender pay gap globally on the overall check and then more deeply on the local level, looking at comparable positions (with some findings for which we will define action plans). We also checked how the performance of women was evaluated during our evaluation process of people reviews and annual reviews and found they received higher marks than men on average.

Employee Engagement Survey

In 2021, we conducted our 2nd Global Engagement Survey with 94 percent worldwide participation. Scores on all items were up from the previous year (engagement, leadership, team efficiency, NPS). Key areas for improvement include conflict management. In response, we have developed two new trainings on how to identify and solve conflicts.

The input from our group-wide Employee Engagement Survey provides the basis for our strong action plans to bring about sustainable change throughout our business. The aim is to ensure our employees thrive in a work environment and culture that benefit their development and well-being. Going forward, the survey is taking place every second year.

Leadership journey

We also kicked off our leadership journey for all people managers. This series of small training impulses aims to inspire the continuous development of leadership skills. We use the feedback from our engagement survey to prioritize training in the skills our leaders need most, starting with conflict management and soon to be followed by coaching.

Learning and development

The last Beckers Employee Engagement Survey indicated that our employees would like more opportunities to develop. We started with the foundation of development: regular feedback through Check-In Conversations. These interactions contribute to a feedback culture characterized by dialogue and help define strengths and development areas as well as resolve and avoid issues and conflicts. We have managed to achieve an average of around 90 percent participation each quarter. All our people managers have been trained to conduct the check-ins, and strengthening their coaching skills regularly is part of our leadership journey.

Global Health & Safety Director

Beginning in 2021, we appointed a dedicated Global Health & Safety Director. In addition to establishing our COVID-19 hygiene routines, we are examining ways to more actively support our employees' mental health, a topic that has been gaining attention in the public arena. Currently, we are piloting measures at our site in Malaysia to learn more about which approaches work best. On safety, we instituted behavior-based safety trainings and educated the organization on new, broader reporting principles. In France, where we currently have the biggest challenge in safety, we are setting up an extensive, dedicated action plan.

Internal communication

Strengthening internal communication was another area of importance for us in 2021. We launched global town halls open to all employees that create transparency and dialogue across all levels. They feature presentations by the Executive Committee and Q&A sessions. And we kicked off the internal "True Colors campaign", a global platform for employees' sustainability stories. The initiative aims to bring diverse voices from across the Beckers workforce into the conversation to drive employees' identification with sustainability.

Community engagement

To take a more active approach to community engagement that goes beyond philanthropy, we are implementing more systematic ways to support our local communities. With the goal of being a socially engaged business, we agreed on the global Common Cause of Children & Youth, and are in the process of selecting NGOs, charities and partners to work with actively in the future.

Dialogue with our neighbors and active community engagement require well-developed plans. At Beckers, we are involved in a number of projects to support our communities. Our employees around the globe volunteered their time and money to support selected local initiatives. One of our biggest long-term projects is the partnership with Star for Life in South Africa, which motivates learners to invest in their schooling and overall well-being.



People with Impact: 2021 results

We are deeply committed to making a positive contribution to society in everything we do.

GRI 2-24, 3-3

By 2030, we aim to be the top employer and go-to partner for sustainability in our industry. We are committed to the Ten Principles of the UN Global Compact and the Universal Declaration of Human Rights. We follow the UN's Guiding Principles on Business and Human Rights as well as the Children's Rights and Business Principles.

Interview with our CHRO Judith Jungmann



watch the
video here

In our People Stream interview, Judith highlights the behavior-based safety training roll-out at all Beckers' sites and points out the importance to put a stronger focus on mental health. Moreover, she emphasizes the progress regarding diversity and the leadership journey at Beckers. To find out which further achievements in the People Stream Judith is proud of for 2021 and what she and her colleagues intend to tackle in 2022, watch the video.

Our goals and indicators to track our actions' effectiveness

Our 2030 Goals

Inclusive, gender-balanced organization	Engagement in line with top performing companies
Role model for well-being	Socially engaged business

Goal: Inclusive, gender-balanced organization

Targets and indicators to track the effectiveness of our actions and to evaluate progress toward this goal

Indicator	Reasoning	Target	Status
Percentage of women new hires tier 0–2 plus local management teams	Increasing the percentage of women in higher level management positions is a key driver in becoming a gender-balanced organization.	2021 Target: 50%	● Achieved (55%)
Percentage of women new hires	Hiring more women is the first step towards a gender-balanced organization.	2030 Target: All new hires 40–60%	● In progress (32%) (40% in 2020)
Total gender balance	A gender-balanced organization is an important indicator for diversity in general.	2030 Target: 40–60 ratio	● In progress (26%) (26% in 2020)

🎯 Goal: Engagement in line with top performing companies

Targets and indicators to track the effectiveness of our actions and to evaluate progress toward this goal

Indicator	Reasoning	Target	Status
Survey participation rate	The more employees participate, the more informative and meaningful the results.	2021 Target: 85%	● Achieved (94% participation rate in Global Engagement Survey 2021)
Conducted survey result workshops	In 2021, we conducted manager-led team workshops mandatory after the Employee Engagement Survey. The idea is to summarize a team's situation today, identify where it wants to be in the future and develop measurable actions with assigned responsibility for how to get there.	2021 Target: 75%	● Achieved (96%)
Check-in completion rate	We believe that the foundation of learning is continuous feedback. That is why we conduct quarterly check-ins for all colleagues.	2021 Target: 70%	● Achieved (93%)

🎯 Goal: Role model for well-being

Targets and indicators to track the effectiveness of our actions and to evaluate progress toward this goal

Indicator	Reasoning	Target	Status
Safety Reports Closure Rate	A high closure rate with high quality investigation reflects a successful handling of submitted safety reports.	2021 Target: 80%	● Achieved (97%)
BBS (Behavior-Based Safety) trainings implemented	The more sites implement a BBS training for their employees, the lower the probability of (serious) workplace accidents and injuries.	2021 Target: Implemented for sites above 40 employees	● In progress (implemented at 93% of the sites)
Lost Time Injury (LTI)	Reduced LTI is an indicator of our safety program's effectiveness.	2030 Target: 0 LTI	● Not achieved in 2021 (10)
Total Recordable Injuries (TRI)	Reduced TRI is an indicator of our safety program's effectiveness.	2030 Target: 0 TRI	● Not achieved in 2021 (17)

🎯 Goal: Socially engaged business

Targets and indicators to track the effectiveness of our actions and to evaluate progress toward this goal

Indicator	Reasoning	Target	Status
Number of countries with community engagement activities	Higher numbers of countries with engagement activities should reflect successful encouragement of our employees to support local social initiatives.	No target set	Community engagement in 77% of our countries

Management Approach: Operations with Impact

Our long-term ambition is to grow our business while reducing our environmental impact.

GRI
2-24
3-3
306-1
306-2

To track and encourage progress on this goal, we set annual targets for energy use, volatile organic compound (VOC) emissions, and waste. Our latest results illustrate the progress we are making in this journey. Here we look at our environmental key performance indicators, the impact the changes in business operations are having on those indicators and how they are influenced by other environmental factors and our site initiatives.

As a chemical industry manufacturer, energy efficiency and CO₂e footprint are two of our key sustainability topics. To promote **carbon neutral activities**, we are working to drive energy efficiency across our operations and in the transportation of our goods, and to use energy from renewable sources wherever possible. We have also set targets for reducing greenhouse gases and VOC emissions. Some coatings we use include VOCs, which not only have a significant impact on the climate but can also impact health. To meet our ambitious targets for reducing waste from our operations, we are seeking ways to eliminate or repurpose waste wherever we can. This is part of transitioning towards a **circular economy**. Moreover, taking responsibility for the impact of our operations, we look beyond our own premises: we want to take our suppliers with us, ensuring **supply chain sustainability**, as we move our industry towards environmental and social sustainability.

How our operations impact the environment and people

To produce goods, our facilities use energy and natural resources, and they emit greenhouse gases, (hazardous) waste, and wastewater as “by-products”.

At Beckers, we work hard to reduce our environmental footprint, promoting carbon neutral activities to do our share in the fight against global warming. Moreover, our operations endorse the principles of a circular economy: while striving to reduce total waste generation in our manufacturing processes, we are eager to increase the share of repurposed (reused or recycled) waste. And we are determined to mitigate the environmental impact of our chemical manufacturing facilities.

How we manage Operations with Impact

In 2021, we created three new positions to support our efforts in gathering data, analyzing our sustainability performance, sharing best practices, and supporting our sites in building and implementing their sustainability programs. These new positions are VP Global Sustainable Industrial Development, Environment & Energy Manager and Global Sustainability Controller. We also developed the concept of the Paint Plant of the Future to future-proof Beckers' sites and make them sustainable over the long term. Moreover, we introduced a new global capital expenditure process with a focus on sustainable investment.

Further actions

A number of concrete actions helped us to further foster a circular economy, reduce carbon emissions and make our supply chain more sustainable. We significantly reduced our landfill waste. We raised our share of renewable electricity to 56 percent in 2021. We implemented energy efficiency programs and worked to ensure that the water we use as a raw material is conserved and responsibly sourced. All of our key raw material suppliers are regularly monitored by an independent CSR rating institute. Lastly, we furthered our collaboration with our suppliers to help them reduce their CO₂e emissions.

Stakeholder engagement

Engaging all Beckers employees is crucial to reduce our environmental impact. In 2021, we kicked off an internal sustainability campaign to not only raise awareness but also to engage all employees on topics concerning energy and water saving, waste reduction and protection of the environment, among others. We held interactive sustainability workshops across all sites to identify individual needs and local challenges, and we developed customized sustainability roadmaps for each of them. Looking ahead, we will continue to roll out our internal sustainability campaign so that everyone understands how they can contribute to Beckers' sustainability goals.

We also engage with our suppliers on sustainability issues. We conduct our own in-house audits on selected key suppliers to verify their compliance with our Corporate Social Responsibility and quality expectations. The suppliers are selected for auditing based on factors in our risk assessment, such as geographic location, industry or sector, self-assessment results, length of relationship and previous performance. We then work together with them to improve quality control and sustainability performance, sharing proposals for improvement and requesting action plans within a specific time period. This approach has brought about remarkable improvements.

We want to inspire all our supply chain partners to work with us to create a positive impact on our industry globally. This goal is the inspiration for our annual Beckers Supplier Award, which aims to show our appreciation to the supplier that has made the most progress in improving their EcoVadis rating. In some countries, we have worked with third-party logistics providers and we also engage with the communities around us through our employees.



Climate action starts with our own operations and we take our supply chain partners with us on this journey.



Operations with Impact: 2021 results

By 2030, we want our operations and supply chain to make a positive contribution to sustainability.

GRI 2-24, 3-3

This means becoming carbon neutral and embracing the concept of a circular economy. We are also working together with our supply chain partners to make sure they follow the same standards as Beckers.

Interview with VP Global Sustainable Industrial Development Laurent Legendre



watch the video here:

Laurent highlights the sustainability roadmaps and ESG action plans which were developed for all Beckers sites in 2021. Moreover, he emphasizes the progress made regarding a reduction of landfill waste and the Paint Plant of the Future concept. To find out which further achievements in the Operations Stream Laurent is proud of and what he and his colleagues intend to focus on in 2022, watch the video.

Our goals and indicators to track our actions' effectiveness

Our 2030 Goals

55%

CO₂e reduction (absolute) from our own operations (base year: 2013)

50%

CO₂e reduction (intensity) from third-party logistics (base year: 2013)

75%

repurposed waste

100%

sourcing aligned with our Responsible Sourcing Strategy

Goal: 55% CO₂e reduction (absolute) from our own operations (base year: 2013)

Targets and indicators to track the effectiveness of our actions and to evaluate progress toward this goal

Indicator	Reasoning	Target	Status
Energy Efficiency (MWh per ton product)	Improving energy efficiency helps us to reduce our energy consumption and thus to lower the CO ₂ e emissions from our own operations. We monitor our energy efficiency to see our progress even when the production volumes are changing, however absolute energy reduction is the more important indicator.	2021 Target: 0.37 MWh/ton 2030 Target: 0.30 MWh/ton	● Not achieved in 2021 (0.40)
% of renewable electricity consumption	We must increase the share of renewable electricity consumption at our premises to lower the CO ₂ e emissions from our own operations.	2030 Target: 70%	● In progress (56%)
VOC emissions	The emission of VOC (Volatile Organic Compounds) makes up the CO ₂ e for the activity "production gases".	2030 Target: 30% reduction of VOC emissions (base year 2020)	● In progress (0.4%)
Scope 1+2 carbon emissions (in tons of CO ₂ e)	We aim to decrease our scope 1+2 carbon emissions (i. e., premises, production gases, waste, company-owned vehicles).	2030 Target: 55% absolute reduction	● In progress (33%)
Scope 1+2 carbon emissions intensity (in tons of CO ₂ e/ton product)	To see CO ₂ e progress even when the production volumes are changing, we also look at the carbon emission intensity, however absolute emissions is the more important indicator.	No target set	0.11

🎯 **Goal: 50% CO₂e (intensity) reduction from third-party logistics**

Targets + Indicators to track the effectiveness of our actions and to evaluate progress on CO₂e reduction from third-party logistics

Indicator	Reasoning	Target	Status
Third-party logistics CO ₂ e reduction	3 rd party logistics are a major part of our scope 3 emissions. We want to reduce the carbon emissions of our third-party logistics providers when transporting raw materials from supplier to a Beckers' site as well as transporting our final products from our sites to the customer.	2030 Target: 50% reduction of CO ₂ e/ton product (base year 2013)	● In progress (18%)

🎯 **Goal: 75% repurposed waste**

Targets + Indicators to track the effectiveness of our actions and to evaluate progress on repurposed waste

Indicator	Reasoning	Target	Status
Total landfill waste	Landfill is the disposal method that is most harmful to the environment, therefore we need to reduce it to zero.	2021 Target: 256 tons 2030 Target: Zero landfill	● Achieved (185 tons)
Total repurposed waste (i. e., total reused + total recycled waste)	We aim to reuse and recycle as much of the waste we produce as possible.	2021 Target: 56% 2030 Target: 75%	● Not achieved in 2021 (54%)
Waste kg/ton product	We monitor the waste per ton product to see our progress even when the production volumes are changing, however absolute waste value is the more important indicator.	2021 Target: 35 kg/ton product 2030 Target: 30 kg/ton product	● Not achieved in 2021 (36 tons per ton product)
Water consumption	We aim to monitor our water intake and wastewater discharge.	No target set	116,897 m ³

🎯 **Goal: 100% sourcing aligned with our Responsible Sourcing Strategy**

Targets + Indicators to track the effectiveness of our actions and to evaluate progress on Responsible Sourcing Strategy

Indicator	Reasoning	Target	Status
Supplier Code of Conduct (CoC) signatures (percent of global supplier turnover)	Our suppliers have a significant impact on our own performance, so it is important that we monitor and evaluate them too. We have developed a three-step process for responsible sourcing. The first is to sign and adhere to our Supplier CoC. This confirms their commitment to environmental, social, human rights and governance requirements.	2021 Target: 90% 2030 Target: 100%	● Achieved (93%)
EcoVadis-approved suppliers (percent of global supplier turnover)	Third-party assessments are step two of the process for responsible sourcing. We ask all our key suppliers to conduct EcoVadis sustainability assessments. A supplier must score a minimum of 40 points in each of four segments to achieve Beckers' approval.	2021 Target: 77% approved 2030 Target: 80% approved	● Achieved (78%)

GRI Report 2021

Beckers 10th annual sustainability report covers the sustainability performance of the Beckers Group for 2021.

GRI 3-1, 3-2

The material topics have been identified based on their relevance to the business in terms of impacts and in relation to the stakeholders. Stakeholders are those identified in the stakeholder dialogue conducted in 2015. Starting in 2016, reporting practices were adapted to enable a transition to GRI Standards. This was followed by a review of the material topics. Beckers conducted a further extensive stakeholder dialogue in 2019. Based on this process, we developed our 2030 Sustainability Strategy.

GRI Standards

This report has been prepared with reference to the GRI Standards 2021. The reporting consists of the sustainability report and this GRI report. Both are published together on Beckers' website and serve as our Communication on Progress (COP) to the UN Global Compact. All of Beckers' 28 legal entities in 19 countries are included in the report. The GRI Index in this document compiles disclosure information and explains any omissions to the reported data. The data have not been externally audited. Beckers' material topics correspond to the following topic-specific GRI Standards and own disclosures:

Material topic	GRI Standard or Own disclosure	Management Approach
Products		
Provide materially sustainable coatings		
Provide functionally sustainable coatings	Own disclosure: Product stewardship	Management Approach: □ Products with Impact □ Products 2021 results
Create breakthrough innovations	GRI 301: Materials 2016	
People		
Focus on diverse, motivated and empowered employees	GRI 401: Employment 2016 GRI 405: Diversity and Equal Opportunity 2016	
	GRI 403: Occupational Health and Safety 2018 GRI 404: Training and Education 2016 GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016	
Focus on safety and well-being		Management Approach: □ Products with Impact □ Products 2021 results
Promote social engagements	Own disclosure: Local Communities	
Operations		
Promote carbon neutral activities	GRI 302: Energy 2016 GRI 305: Emissions 2016	
	GRI 303: Water and Effluents 2018 GRI 306: Waste 2020	
Drive the circular economy	Own disclosure: Product stewardship	
Strengthen supply chain sustainability	GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016	Management Approach: □ Operations with Impact □ Operations 2021 results

GRI Content Index

Topic and Disclosure	2021 Input
GRI 2: General Disclosures 2021	
GRI 2–1: Organizational details	
a. Legal name	Beckers Group: Becker Industrial Coatings Holding AB
b. Nature of ownership and legal form	Private company, non-listed
c. Location of its headquarters	Berlin, Germany
d. Countries of operation	Argentina, Bangladesh, China (3), France (2), Germany, Great Britain, India (2), Italy, Malaysia, Mexico, Poland, South Africa, Sweden, Turkey, UAE, USA (2), Vietnam (2)
GRI 2–2: Entities included in the organization's sustainability reporting	
a. List all its entities included in its sustainability reporting	23 production sites and 3 offices
GRI 2–3: Reporting period, frequency and contact point	
a. Specify the reporting period for, and the frequency of, its sustainability reporting	01.01.2021 – 31.12.2021 Annual reporting
b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this	01.01.2021 – 31.12.2021 Annual reporting
c. Report the publication date of the report or reported information	31 May 2022
d. Specify the contact point for questions about the report or reported information	See Contact
GRI 2–4: Restatements of information	
a. Report restatements of information made from previous reporting periods and explain:	
i. the reasons for the restatements	No restatements
ii. the effect of the restatements	n. a.

Topic and Disclosure	2021 Input
GRI 2–5: External assurance	
a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Beckers' sustainability report 2021 is not externally assured. We are currently looking into possibilities for the 2022 report.
b. If the organization's sustainability reporting has been externally assured:	
i. provide a link or reference to the external assurance report(s) or assurance statement(s)	n. a.
ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process	n. a.
iii. describe the relationship between the organization and the assurance provider	n. a.
GRI 2–6: Activities, value chain and other business relationships	
a. Report the sector(s) in which it is active	Sector: Chemicals; See Meet Beckers Group
b. Describe its value chain, including:	
i. the organization's activities, products, services, and markets served	See Meet Beckers Group
ii. the organization's supply chain	See Our Value Chain
iii. the entities downstream from the organization and their activities	See Our Value Chain
c. Report other relevant business relationships	No other relevant business relationships
d. Describe significant changes in 2–6-a, 2–6-b, and 2–6-c compared to the previous reporting period	n. a.
GRI 2–7: Employees	
	1,775 (2020: 1,741)
	Gender: Female: 456 (2020: 446) Male: 1,319 (2020: 1,295)
	Region: Asia & Middle East (AME): 568 Northern Europe & Americas (NEA): 662 Southern Europe & Africa (SEA): 545
a. Total number of employees	

Topic and Disclosure	2021 Input
b. i. total number of permanent employees	1,596 (2020: 1,566) Gender: Female: 399 (2020: 398) Male: 1,197 (2020: 1,168) Region: AME: 434 NEA: 626 SEA: 536
b. ii. total number of temporary employees	179 (2020: 175) Gender: Female: 57 (2020: 48) Male: 122 (2020: 127) Region: AME: 134 NEA: 36 SEA: 9
b. iv. total number of full-time employees	1,735 (2020: 1,693) Gender: Female: 424 (2020: 413) Male: 1,311 (2020: 1,280) Region: AME: 567 NEA: 645 SEA: 523

Topic and Disclosure	2021 Input
	40 (2020: 48)
	Gender: Female: 32 (2020: 33) Male: 8 (2020: 15)
	Region: AME: 1 NEA: 17 SEA: 22
b. v. total number of part-time employees	
c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported in head count, full-time equivalent (FTE), or using another methodology	We use an in-house HR information system. This is maintained and updated by our HR representatives at each site. There are no exclusions. The data is collected monthly.
GRI 2–9: Governance structure and composition	
a. Describe its governance structure, including committees of the highest governance body	See Meet our leadership
b. List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people	See Meet our leadership
c. Describe the composition of the highest governance body and its committees by:	
i. executive and non-executive members	See Meet our leadership
ii. independence	See Meet our leadership
iii. tenure of members on the governance body	See Meet our leadership
v. gender	See Meet our leadership
vii. competencies relevant to the impacts of the organization	See Meet our leadership
viii. stakeholder representation	See Meet our leadership
GRI 2–10: Nomination and selection of the highest governance body	
a. Describe the nomination and selection processes for the highest governance body and its committees	See Meet our leadership
b. Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:	
i. views of stakeholders (including shareholders)	See Meet our leadership
ii. diversity	See Meet our leadership

Topic and Disclosure	2021 Input
iii. independence	See Meet our leadership
iv. competencies relevant to the impacts of the organization	See Meet our leadership
GRI 2–11: Chair of the highest governance body	
a. Report whether the chair of the highest governance body is also a senior executive in the organization	Chair of the highest governance body is not a senior executive at Beckers (Board of Directors)
b. If the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	n. a.
GRI 2–12: Role of the highest governance body in overseeing the management of impacts	
a. Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	See Meet our leadership
b. Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including	
i. whether and how the highest governance body engages with stakeholders to support these processes	See Meet our leadership
ii. how the highest governance body considers the outcomes of these processes	See Meet our leadership
c. Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2–12-b, and report the frequency of this review	See Meet our leadership
GRI 2–13: Delegation of responsibility for managing impacts	
a. Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including	
i. whether it has appointed any senior executives with responsibility for the management of impacts	See Meet our leadership
ii. whether it has delegated responsibility for the management of impacts to other employees	See Meet our leadership
b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people	See Meet our leadership

Topic and Disclosure	2021 Input
GRI 2–14: Role of the highest governance body in sustainability reporting	
a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	See Meet our leadership
b. If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this	n. a.
GRI 2–15: Conflicts of interest	
a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	The Beckers Code of Conduct explains the concept of a Conflict of Interest and requires employees and the management to pro-actively report any such conflict. All co-workers must avoid engaging in activities that could lead to any conflicts of interest. We disclose all conflict of interest situations in accordance with applicable policies, procedures and guidelines.
GRI 2–16: Communication of critical concerns	
a. Describe whether and how critical concerns are communicated to the highest governance body	See Meet our leadership
GRI 2–17: Collective knowledge of the highest governance body	
a. Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	See Meet our leadership
GRI 2–18: Evaluation of the performance of the highest governance body	
a. Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people	See Meet our leadership
GRI 2–22: Statement on sustainable development strategy	
a. Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	See CEO Editorial
GRI 2–23: Policy commitments	
a. Describe its policy commitments for responsible business conduct, including:	
i. the authoritative intergovernmental instruments that the commitments reference	See Compliance and commitments
ii. whether the commitments stipulate conducting due diligence	See Compliance and commitments
iii. whether the commitments stipulate applying the precautionary principle	See Compliance and commitments

Topic and Disclosure	2021 Input
iv. whether the commitments stipulate respecting human rights	See Compliance and commitments
b. Describe its specific policy commitment to respect human rights, including:	
i. the internationally recognized human rights that the commitment covers	See Compliance and commitments
ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	See Compliance and commitments , See Stakeholder engagement
c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Code of Conduct Sustainability Policy EHS Policy
d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	See Compliance and commitments
e. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	See Compliance and commitments
f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	See Compliance and commitments
GRI 2–24: Embedding policy commitments	
a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	
i. how it allocates responsibility to implement the commitments across different levels within the organization;	See Sustainability governance structure See Meet our leadership See Compliance and commitments
ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures	See 2030 Sustainability Strategy See Products Management Approach See People Management Approach See Operations Management Approach
iii. how it implements its commitments with and through its business relationships;	See Our Value Chain
iv. training that the organization provides on implementing the commitments	See Compliance and commitments
GRI 2–27: Compliance with laws and regulations	
a. Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:	

Topic and Disclosure	2021 Input
i. instances for which fines were incurred	There were no significant instances of non-compliance with laws and regulations and no fines were paid during the reporting period.
ii. instances for which non-monetary sanctions were incurred	See above
b. Report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:	
i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	See above
ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	See above
c. Describe the significant instances of non-compliance	n. a.
GRI 2–28: Membership associations	
a. Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	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 organizations Swedish and French Institutes of Corrosion. Global Child Forum, Global Compact
GRI 2–29: Approach to stakeholder engagement	
a. Describe its approach to engaging with stakeholders, including:	
i. the categories of stakeholders it engages with, and how they are identified	☐ See Stakeholder engagement
ii. the purpose of the stakeholder engagement	☐ See Stakeholder engagement
iii. meaningful engagement with stakeholders	☐ See Stakeholder engagement
GRI 2–30: Collective bargaining agreements	
a. Report the percentage of total employees covered by collective bargaining agreements	58% (1,029 employees)

Topic and Disclosure	2021 Input
GRI 3: Material Topics 2021	
GRI 3–1: Process to determine material topics	
a. Describe the process it has followed to determine its material topics, including:	
i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships	See Our material topics See Products Management Approach See People Management Approach See Operations Management Approach
ii. how it has prioritized the impacts for reporting based on their significance	See Our material topics See Products Management Approach See People Management Approach See Operations Management Approach
b. Specify the stakeholders and experts whose views have informed the process of determining its material topics	See Our material topics See Stakeholder engagement
GRI 3–2: List of material topics	
a. List its material topics	See Our material Topics
b. Report changes to the list of material topics compared to the previous reporting period	No changes
	See Products Management Approach See People Management Approach See Operations Management Approach
GRI 3–3: Management of material topics	
GRI 205: Anti-corruption 2016	
GRI 205–1: Operations assessed for risks related to corruption	
a. Total number and percentage of operations assessed for risks related to corruption	23 operations in 17 countries (100% of operations)
b. Significant risks related to corruption identified through the risk assessment	See Compliance and commitments

Topic and Disclosure	2021 Input
GRI 205–2: Communication and training about anti-corruption policies and procedures	
a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region	6 (100%) Executive Committee
d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region	6 (100%) Executive Committee
e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	632 employees, 36%, breakdown by employee category and region not available for 2021
GRI 205–3: Confirmed incidents of corruption and actions taken	
a. Total number and nature of confirmed incidents of corruption	0
GRI 206: Anti-competitive Behavior 2016	
GRI 206–1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	0; 📄 See Compliance and commitments
b. Main outcomes of completed legal actions, including any decisions or judgments	n.a.
GRI 301: Materials 2016	
GRI 301–1: Materials used by weight or volume	
a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:	
i. non-renewable materials used	163,623 tons
ii. by renew able materials used	1,027 tons
GRI 301–2: Recycled input materials used	
a. Percentage of recycled input materials used to manufacture the organization's primary products and services	0

Topic and Disclosure	2021 Input
GRI 302: Energy 2016	
GRI 302–1: Energy consumption within the organization	See Renewable electricity improvement
a. Total fuel consumption from non-renewable source	19,892 MWh (2020: 17,867 MWh)
b. Total fuel consumption from renewable source	13 MWh (2020: 0)
c. Total consumption of:	
i. electricity	38,232 MWh (2020: 36,407 MWh)
ii. heating	7,425 MWh (2020: 6,883 MWh)
iii. cooling	0
iv. steam	0
d. Total sold	
i. electricity	15 MWh (2020: 19 MWh)
ii. heating	0
iii. cooling	0
iv. steam	0
e. Total energy consumption	65,562 MWh (2020: 61,157 MWh)
f. Standards, methodologies, assumptions, and/or calculation tools used	Energy consumption is documented and followed on our internal reporting system. We use conversion factors from SEAI with local Standard Operating Procedures to ensure data consistency.
g. Source of the conversion factors used	SEAI (Sustainable Energy Authority of Ireland)
GRI 302–3: Energy intensity	
a. Energy intensity ratio	0.40 MWh/ton product (2020: 0.39 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, outside of it, or both	Energy consumption within the organization only

Topic and Disclosure	2021 Input
GRI 303: Water and Effluents 2018	
GRI 303–1: Interactions with water as a shared resource	
a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff)	See Water management
b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used	See Water management
c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts	See Water management
d. An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress	See Water management
GRI 303–4: Water discharge	
a. Total water discharge to all areas in megaliters	116,897 m³
c. Total water discharge to all areas with water stress	16,683 m³
GRI 303–5: Water consumption	
a. Total water consumption from all areas in megaliters	0
GRI 305: Emissions 2016	
GRI 305–1: Direct (Scope 1) GHG emissions	See Our climate footprint
a. Gross direct emissions	9,546 tons CO ₂ e (2020: 9,860 tons CO ₂ e)
b. Gases included	CO ₂ , CH ₄ , NO ₂ , HFCs, NF ₃ , SF ₆ and PFCs (when applicable)
c. Biogenic emissions	0.23 tons CO ₂ e
d. Base year:	2013
i. the rationale for choosing it	We started the EKPI reporting in 2011. From 2013 on the data accuracy and analysis capabilities matched our global standard. All processes were in place, boundary conditions were set and all entities included.

Topic and Disclosure	2021 Input
ii. emissions in the base year	12,763 tons CO ₂ e in 2013
iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	As per our Recalculation Policy there is no need to recalculate the base year, since the changes to the emission factors in 2021 do not significantly impact the results.
e. Source of the emission factors and the global warming potential (GWP) rates 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, and/or calculation tools used	We calculate 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.
GRI 305–2: Energy indirect (Scope 2) GHG emissions	🔗 See Our climate footprint
a. Gross location-based indirect emissions	13,652 tons CO ₂ e (2020: 13,516 tons CO ₂ e)
b. Gross market-based indirect emissions	8,918 tons CO ₂ e (2020: 11,516 tons CO ₂ e)
c. Gases included	CO ₂ , CH ₄ , NO ₂ , HFCs, NF ₃ , SF ₆ and PFCs (when applicable)
d. Base year for the calculation, if applicable, including:	2013
i. the rationale for choosing it	We started the EKPI reporting in 2011. From 2013 on the data accuracy and analysis capabilities matched our global standard. All processes were in place, boundary conditions were set and all entities included.
ii. emissions in the base year	14,804 tons CO ₂ e
iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	As per our Recalculation Policy there is no need to recalculate the base year, since the changes to the emission factors in 2021 do not significantly impact the results.
e. Source of the emission factors and the global warming potential (GWP) rates 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, and/or calculation tools used	We calculate 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.
GRI 305–3: Other indirect (Scope 3) GHG emissions	🔗 See Our climate footprint
a. Gross other indirect emissions	29,457 tons CO ₂ e (2020: 26,790 tons CO ₂ e)

Topic and Disclosure	2021 Input
b. Gases included	CO ₂ , CH ₄ , NO ₂ , HFCs, NF ₃ , SF ₆ and PFCs (when applicable)
c. Biogenic emissions	n. a.
e. Base year for the calculation, if applicable, including:	2013
i. the rationale for choosing it	We started the EKPI reporting in 2011. From 2013 on the data accuracy and analysis capabilities matched our global standard. All processes were in place, boundary conditions were set and all entities included.
ii. emissions in the base year	29,827 tons CO ₂ e
iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	As per our Recalculation Policy there is no need to recalculate the base year, since the changes to the emission factors in 2021 do not significantly impact the results.
f. Source of the emission factors and the global warming potential (GWP) rates used	The emission factors are included in the tool Our Impacts and are updated and revised regularly. For GWP, IPCC 2007 values are used.
g. Standards, methodologies, assumptions, and/or calculation tools used	We calculate 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.
GRI 305–4: GHG emission intensity	
a. GHG emissions intensity ratio	0.29 CO ₂ e per ton product (2020: 0.31 CO ₂ e 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)
GRI 305–7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
a. Significant air emissions, in kilograms or multiples, for each of the following:	
i. NOx	45 tons NOx
ii. SOx	41 tons SOx
iv. volatile organic compounds (VOC)	469 tons VOC (2020: 471 tons)
vi. particulate matter (PM)	5 tons PM10
vii. other standard categories of air emissions identified in relevant regulations	n. a.

Topic and Disclosure	2021 Input
b. Source of the emission factors used	The source for the emission factors for air emissions is ecoinvent and the Swedish Environmental Protection Agency.
c. Standards, methodologies, assumptions, and/or calculation tools used	We calculate air emissions from all operations and per relevant activity in Scope 1 and 2. The data is based on the activity data from the climate reporting. For vehicles PM emission factors are reported aggregated and are labeled PM (unspecified) in these calculations.
GRI 306: Waste 2020	
GRI 306–1: Waste generation and significant waste-related impacts	
a. For the organization's significant actual and potential waste-related impacts, a description of:	
i. inputs, activities, and outputs that lead or could lead to these impacts	See Operations Management Approach See Circular economy
ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain	See Operations Management Approach See Circular economy
GRI 306–2: Management of significant waste-related impacts	
a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated	See Operations Management Approach See Circular economy
b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations	All Beckers sites have specific waste management procedures. In addition to procedures, sites have documents to identify all waste at workplace with clear instruction for managing from collection, storage, labelling to disposal. The contracts with companies that dispose our waste comply with all local legislative obligations, such as local environmental laws and regulations, to ensure that the third party manages the waste adequately.
c. The processes used to collect and monitor waste-related data	Waste data is collected via our internal system and part of our quarterly and annual non-financial reporting.
GRI 306–3: Waste generated	See Operations Management Approach See Circular economy
a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste	8,375 tons (2020: 8,114 tons)
b. Contextual information necessary to understand the data and how the data has been compiled	
GRI 306–4: Waste diverted from disposal	
a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste	4,526 tons –54% repurposed (recycled/reused) waste of total waste

Topic and Disclosure	2021 Input
b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:	3,070 tons (2020: 2,616 tons)
i. preparation for reuse	1,808 tons (2020: 1,213 tons)
ii. recycling	1,262 tons (2020: 1,404 tons)
iii. other recovery operations	0
c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:	1,456 tons (2020: 1,737 tons)
i. preparation for reuse	555 tons (2020: 896 tons)
ii. recycling	901 tons (2020: 841 tons)
iii. other recovery operations	0
GRI 306–5: Waste directed to disposal	
a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste	3,849 tons
b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:	3,288 tons (2020: 3,254 tons)
i. incineration (with energy recovery)	2,748 tons (2020: 2,474 tons)
ii. incineration (without energy recovery)	512 tons (2020: 742 tons)
iii. landfilling	29 tons (2020: 38 tons)
iv. other disposal operations.	none
c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:	561 tons (2020: 506 tons)
i. incineration (with energy recovery);	404 tons (2020: 208 tons)
ii. incineration (without energy recovery);	1 ton (2020: 35 tons)
iii. landfilling;	156 tons (2020: 263 tons)
iv. other disposal operations	none

Topic and Disclosure	2021 Input
Product Stewardship	
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	87% (2020: 82%)
Percentage of raw material purchase approved as per standardized CSR guidelines against total raw material purchase turnover (>40)	78% (2020: 75%)
Percentage of global supplier turnover that signed our Supplier CoC out of total supplier turnover	93% (2020: 89%)
GRI 401: Employment 2016	
GRI 401 – 1: New employee hires and employee turnover	
a. Total number and rate of new employee hires during the reporting period, by age group, gender and region	Gender: Female: 69 (2020: 53) Male: 147 (2020: 80)
	Age: <30: 69 (2020: 51), 30–50: 119 (2020: 76), >50: 28 (2020: 7)
	Region: Asia & Middle East (AME): 75 Northern Europe & Americas (NEA): 98 Southern Europe & Africa (SEA): 43
b. Total number and rate of employee turnover during the reporting period, by age group, gender and region	Gender: Female: 54 (2020: 54), Male: 122 (2020: 142)
	Age: <30: 51 (2020: 43), 30–50: 79 (2020: 88), >50: 46 (2020: 65)
	Region: AME: 64 NEA: 80 SEA: 32

Topic and Disclosure	2021 Input
GRI 403: Occupational Health and Safety 2018	
GRI 403–1: Occupational health and safety management system	
a. A statement of whether an occupational health and safety management system has been implemented, including whether:	
i. the system has been implemented because of legal requirements and, if so, a list of the requirements	☐ See Health and Safety
ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines	☐ See Health and Safety
b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered	All workers are covered
GRI 403–2: Hazard identification, risk assessment, and incident investigation	☐ See Health and Safety
GRI 403–3: Occupational health services	☐ See Health and Safety
GRI 403–4: Worker participation, consultation, and communication on occupational health and safety	☐ See Health and Safety
GRI 403–5: Worker training on occupational health and safety	☐ See Health and Safety
GRI 403–6: Promotion of worker health	☐ See Health and Safety
GRI 403–7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	☐ See Health and Safety
GRI 403–8 Workers covered by an occupational health and safety management system	
a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	30% (7 out of 23 production sites) have an ISO 45001 certification.
GRI 403–9: Work-related injuries	
a. For all employees:	
i. the number and rate of fatalities as a result of work-related injury	0
ii. the number and rate of high-consequence work-related injuries (excluding fatalities)	0
iii. the number and rate of recordable work-related injuries	17

Topic and Disclosure	2021 Input
iv. the main types of work-related injury	☑ See Health projects and initiatives
v. the number of hours worked	3,178,173
b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:	
i. the number and rate of fatalities as a result of work-related injury	0
c. The work-related hazards that pose a risk of high-consequence injury, including:	
i. how these hazards have been determined	☑ See Health projects and initiatives
d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls	☑ See Health projects and initiatives
e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	1,000,000
GRI 404: Training and Education 2016	
GRI 404–1: Average hours of training per year per employee	
a. Average hours of training that the organization's employees have undertaken during the reporting period, by:	14 training hours on average
i. gender	We have no categorization by gender for 2021
ii. employee category	We have no categorization by employee category for 2021
GRI 404–2: Programs for upgrading employee skills and transition assistance programs	
a. Type and scope of programs implemented and assistance provided to upgrade employee skills	☐ See People Management Approach
GRI 404–3: Percentage of employees receiving regular performance and career development reviews	
a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	1,741 employees (98%) participated at least in one feedback and development conversation in 2021.
GRI 405: Diversity and Equal Opportunity 2016	
GRI 405–1: Diversity of governance bodies and employees	
a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:	
i. gender	50% women in the Board of Directors, 14% in the Executive Committee

Topic and Disclosure	2021 Input
b. Percentage of employees per employee category in each of the following diversity categories:	
i. gender	26% women in the whole company
ii. age group: under 30 years old, 30–50 years old, over 50 years old	Age: <30: 231 (13%), 30–50: 1,044 (59%), >50: 500 (28%)
GRI 405–2: Ratio of basic salary and remuneration of women to men	
a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation	1.014 ratio of salary and benefits between women and men
GRI 406: Non-discrimination 2016	
GRI 406–1 Incidents of discrimination and corrective actions taken	
a. Total number of incidents of discrimination during the reporting period	3
b. Status of the incidents and actions taken with reference to the following:	
i. incident reviewed by the organization	3
ii. remediation plans being implemented	3
iii. remediation plans that have been implemented, with results reviewed through routine internal management review processes	2 (at the end of the reporting phase, one case was still subject to remedial action plans being implemented)
iv. incident no longer subject to action	2
GRI 408: Child Labor	
408-1 Operations and suppliers at significant risk for incidents of child labor	☐ See Compliance, ethics and human rights commitments
409: Forced or Compulsory Labor	
409–1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	☐ See Compliance, ethics and human rights commitments
Local Communities	
Own disclosure: Percentage of countries with operations where Beckers' employees support local social initiatives	77% (13 out of 17 countries (2020: 50%))

Glossary

Beckry®Mix

Beckry®Mix is a modern concept used for manufacturing and color matching paints. From one concentrated set of bases, it is possible to manufacture a range of paints matching the customer's performance requirements. Beckry®Mix installation can be precisely designed to the customer's needs in terms of size and product range.

Chain-up!

At Beckers, we take a holistic value chain approach to sustainability and we are committed to building strong partnerships with our key suppliers. Our suppliers have a significant impact on our performance, so it is important that we monitor and evaluate them too. We use the three-step Chain-up! program to monitor the social and environmental sustainability of all our suppliers and empower them to improve their performance.

Check-In Conversation

All Beckers employees have quarterly one-on-one Check-In Conversations with their manager. The objective is to create a simple but focused dialogue format to stimulate employee self-reflection and feedback together with their manager. The conversations are documented digitally in the myBeckers internal system. Both managers and employees are provided with information in advance to ensure everyone is clear about the objectives of the conversations, how they should be conducted, and what to do with the outcome.

Circular economy

The circular economy is an economic system that seeks to design out waste through continual use of resources. To do this, circular systems involve reuse, repair, refurbishment and recycling, minimizing resource use and reducing waste, pollution and carbon emissions.

CO₂e

CO₂e stands for carbon dioxide equivalent and is a term to describe different greenhouse gases in a common unit. CO₂e signifies the amount of CO₂ that would have the equivalent global warming impact for any type of greenhouse gas.

Code of Conduct

A Code of Conduct is a set of principles, values, standards or rules of behavior that guide the decisions, procedures and systems of an organization in order to respect human rights and environmental standards.

CSR

Corporate Social Responsibility (CSR) is a business approach that contributes to sustainable development by delivering economic, social and environmental benefits for all stakeholders. The purpose of CSR is to drive change towards sustainability.

EcoVadis

EcoVadis is an independent ratings platform used by organizations of all shapes and sizes to assess CSR and sustainable procurement practices.

EKPI

EKPI stands for Environmental Key Performance Indicator and describes indicators that measure important environmental objectives, such as energy use, waste generation and VOC emissions.

Emission calculation approach

A location-based method reflects the average emissions intensity of grids on which energy consumption occurs, whereas a market-based method reflects emissions from electricity that companies have purposefully chosen.

Functional sustainability

Functional sustainability is what the coating system does for the overall sustainability of the object it coats. A functionally sustainable coating system helps with challenges in our society, such as pollution or energy generation. It adds to the product lifetime and/or its energy efficiency; it reduces material use or improves the well-being of people coming in contact with it.

GHG

GHG stands for greenhouse gas and describes a gas that absorbs and emits radiant energy. Greenhouse gases cause the greenhouse effect and are therefore responsible for climate change.

GHG Protocol

The Greenhouse Gas (GHG) Protocol provides standards for accounting and reporting, sector guidance, tools and training. It represents a global framework for measuring and managing emissions.

Global Support Committee

The Beckers Global Support Committee supports the Executive Committee in driving the Group strategy. The members of the Committee meet once per month and the key functions represented are: Sustainability, IT, R&D, Procurement and Supply Chain, Health and Safety and Legal.

GRI

The Global Reporting Initiative (GRI) is a global, network-based non-profit organization that publishes the world's most commonly-used guidelines on sustainability reporting.

HAP-free solvents

Hazardous air pollutants (HAPs) are substances that commonly emanate from chemical solvents that have a high rate of evaporation. HAP-free solvents are alternatives without HAPs.

Inbound third-party deliveries

For our calculation of carbon emissions, inbound third-party deliveries include the transportation of raw materials from supplier to a site by our third-party logistics providers. More detailed information on system boundaries and what is included in [our climate report](#).

LCA

A life-cycle assessment or analysis calculates the environmental impact of a product or service at every stage of its manufacture, use and disposal.

LTI

A lost time injury (LTI) is an injury sustained on the job by an employee that results in the loss of work time. An injury at Beckers is considered an LTI when the injured worker cannot come to their next shift.

Material sustainability

Material sustainability indicates how sustainably a coating system is made – from its component raw materials, to its processing and manufacture. Coatings are considered materially sustainable when they are derived from sustainably mined minerals that are not scarce in nature. They must be free from persistent and/or toxic substances and based on renewable or recycled organic raw materials. They are manufactured with minimal climate impact.

Personal Protective Equipment

Personal protective equipment (PPE), is equipment worn to minimize exposure to hazards that cause serious workplace injuries and illnesses.

Our Impacts

Our Impacts is a web-based tool for organizations to collect data about their sustainability work, calculate their carbon footprint and set ambitious climate targets. The tool enables a decentralized data collection, suitable for companies spread all over the world and working in different languages. The tool generates reports on the company's carbon footprint and compiles the results according to the requirements of the GHG Protocol or CDP, depending on your company needs.

Outbound third-party deliveries

For our calculation of carbon emissions, outbound third-party deliveries include the transportation of our final products from our site to the customer by our third-party logistics providers. More detailed information on system boundaries and what is included in [our climate report](#).

Scope 1, 2 and 3 emissions

Scope 1 emissions are direct emissions from owned or controlled sources. Scope 2 emissions are indirect emissions from the generation of purchased energy. Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in the value chain.

SDGs

In late 2015, the United Nations published 17 global Sustainable Development Goals, to be achieved by 2030. The SDGs are a call to action for all countries to promote prosperity while protecting the planet.

Stream Teams

The Stream Teams (one for each of the three streams within the 2030 Sustainability Strategy) are part of the sustainability governance structure. The Stream Team leader, together with a diverse group of people from different functions and locations, drives the sustainability agenda with the streams Products, People and Operations with Impact.

TCO

The total cost of ownership (TCO) looks at the lifetime costs of a product – from the initial upfront costs, to the ongoing maintenance and eventual end-of-life costs.

TRIR

TRIR is the Total Recordable Incident Rate and a key EHS metric. It is the total number of recordable incidents (TRI) per 100 full-time workers during a one-year period.

UN Global Compact

The Global Compact is an initiative of the United Nations and is based on ten principles for responsible action by companies.

VOC

Volatile organic compounds (VOC), are chemicals that have a high vapor pressure at room temperature. This high vapor pressure results from a low boiling point, which causes large numbers of molecules to evaporate into the surrounding air, a trait known as volatility.

Contact

Questions?

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