

ABOUT THE REPORT

# GRI Report 2020

**Beckers 9th annual sustainability report covers the sustainability performance of the Beckers Group for 2020.**

**GRI 102-46**

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.

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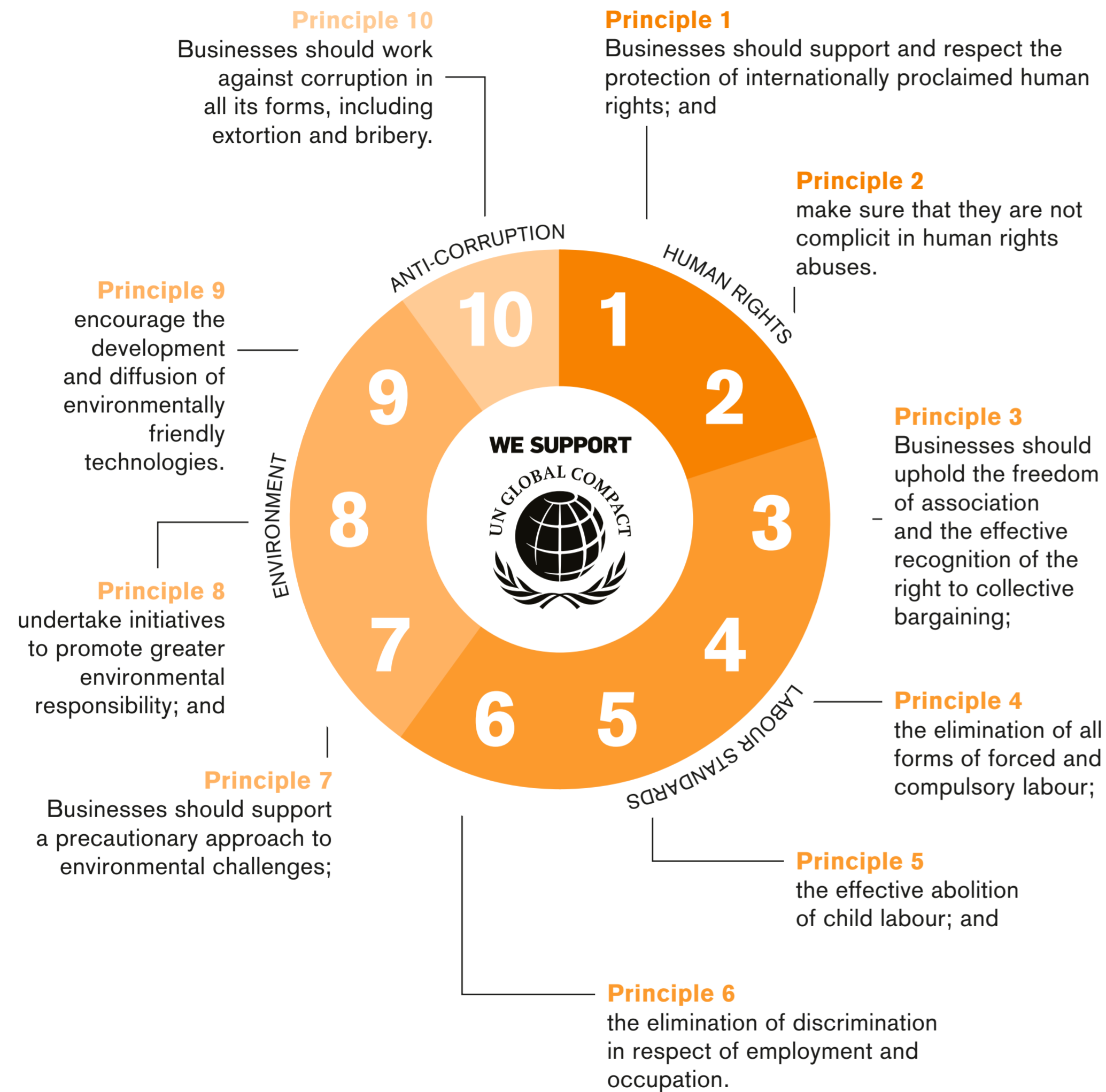
## GRI Standards

This report has been prepared in accordance with the GRI Standards: Core option. 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' 31 legal entities in 21 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.

**GRI 102-47**

Beckers' material topics correspond to the following topic-specific GRI Standards and own disclosures:

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



## UN Global Compact and SDGs

Beckers Group became a signatory to the UN Global Compact (UNGC) in 2018 and our sustainability report and this GRI report serve as our Communication on Progress. To us, the ten principles of the UNGC define the foundation on which a responsible business should stand. Starting from that foundation, the UN Sustainable Development Goals (SDGs) define the future we all want and that we need to strive for in our business. In the respective sections we link our material topics to the relevant UNGC principles as well as to the SDGs.



BASED ON FAMILY VALUES

# Introducing our leadership

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

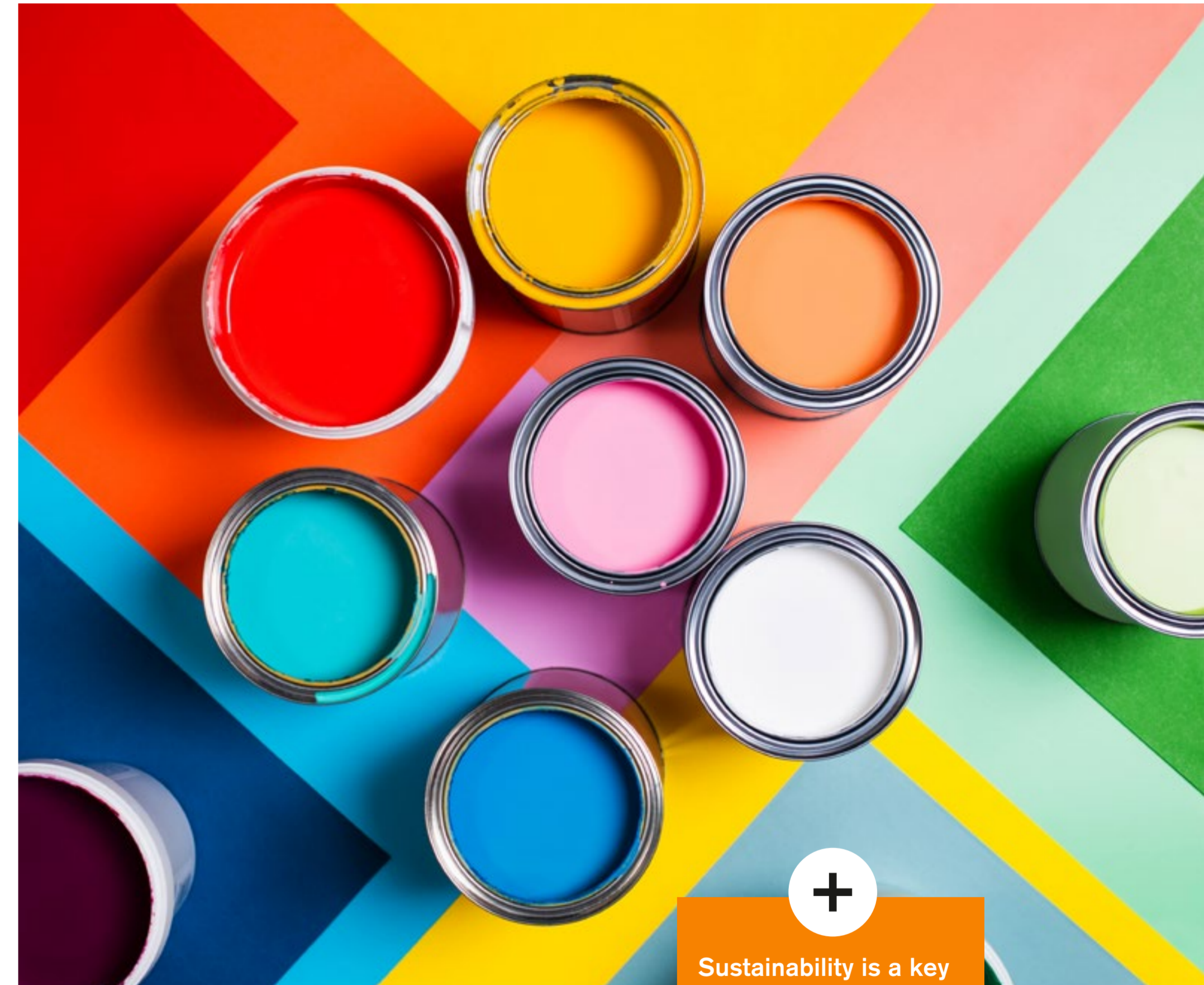
GRI 102-18

Our corporate head office is located in Berlin, Germany.

Beckers Group is governed by its Board of Directors, which meets four times a year. Our CEO and selected Executive Group members participate in these meetings. Due to the Covid-19 crisis, no physical meeting took place during 2020.

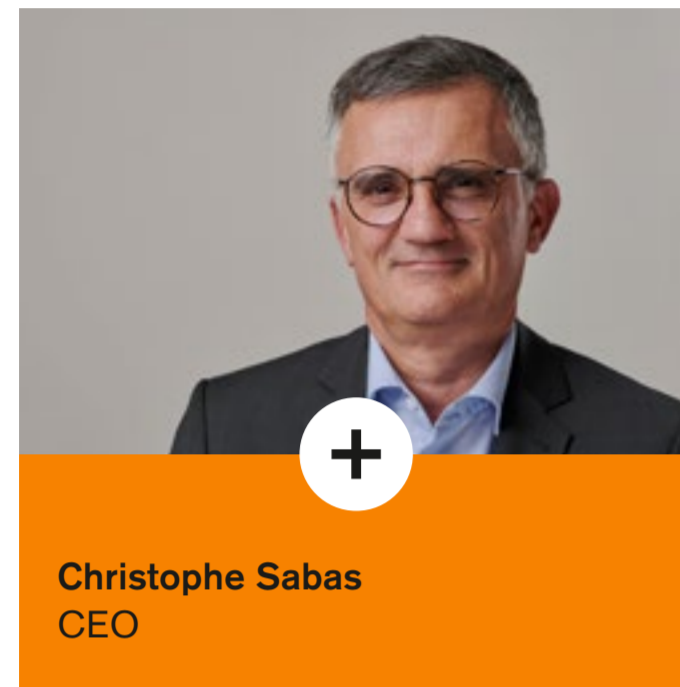
The current Executive Committee consists of the CEO, COO, CFO, CHRO and Presidents of all business units. It holds monthly calls and physical meetings four times a year. The physical meetings are held at Beckers' sites, the location changes for each meeting. In 2020 there were no physical meetings due to the Covid-19 crisis.

Beckers recruited a CTO in 2020 who joined the company in April 2021. His role will be to focus on innovation and sustainability. The new CTO joins the Beckers Executive Committee.



Sustainability is a key part of the Executive Committee's agenda

## EXECUTIVE COMMITTEE MEMBERS 2020 \*



**Christophe Sabas**  
CEO



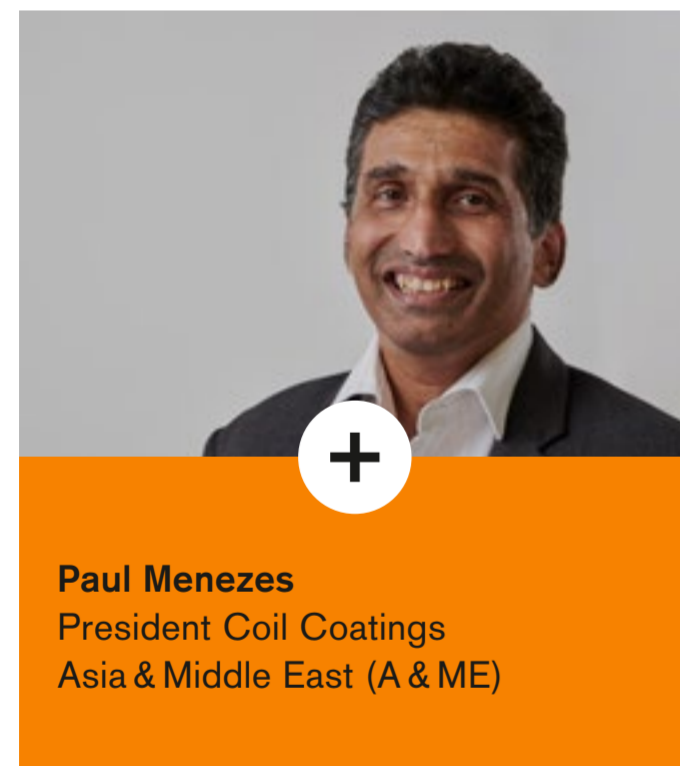
**Dr. Karsten Eller**  
COO



**Olivier Laune**  
Chief Financial Officer



**Judith Jungmann**  
Chief Human Resources Officer



**Paul Menezes**  
President Coil Coatings  
Asia & Middle East (A & ME)



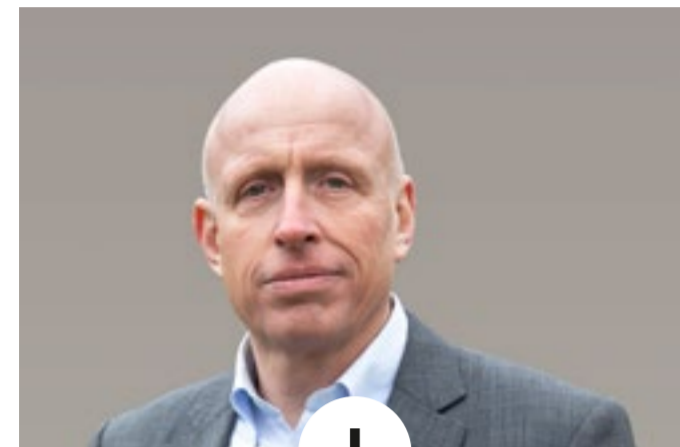
**Christian Vogel**  
President Industrial Coatings

Sustainability is a key part of the Executive Committee's agenda, with final responsibility of the CEO, Christophe Sabas. Beckers' 2030 Sustainability Strategy is divided into three work streams, each of which falls under the responsibility of an Executive Committee member.


The sustainability agenda is given further drive and support by a dedicated sustainability team led by the Global Sustainability Director, Nicklas Augustsson. The Sustainability Committee, 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.

\* Christophe Sabas was appointed Interim CEO on 20.06.2020 and CEO on 12.11.2020.  
CEO until 20.06.2020: Dr. Boris Gorella

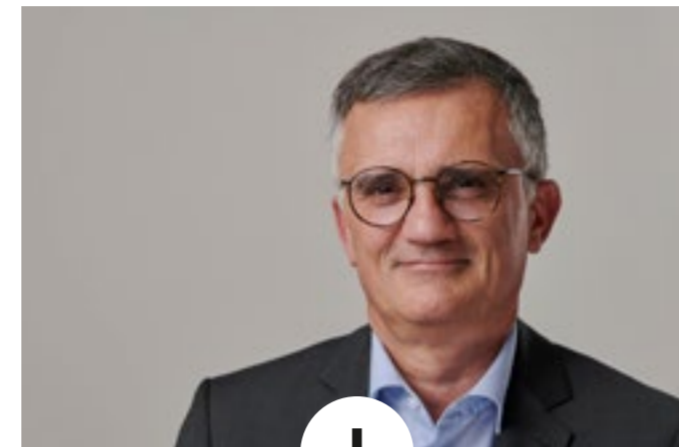
## BOARD OF DIRECTORS 2020




**Paul Schrotti**  
Chairman



**Jenny Lindén Urnes**  
Owner




**Christophe Sabas**  
CEO, Beckers Group




**Georg Brunstam**  
Chairman, Hexpol AB



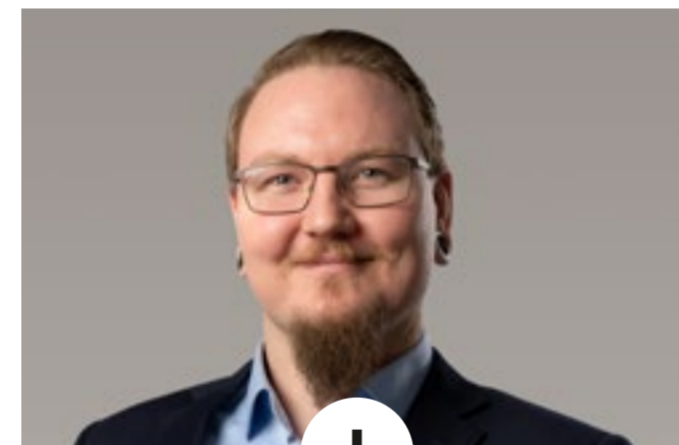
**Mark Hamlin**  
Chair, Organisation Resource UK




**Malin Persson**  
CEO and owner, Accuracy AB



**Suzanne Thoma**  
CEO, BKW AG



**Leonardo Franconeri**  
Labour Representative



**Päivi Kukkonen**  
Labour Representative

“At Lindéngruppen, when we talk about value creation we think of total value. It is not just the financial value but also the value that we create for people, the planet and the society. We want our companies to become leaders in the transition to a sustainable society and this comes through so well in Beckers’ Sustainability Strategy.”

Paul Schrotti | Chairman

ACHIEVING TRANSPARENCY

GRI 102-55





# GRI general disclosures

Topic and Disclosure	2020 Input	Comments/Link
<b>Organisational profile</b>		
102-1 Name of the organisation	Beckers Group	
102-2 Activities, brands, products and services	<a href="#">Who is Beckers Group?</a> Beckers Sustainability Report 2020	Beckers does not sell any products that are banned in a specific market.
102-3 Location of headquarters	Berlin	
102-4 Location of operations	Argentina, Bangladesh, China (3), France (2), Germany, Great Britain, India (2), Indonesia, Italy, Malaysia, Mexico, Poland, South Africa, Sweden, Turkey, UAE, USA (2), Vietnam (2)	31 December 2020 24 production sites in 18 countries <a href="#">Our global network</a>
102-5 Ownership and legal form	<a href="#">Introducing our leadership</a> Beckers Sustainability Report 2020	


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



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

Topic and Disclosure	2020 Input	Comments/Link
102–9 Supply Chain	Chain up! CSR assessment in supply chain  <b>Driving sustainability through our supply chain</b>  <b>Recognizing sustainability improvements in our supply chain</b> Beckers Sustainability Report 2020	
102–10 Significant changes to the organization and its supply chain	None	
102–11 Precautionary Principle or approach	As a chemical industry organisation with high standards of environmental performance and security, Beckers performs mandatory risk analysis for new processes and materials that take the precautionary principle into account.	
102–12 External initiatives	Signatory to the United Nations Global Compact, since 2018.	
102–13 Membership of associations	CEPE (European Council of Paint, Printing Ink and Artists' Colours Industry), ECCA (European Coil Coating Association), NCCA (North America Coil Coatings Association) and other national paint organisations, Swedish and French Institutes of Corrosion.	
<b>Strategy</b>		
102–14 Statement from senior decisionmaker	 <b>Dear Stakeholders</b> Beckers Sustainability Report 2020	
<b>Ethics and integrity</b>		
102–16 Values, principles, standards and norms of behavior	Beckers Group Code of conduct, Our core values	 <a href="https://www.beckers-group.com/about-us/our-values/code-of-conduct/">https://www.beckers-group.com/about-us/our-values/code-of-conduct/</a>

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



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



ACHIEVING TRANSPARENCY

# GRI material topics disclosures

## Product stewardship and materials

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



Topic and Disclosure	2020 Input	Comments/Link
Product stewardship		<p>UN Sustainable Development Goals</p>  <p>UN Global Compact Principles</p> 
103–1 – 103–3 Management approach 2016	See links in the comments section	<ul style="list-style-type: none"> <li><a href="#">Product stewardship and materials</a></li> <li><a href="#">Our approach</a></li> <li><a href="#">Our highlights and progress</a></li> </ul>
<b>Own disclosure: Raw materials evaluated as per standardized CSR guidelines</b>		
Percentage of raw material purchase value evaluated as per standardized CSR guidelines against total raw material purchase turnover	82% (2019: 79%)	

Topic and Disclosure	2020 Input	Comments/Link
Percentage of raw material purchase approved as per standardized CSR guidelines against total raw material purchase turnover (>40)	75% (2019: 68%)	
Percentage of global supplier turnover that signed our Supplier CoC out of total supplier turnover	89% (2019: 84%)	The number of direct and indirect suppliers that signed the Supplier CoC
<b>Materials</b>		<b>UN Sustainable Development Goals</b>  <b>UN Global Compact Principles</b> 
<b>GRI 301: Materials 2016</b>		
103–1 – 103–3 Management approach 2016	See links in the comments section	<a href="#">Product stewardship and materials</a> <a href="#">Our approach</a> <a href="#">Our highlights and progress</a>
<b>GRI 301 – 1: Materials used by weight or volume</b>	141,625 tons (2019: 151,221 tons)	From Top 100 suppliers
a. Total weight or volume of materials that are used to produce and package final products: non-renewable	Non-renewable materials used: 140,612 tons (2019: 151,115 tons)	
b. Total weight or volume of materials that are used to produce and package final products: renewable	Renewable bio-based content is 1,013 tons (2019: 1,106 tons)	Bio-based 0.72% of raw materials purchased

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







The boundaries of the material topics “Employment”, “Occupation Health & Safety” as well as “Training & Education” are defined by Beckers’ impact on its own operations. The topic “Local Communities” also affects local communities in which Beckers’ employees get involved. Policies and grievance mechanisms for all material topics in the people stream are the Beckers Sustainability Policy and Beckers Code of Conduct. For “Employment”, Beckers’ Recruitment Policy, local HR Handbooks, Equal Employment and Anti-Harassment Policy provide further important policies. The EHS Policy

regulates the topic “Occupational Health & Safety” and Lindéngruppen guidelines provide guidance for the topic “Local communities”. Responsibilities for “Employment” and “Training & Education” lie with the CFO (for CoC training), the CHRO as well as with local and global HR employees. Responsible for “Occupational Health & Safety” are local and global EHS, according to regulation. Incentive programs are linked to performance for the topic “Occupational Health & Safety”. Regarding “Local Communities” responsibilities lie with the respective Local Managing Director.






Topic and Disclosure	2020 Input	Comments/Link
<p><b>Employment and Diversity</b></p>		<p><b>UN Sustainable Development Goals</b></p>  <p><b>UN Global Compact Principles</b></p> 
<p><b>GRI 401: Employment 2016</b></p> <p>103–1 – 103–3 Management approach 2016</p>	<p>See links in the comments section</p>	<p><a href="#">Employment, Occupational Health &amp; Safety, Training &amp; Education, Local Communities</a></p> <p><a href="#">Our approach</a></p> <p><a href="#">Diverse teams drive innovation</a></p>



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













Topic and Disclosure	2020 Input	Comments/Link
b. Percentage of women working at Beckers		
<b>Occupational Health &amp; Safety</b>		<b>UN Sustainable Development Goals</b> 
		<b>UN Global Compact Principles</b> 
<b>GRI 403: Occupational Health &amp; Safety 2018</b>		
103–1 – 103–3 Management approach 2016	See links in the comments section	 <b>Employment, Occupational Health &amp; Safety, Training &amp; Education, Local Communities</b>
		 <b>Our approach</b>
		 <b>Fostering a behavior-based safety system</b>
		 <b>Taking care of our employees through the Covid-19 pandemic</b>
<b>GRI 403–1 to 403–7 and 403–9: Occupational Health &amp; Safety (2018)</b>		
403–1 Occupational Health & Safety management system	<ul style="list-style-type: none"> <li>+ EHS Policy which is defined with 9 Parameters</li> <li>+ EHS Beckers Reports</li> <li>+ Beckers safety database</li> <li>+ Beckers Loss Prevention Standard (BLPS)</li> <li>+ Risk assessment Policy</li> <li>+ Hazard Identification, Risk Assessment and Risk Control (HIRARC)</li> <li>+ Legal Requirements</li> </ul>	

Topic and Disclosure	2020 Input	Comments/Link
403–2 Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> <li>+ SOP of Safety Reporting</li> <li>+ SOP of Incident Investigation &amp; Analysis</li> <li>+ Emergency Reponse Procedure</li> <li>+ Risk Management Policy</li> <li>+ PPE Rules</li> <li>+ Hazard Identification SOP</li> <li>+ Emergency Evacuation Plan</li> </ul>	
403–3 Occupational health services	<ul style="list-style-type: none"> <li>+ Training given to employees on First Aid</li> <li>+ Medical Check-up done of employees</li> <li>+ Medical Surveillance for employees</li> <li>+ Other health care programs organized and safety talks</li> </ul>	
403–4 Worker participation, consultation, and communication on occupational health & safety	100% of all employees at a site are represented in health & safety committees	
403–5 Worker training on occupational health & safety	Training provided to employees e. g. EHS training schedule and tool box	
403–6 Promotion of worker health	<ul style="list-style-type: none"> <li>+ Access to health service</li> <li>+ Country specific Legal Requirements for health care services to employees Health Promotion Insurance Policy</li> </ul>	
403–7 Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	<ul style="list-style-type: none"> <li>+ Chemical Regulatory Management</li> <li>+ Rotating equipment guarding</li> <li>+ Installation of new Equipments with EHS checklist</li> <li>+ New expansion and new processes need to go through EHS checklist and management of change</li> <li>+ Hazardous Area Classification: Contractor Management</li> </ul>	



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

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



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

## Energy, Emissions, Effluents & Waste

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

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







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

Topic and Disclosure	2020 Input	Comments/Link
<b>302–3 Energy intensity</b>		
a. Energy intensity ratio	0.39 MWh/ton product (2019: 0.37 MWh/ton product)	
b. Organization specific nominator	Tons of volume produced on-site	
c. Types of energy included, or all	All	Includes renewable energy generated on-site
d. Whether the ratio uses energy consumption within the organization or outside or both.	Energy consumption within the organization only	
<b>Emissions</b>		
<p><b>UN Sustainable Development Goals</b></p> 		
<p><b>UN Global Compact Principles</b></p> 		
<b>GRI 305: Emissions 2016</b>		
103–1–103–3 Management approach 2016	See links in the comments section	<p><a href="#">Energy, Emissions, Effluents &amp; Waste</a></p> <p><a href="#">Our approach</a></p> <p><a href="#">Our environmental footprint in 2020</a></p>
<b>305–1 Direct (Scope 1) GHG emissions</b>		
a. Gross direct emissions	9,860 tons CO <sub>2</sub> e (2019: 10,646 tons CO <sub>2</sub> e)	
b. Gases included	CO <sub>2</sub> , CH <sub>4</sub> , NO <sub>2</sub> , HFCs, NF <sub>3</sub> , SF <sub>6</sub> and PFCs (when applicable)	
c. Biogenic emissions	None	
d. Base year	2013	



Topic and Disclosure	2020 Input	Comments/Link
e. Source of emission factors and GWP used	The emission factors are included in the tool <b>Our Impacts</b> and are updated and revised regularly. For GWP, IPCC 2007 values are used.	
f. Consolidation approach	Operational control	
g. Standards, methodologies, assumptions, calculation tools used.	We calculate energy use and greenhouse gas emissions from all operations as well as from certain aspects of our transports. We use the calculation tool <b>Our Impacts</b> . The calculations follow the GHG-protocol and are performed by experts.	
<b>305–2 Energy indirect (Scope 2) GHG emissions</b>		
a. Gross location-based indirect emissions	13,516 tons CO <sub>2</sub> e (2019: 13,926 tons CO <sub>2</sub> e)	
b. Gross market-based indirect emissions	11,516 tons CO <sub>2</sub> e (2019: 13,795 tons CO <sub>2</sub> e)	
c. Gases included	CO <sub>2</sub> , CH <sub>4</sub> , NO <sub>2</sub> , HFCs, NF <sub>3</sub> , SF <sub>6</sub> and PFCs (when applicable)	
d. Base year	2013	
e. Source of emission factors and GWP used	The emission factors are included in the tool <b>Our Impacts</b> and are updated and revised regularly. For GWP, IPCC 2007 values are used.	
f. Consolidation approach	Operational control	
g. Standards, methodologies, assumptions, calculation tools used.	We calculate energy use and greenhouse gas emissions from all operations as well as from certain aspects of our transports. We use the calculation tool <b>Our Impacts</b> . The calculations follow the GHG Protocol and are performed by experts.	

Topic and Disclosure	2020 Input	Comments/Link
<b>305–3 Other indirect (Scope 3) GHG emissions</b>		
a. Gross other indirect emissions	26,790 tons (2019: 28,152 tons)	
b. Gases included	CO <sub>2</sub> , CH <sub>4</sub> , NO <sub>2</sub> , HFCs, NF <sub>3</sub> , SF <sub>6</sub> and PFCs (when applicable)	
c. Biogenic emissions	N/A	
d. Base year	2013	
e. Source of emission factors and GWP used	The emission factors are included in the tool <b>Our Impacts</b> and are updated and revised regularly. For GWP, IPCC 2007 values are used.	
f. Consolidation approach	Operational control	
g. Standards, methodologies, assumptions, calculation tools used.	We calculate energy use and greenhouse gas emissions from all operations as well as from certain aspects of our transports. We use the calculation tool <b>Our Impacts</b> . The calculations follow the GHG Protocol and are performed by experts.	
<b>305–4 GHG emission intensity</b>		
a. GHG emission intensity ratio	0.31 CO <sub>2</sub> e per ton product (2019: 0.31 CO <sub>2</sub> 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 <sub>2</sub> , CH <sub>4</sub> , NO <sub>2</sub> , HFCs, NF <sub>3</sub> , SF <sub>6</sub> and PFCs (when applicable)	

Topic and Disclosure	2020 Input	Comments/Link
<b>305–7 NOx, SOx and other significant air emissions</b>		
a. Significant air emissions for:	VOC 471 tons (2019: 503 tons) Other air emissions N/A Intensity 3 kg/ton (2019: 3 kg/ton)	
b. Source of emission factors used	The emission factors for the climate impact are included in the tool <b>Our Impacts</b> and are updated and revised regularly.	
c. Standards, methodologies, assumptions, calculation tools used.	Climate impact of the VOC emissions are included in our climate assessment in <b>Our Impacts</b>	
d. Gases included		We report on emissions of volatile organic compounds (VOCs) from our operations. We do not report emissions of nitrogen oxides (NOx) and sulphur oxides (SOx) since it is not directly applicable to our business operations.
<b>Effluents and Waste</b>		<p><b>UN Sustainable Development Goals</b></p>  <p><b>UN Global Compact Principles</b></p> 
<b>GRI 306: Effluents and Waste 2016</b>		
103–1 – 103–3 Management approach 2016	See links in the comments section	<ul style="list-style-type: none"> <li> <a href="#">Energy, Emissions, Effluents &amp; Waste</a></li> <li> <a href="#">Our approach</a></li> <li> <a href="#">Increased reuse and waste reduction on smaller sites</a></li> <li> <a href="#">Driving circular economy</a></li> </ul>

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

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