

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.

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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	
a. Total number of 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

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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

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<p>b. v. total number of part-time employees</p>	<p>40 (2020: 48)</p> <p>Gender: Female: 32 (2020: 33) Male: 8 (2020: 15)</p> <p>Region: AME: 1 NEA: 17 SEA: 22</p>
<p>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</p>	<p>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.</p>
<p>GRI 2–9: Governance structure and composition</p>	
<p>a. Describe its governance structure, including committees of the highest governance body</p>	<p>See Meet our leadership</p>
<p>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</p>	<p>See Meet our leadership</p>
<p>c. Describe the composition of the highest governance body and its committees by:</p>	
<p>i. executive and non-executive members</p>	<p>See Meet our leadership</p>
<p>ii. independence</p>	<p>See Meet our leadership</p>
<p>iii. tenure of members on the governance body</p>	<p>See Meet our leadership</p>
<p>v. gender</p>	<p>See Meet our leadership</p>
<p>vii. competencies relevant to the impacts of the organization</p>	<p>See Meet our leadership</p>
<p>viii. stakeholder representation</p>	<p>See Meet our leadership</p>
<p>GRI 2–10: Nomination and selection of the highest governance body</p>	
<p>a. Describe the nomination and selection processes for the highest governance body and its committees</p>	<p>See Meet our leadership</p>
<p>b. Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:</p>	
<p>i. views of stakeholders (including shareholders)</p>	<p>See Meet our leadership</p>
<p>ii. diversity</p>	<p>See Meet our leadership</p>

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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

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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

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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:	

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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)

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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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> 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

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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 renewable 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

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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

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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 m ³
c. Total water discharge to all areas with water stress	16,683 m ³
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	
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.

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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)

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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.

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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	
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

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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

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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	<p>Gender: Female: 69 (2020: 53) Male: 147 (2020: 80)</p> <p>Age: <30: 69 (2020: 51), 30–50: 119 (2020: 76), >50: 28 (2020: 7)</p> <p>Region: Asia & Middle East (AME): 75 Northern Europe & Americas (NEA): 98 Southern Europe & Africa (SEA): 43</p>
	<p>Gender: Female: 54 (2020: 54), Male: 122 (2020: 142)</p> <p>Age: <30: 51 (2020: 43), 30–50: 79 (2020: 88), >50: 46 (2020: 65)</p> <p>Region: AME: 64 NEA: 80 SEA: 32</p>
b. Total number and rate of employee turnover during the reporting period, by age group, gender and region	

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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%))