

ESG Key Figures



Key Figures	Unit	2015 KPI	2016 KPI	2017 KPI	2018 KPI	2019 KPI	2020 KPI	2021 KPI
Workforce								
Total workforce ¹	Persons	3,432	3,184	3,537 ²	3,589	3,525	3,420	3,468
of which male ¹	Persons	2,106	1,982	2,165	2,23	2,221	2,154	2,161
of which female ¹	Persons	1,326	1,202	1,372	1,359	1,304	1,266	1,307
Apprenticeship rate ³	%	7.39	7.02	7.10	7.18	6.00	7.06	7.42
Health and Safety								
Staff away sick	%	1.54	3.37	3.75	4.22	4.23	3.98	4.03
CIP system suggestions ⁴	Total number	11,071	7,54	3,363 ⁵	3,349	3,293	3,209	3,422
Lost time accidents (LTAs)	Total number	10	5	18	16	14	6	5
LTA frequency rate	LTAs*200,000/total hours worked	0.34	0.17	0.59	0.43	0.41	0.19	0.15
LTA severity rate	Lost days*200,000/total hours worked	7.01	4.34	5.53	5.88	7.76	2.47	0.74
Environment and Energy								
Energy consumption ^{6, 7}	MWh	283,307	261,949	292,381	301,131	295,917	272,748	289,759
Energy consumption/€1m turnover ⁸	MWh/€1m	565	531	526	502	477	493	451
Water consumption ⁹	m ³	277,873	270,394	267,262	294,623	279,408	260,864	279,88
Water consumption/€1m turnover ^{8, 9}	m ³ /€1m	555	548	480	491	450	472	436
Waste ¹⁰	Tons	5,609	4,588	5,071	4,84	5,199	5,209	5,773
Waste/€1m turnover ^{8, 10}	Tons/€1m	11.20	9.3	9.1	8.1	8.4	9.4	8.0
CO ₂ emissions ^{6, 7}	Tons	99,122	93,522	101,465	106,567	104,356	96,179	96,242
CO ₂ emissions/€1m turnover ⁸	Tons/€1m	198	190	182	178	168	174	150
Governance								
Incidents bribery and corruption	Total number	0	0	0	0	0	0	0

1. Headcount including apprentices but excluding inactive employees
2. Step-up also including the acquisition of UK electro-ceramics business
3. Apprentice model only used in Germany
4. CIP = Continuous improvement; number includes the sites in Germany, Czech and China
5. Declining due to a system change
6. Energy consumption at all production sites, excluding sales offices and agencies
7. Including gas, electricity. Does not include fuel for car fleets and emergency power supply
8. Based on turnover of €501 million in 2015, €493 million in 2016, €556 million in 2017, €600 million in 2018 and €620 million in 2019
9. Total water consumption at all production sites
10. Hazardous and non-hazardous waste
11. From energy consumption at production sites, excluding travel emissions