

Beckers Group

GRI Index Appendix to Beckers Sustainability Report 2015

Beckers has been reporting its sustainability performance since 2012 to its stakeholders, such as customers, suppliers, employees, regulators and nongovernmental organizations. The reporting is focused around Beckers' sustainability focus areas: climate change, raw materials, waste, health and safety, people and society and sustainable innovation as well as selected GRI aspects and Beckers' own topics. For the first time, Beckers' sustainability reporting in 2015

is in accordance with the Global Reporting Initiative's (GRI) G4 core option. The reporting consists of a separate sustainability report and additional information published on Beckers' website. All of Beckers' 33 entities in 17 countries are included into the report. The GRI Index in this document compiles indicator information and explains any omissions to the reported data. The data has not been externally audited.

GENERAL STANDARD DISCLOSURES			
Indicator	General Standard Disclosures	Comment	Page
	Strategy and analysis		
G4-1	Statement from the most senior decision maker of the organization		3
	Organizational profile		
G4-3	Name of the organization		40
G4-4	Primary brands, products and/or services		36
G4-5	Location of organization's headquarter		37
G4-6	Number of countries where the organization operates and names of countries with significant operations		36-37
G4-7	Nature of ownership and legal form		37
G4-8	Markets served (including geographic breakdown, sectors served and types of customers/beneficiaries)		36-37
G4-9	Scale of the reporting organisation		36
G4-10	Total number of employees and breakdown of employees by contract type, employment type, region and gender		33
G4-11	Percentage of total employees covered by collective bargaining agreements	49%	GRI Index
G4-12	Description of the organization's supply chain		18-19
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	No significant changes	GRI Index
G4-14	Whether and how the precautionary approach or principle is addressed by the organization	As a chemical company with high standards on environmental performance and safety Beckers performs mandatory risk analysis for new processes and materials that take the precautionary principle into account.	GRI Index
G4-15	External charters, principles or other initiatives subscribed and endorsed	No major principles and initiatives endorsed	GRI Index
G4-16	Memberships in associations	CEPE European Council of Paint, Printing Ink and Artists' colours Industry ECCA European Coil Coating Association NCCA North American Coil Coatings Association China Waterborne Coatings Platform and other National Paint associations Swedish and French Institute of Corrosion.	GRI Index
	Identified Material Aspects and Boundaries		
G4-17	All entities included in the organization's consolidated financial statement	All of Beckers' 33 entities in 17 countries are included into the report.	8
G4-18	Process for defining report content and aspect boundaries		8
G4-19	A list of all material aspects identified in the process for defining report content		9, GRI Index
G4-20	Aspect Boundary within the organization for each material aspect		GRI Index
G4-21	Aspect Boundary outside the organization for each material aspect		GRI Index
G4-22	Effect of any restatements of information provided in previous reports, and the reason for such restatements	No restatements.	GRI Index
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	No significant changes.	GRI Index
	Stakeholder engagement		
G4-24	List of stakeholder groups engaged by the organization		8
G4-25	Basic for identification and selection of stakeholders with whom to engage		8
G4-26	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Additional information in the GRI Index Appendix document	8
G4-27	Key topics and concerns that have been raised through stakeholder engagement	Additional information in the GRI Index Appendix document	9

Indicator	General Standard Disclosures	Comment	Page	
	Report profile			
G4-28	Reporting period	1.1.2015-31.12.2015		GRI Index
G4-29	Date of most recent previous report	Spring 2015		GRI Index
G4-30	Reporting cycle	Annual		GRI Index
G4-31	Contact point for questions regarding the report			40
G4-32	GRI index			GRI Index
G4-33	Policy and current practice regarding external assurance	No external assurance		8
G4-34	Governance structure			39
	Ethics and Integrity			
	SPECIFIC STANDARD DISCLOSURES			
Indicator	Aspects, DMA and indicators	Comment	Page	Omission and reason for omission
	Economic			
	Market Presence - Boundary within the organisation			
G4-DMA	Management Approach			36, 38
G4-EC6	Proportion of senior management hired from the local community at significant locations of operations	96% in significant (over 50 employees) sites outside of headquarters in Berlin		GRI Index
	Environmental			
	Materials - Boundary within the organisation			
G4-DMA	Management Approach			19, 38
G4-EN1	Materials used by weight or volume			19
	Energy - Boundary within the organisation			
G4-DMA	Management Approach			24, 38
G4-EN3	Energy consumption within the organization	No sold energy. Direct measurement, energy conversions from SEAI. Information collected from energy invoices, diesel though purchase and direct measurement.		24, GRI Index
G4-EN5	Energy Intensity			25
	Emissions - Boundaries inside and outside the organisation			
G4-DMA	Management Approach			23-25, 38
G4-EN15	Direct greenhouse gas (GHG) emission (scope 1)			25
				No biogenic emissions reported due to lack of data.
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (scope 2)			25
G4-EN17	Other indirect greenhouse gas (GHG) emissions (scope 3)			25
				No biogenic emissions reported due to lack of data.
G4-EN21	Other significant emissions			23
				Reporting includes only the most significant other emissions, VOC emissions, in kilograms emitted per ton of paint produced.
	Effluents and Waste - Boundary within the organisation			
G4-DMA	Management Approach			26-28, 38
G4-EN23	Total weight of waste by type and disposal method	Waste reporting methodology is dependant on organizational defaults of the waste contractor.		27, GRI Index
G4-EN24	Total number and volume of significant spills	No significant spills		GRI Index
	Products and Services - Boundary within the organisation			
G4-DMA	Management Approach			10-11, 16-17, 38
G4-EN27	Mitigation of environmental impacts of products and services			10-17
				No systematic quantitative data available for 2015.
	Compliance - Boundary within the organisation			
G4-DMA	Management Approach			24, 38
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	No significant fines or sanctions		GRI Index
	Social			
	SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK			
	Occupational Health and Safety - Boundary within the organisation			
G4-DMA	Management Approach			30-31, 38
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days and absenteeism and total number of work-related fatalities, by region and by gender			31
				No occupational diseases rate, absentee rate or gender reported. No data available.
	Training and education - Boundary within the organisation			
G4-DMA	Management Approach			32-33, 38
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	In total 64% Men 49% and women 15% Managers 17%		GRI Index

Indicator	General Standard Disclosures	Comment	Page
SUB-CATEGORY: SOCIETY			
Anti-corruption - Boundary within the organisation			
G4-DMA	Management Approach		34, 38
G4-SO5	Confirmed incidents of corruption and actions taken		34
Anti-competitive Behavior - Boundary within the organisation			
G4-DMA Aspect specific	Management Approach		34, 38
G4-SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		34
Compliance - Boundary within the organisation			
G4-DMA	Management Approach		24, 31, 38
G4-SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	No significant fines or sanctions	GRI Index
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
Customer Health and Safety - Boundary within the organisation			
G4-DMA Aspect specific	Management Approach		31, 38
G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	No incidents of non-compliance	31, GRI Index
Product and Service Labeling - Boundary within the organisation			
G4-DMA Aspect specific	Management Approach		31, 35, 38
G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	No incidents of non-compliance	31, GRI Index
Compliance - Boundary within the organisation			
G4-DMA	Management Approach		31, 35, 38
G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	No significant fines or sanctions	GRI Index

Beckers' own topic: Supplier Sustainability Assessment - Boundaries inside and outside the organisation			
DMA	Management Approach		18-19, 38
Beckers' own indicator	Percentage of raw material suppliers evaluated according to sustainability criteria		19

Additional information on stakeholder engagement and key topics (G4-26 and G4-27)

STAKEHOLDERS			
Customers	Employees	Suppliers	Regulators and communities
Customer focus means that we serve our customers creating value by sustainable solutions; products and services.	We are highly dedicated to our jobs. We share the Beckers spirit, we have a strong sense of belonging. We are conscious about assuming responsibility. We offer our employees valuable opportunities to grow. We wish to become the employer of choice.	Beckers rely on the products and services provided by our crucial partners and we cooperate for better synergies.	We are deeply engaged for our environment and want Beckers Group to positively contribute to the communities in which we operate.
HOW WE ENGAGE			
Customers	Employees	Suppliers	Regulators and communities
<ul style="list-style-type: none"> Flexible and professional customer service Closely and directly connected to customers Market research and business development 	<ul style="list-style-type: none"> Union representation in many countries EWC (European work council) Regular individual performance reviews New global processes 	<ul style="list-style-type: none"> Individual meetings and partnerships New supplier evaluation and introduction Participation in EcoVadis assessment and act upon ist results 	<ul style="list-style-type: none"> Reporting (GRI report and local environmental reporting)
KEY ISSUES			
Customers	Employees	Suppliers	Regulators and communities
<ul style="list-style-type: none"> Product design Product quality and performance Customer's own Beckers service technicians Joint development together with our customers 	<ul style="list-style-type: none"> Safe working conditions Training & Education Anti-corruption Talent management Gender diversity 	<ul style="list-style-type: none"> Long term relationships Capacity planning Compliance with laws and regulations Ensuring elimination of child labor Anti-competitive behaviour 	<ul style="list-style-type: none"> Environmental impact Local regulatory compliance Product safety and labeling standards Training & Education