



# Beckers Sustainability Report 2013

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# Message from the CEO

**D**ear Stakeholders, 2013 was a good year for the Beckers Group. Our businesses are well on track to reach the strategic goals defined in our GLOBAL REACH programme. Sales volume and revenue increased across all three of our business segments. We have begun production at our new manufacturing site in Nigeria and are in the initial phase of opening our first facility in Indonesia. Our growth can be directly attributed to our coatings solutions capabilities, our strong local expertise, and our long-standing customer relationships. Additional external factors include the global economic recovery and continuous growth in the emerging regions. There is also a gradual market trend to value sustainability.

We believe that Beckers' activities are helping drive this trend, for instance through our close relationship with customers. Sustainability – striving to balance economic considerations with environmental and social aspects in our business – is one of the foundations of our strategy.

“We want to be highly regarded by our customers for our dedication and professionalism and be known as the most sustainable coatings company.”

In our first Global Reporting Initiative (GRI) report last year, we introduced our company-wide approach to sustainability, key focus areas, and first global operational sustainability goals. We also reported sustainability data that are material to our activities. They now serve as a baseline to compare future performance. The response to the report was very positive. It initiated excitement and expanding commitment

throughout the company to our sustainability journey. Awareness among the Beckers' staff has since steadily risen and sustainability continues as a key element in our overall decision-making process.

In 2013, our newly established sustainability committee started working on detailing our vision for Beckers to become the most sustainable industrial coatings company in the world and began to define the roadmap on how to get there.

We continued to increase our environmental sustainability focus in both R&D and operations. Our Long-Term Development Lab team in the UK developed our first bio-sourced coil coatings. The Lab also won the British Coatings Federation award for innovating the most 'Sustainable Technology of 2013' – for our 'BeckryTherm: Solar and Thermal Control Technology'. In operations, a further driver has been introduced, linking manager incentives to more sustainable performance. In order to advance our social sustainability, we added a key focus area – People and Society – ensuring greater consideration of our many stakeholders. We also identified responsibilities and opportunities related to our supply chain and began designing a supplier evaluation programme.

I invite you to read further about our strategic progress, performance and activities in this report. You can count on Beckers' role in the coatings industry to drive market trends further towards sustainability.



*Boris Gorella*

DR. BORIS GORELLA  
CEO, BECKERS GROUP  
BERLIN, GERMANY

# We are Beckers Group

## Our business

Beckers provides industrial coatings, services, and custom-made solutions across the globe. Our workforce of over 1 760 people contribute their talents and time at our manufacturing sites, satellite offices and corporate headquarters to supporting customers in over 50 countries.

Our global executive management team is strongly backed by our regional and local management teams. Our corporate headquarters are located in Berlin, Germany. The Lindén family,

owners of Beckers Group, resides in Sweden. Most of our country managing directors are from the region where they manage our facilities. We form long-lasting partnerships with our customers, developing innovative coatings solutions at our local sites and R&D labs.

Our global team aims to ensure quality products and services for our customers, high sustainability standards for our stakeholders, and continuous improvement and optimisation of our operations and supply chain.

## Our business segments



**COIL COATINGS (CC)**

“As well as being the number one coil coating supplier in Europe, Beckers is a global leader in the field. We serve the steel and aluminum markets for pre-coated metal coils. Our coatings are used in building, construction and industrial markets. Pre-coated steel and aluminum coils are cost-efficient and durable products, which are tailored to end users’ needs. The painting processes of our customers are closed and fumes are incinerated, which reduces volatile organic compounds (VOCs) emitted into the air. Now, we are working on developing coatings with higher bio-based content to offer our customers. A substantial part of Beckers’ R&D resources is dedicated to further sustainability innovations, which will allow us to introduce more sustainable coating solutions in upcoming years.”

Learn more at: [www.beckers-group.com/en/Coil-Coatings/](http://www.beckers-group.com/en/Coil-Coatings/)

**JOHAN SANDSTRÖM**  
SENIOR VICE PRESIDENT COIL COATINGS  
NORTH EUROPE



**SPECIAL COATINGS (SC)**

“As we grow our business globally, we continue to innovate solutions to meet the needs of our customers in the ACE (agricultural, construction, and earth moving equipment), transport, defence, and specialties segments. Our customers wish to work with suppliers who champion ‘sustainability’ as a core value. They want the protective, durable coatings we have produced for decades – and they are interested in coatings that increase the sustainability value of their products, especially in the area of energy. That is why we focus on developing low curing technologies that consume far less energy. Supporting our customers with more sustainable products provides even more confidence that Beckers is the right partner.”

Learn more at: [www.beckers-group.com/en/Special-coating/](http://www.beckers-group.com/en/Special-coating/)

**PAUL HUNT**  
GLOBAL BUSINESS DEVELOPMENT DIRECTOR  
SPECIAL COATINGS, ACE MARKET



**CONSUMER DESIGN FINISHES (CDF)**

“With our global support, quick response times and smart solutions, we have increased business in all of the product sectors we support with our surface finishes – from mobile communication and computing devices to lifestyle appliances. This year, we launched our new Trend Collection – ‘Who, How, Now’ – offering new effects and finishes. This collection has helped us strengthen our relationships with customers. In Europe, we are shifting from solventborne to waterborne coatings in the domestic appliance market. This will help our Original Equipment Manufacturer (OEM) customers to market their sustainable product offerings. Our aim is to develop cost-competitive, more sustainable solutions.”

Learn more at: [www.beckers-group.com/en/Consumer-Design-Finishes/](http://www.beckers-group.com/en/Consumer-Design-Finishes/)

**ADRIAN XIE 谢义军**  
COMMERCIAL HEAD, CDF ASIA



## Our global reach

### Beckers Group

**CORPORATE HEADQUARTERS:**

- Berlin, Germany

**COMPANY OWNERS:**

- Lindéngruppen AB, Höganäs, Sweden

**MANUFACTURING SITES:** Bangladesh, China, France, Germany, Great Britain, India,

Italy, Malaysia, Nigeria, Poland, South Africa, Sweden, USA, UAE, Vietnam.

**ADDITIONAL MARKETS SERVED:**

Argentina, Austria, Belarus, Belgium, Brazil, Canada, Chile, Czech Republic, Denmark, Egypt, Finland, Greece, Hungary, Indonesia, Ireland, Israel, Jordan, Kenya, Libya, Malta, Mexico, Morocco, Nepal, Netherlands,

Norway, Portugal, Qatar, Romania, Russia (branch office), Saudi Arabia, Serbia, Singapore, Slovakia, South Korea, Spain, Switzerland, Syria, Taiwan, Thailand, Turkey, Ukraine.

## The road beyond – GLOBAL REACH 2022

The outcome of the Beckers Group Board of Directors' 2013 strategic company review is GLOBAL REACH 2022. This advanced long-term economic strategy addresses growth, operational excellence, innovation and global governance. Our Board has determined that we are well positioned in markets across all of our business segments. While we expect to maintain our leading position in coil coatings markets in Western Europe for many years to come, our strong activities in developing regions are responsible for driving growth. To increase our performance, we will enhance our current business, expand into new regions within emerging markets, and seek to identify new areas within the industrial coatings industry.

**GLOBAL REACH 2022 IS SUPPORTED BY THREE KEY DRIVERS. WE WILL:**

- expand our production capacity and reach in developing regions while optimising production in our established regions.
- implement our new roadmap for Human Resources by motivating talented and entrepreneurial employees to strengthen our diverse team, and then reward the winning combination of talent and performance.
- align our computer systems worldwide – as part of the global ERP project, where sustainability metrics are also considered.

Beckers is structured into 5 business units. Reporting directly to the CEO are:

- **DR. KARSTEN ELLER**  
CHIEF OPERATING OFFICER
- **OLIVIER LAUNE**  
CHIEF FINANCIAL OFFICER
- **OLIVER DAHMS**  
DIRECTOR HUMAN RESOURCES
- **CHRISTOPHE SABAS**  
PRESIDENT, EUROPE & AFRICA (E&A)
- **DR. CHRISTIAN KOBER**  
PRESIDENT, GREATER CHINA
- **PAUL MENEZES**  
PRESIDENT, SOUTH ASIA PACIFIC & MIDDLE EAST (SAPME)
- **ALEKSANDER SASIM**  
PRESIDENT, NORTH AMERICA
- **CHRISTIAN VOGEL**  
PRESIDENT, CONSUMER DESIGN FINISHES (CDF)

Coil Coatings and Special Coatings are organised in 4 regional business units and Consumer Design Finishes is a global business unit.

Introducing our Board of Directors:

- **ERIK URNES**  
CHAIRMAN OF THE BOARD
- **JENNY LINDÉN URNES**  
OWNER
- **MATS HANSSON**  
CFO, LINDÉNGRUPPEN
- **DR. BORIS GORELLA**  
CEO, BECKERS GROUP
- **HANS MIVÉR**  
FORMER DIRECTOR, WILH. BECKER AB
- **GEORG BRUNSTAM**  
CEO HEXPOL AB
- **MALIN PERSSON**  
PRESIDENT & CEO, CHALMERS UNIVERSITY FOUNDATION
- **SUZANNE THOMA**  
CEO, BKW AG
- **URSULA JAKOBSON**  
LABOUR REPRESENTATIVE
- **DANIEL WALL**  
LABOUR REPRESENTATIVE

Our board is comprised of Beckers' owner, CEO, 2 company executives, 2 labour representatives, and 4 non-executives (4 women and 6 men).



# Creating our vision

The starting point for creating our vision has been to look at the big picture, ask what it is we want to achieve, and define what our business would look like when it is fully sustainable.

To do this, we used the Framework for Strategic Sustainable Development (FSSD)\* advocated by The Natural Step, and its four Sustainability Principles as boundary conditions for our success. If these conditions are met by a company and by society, then sustainability could be successfully achieved.

To align with these principles, we developed the definition of a sustainable coating. We then envisioned what we aspire to as a company. The value we want to provide is more than the sum of our products and organisational practices – we ultimately aim to be a solutions provider that actively contributes to the creation of a sustainable future for all of our stakeholders.

## Vision

### VISIONARY PRODUCT DESCRIPTION

To strive to develop sustainable coatings that:

- do not contain mined materials that are scarce in nature, are free from persistent substances, and use renewable raw materials
- are manufactured and transported using renewable energy, and for which production and packaging are based on recycling and without emissions
- cause no environmental or health hazards and improve the standard of living for their users

\*To learn more about the FSSD, go to: [www.naturalstep.org/en/our-approach](http://www.naturalstep.org/en/our-approach)

### THE FOUR SUSTAINABILITY PRINCIPLES (SPs)

- SP1**  In a sustainable society, nature is not subject to systematically increasing... concentrations of substances extracted from the Earth's crust
- SP2**  ... concentrations of substances produced by society
- SP3**  ... degradation by physical means
- SP4**  And, in that society... people are not subject to conditions that systematically undermine their capacity to meet their needs.

### VISION OF A SUSTAINABLE BECKERS

To be the most sustainable coatings company in the world, which means:

- being an employer of choice
- living our values
- practicing social responsibility
- transparent and ethical governance

## Our strategic planning approach

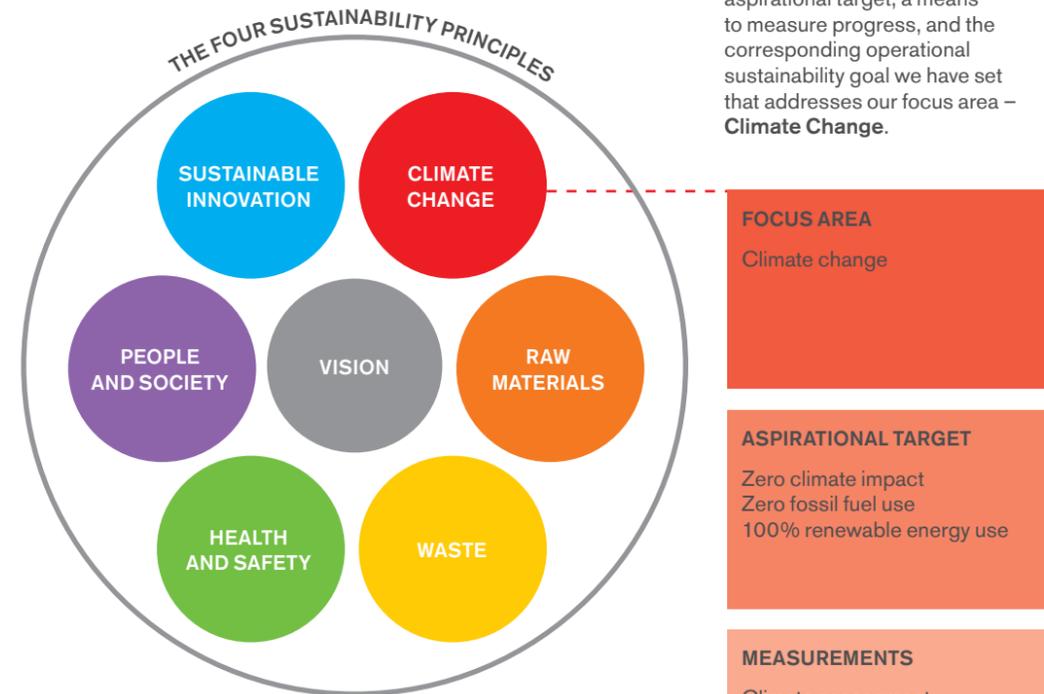
### SIX FOCUS AREAS

To move towards our vision, we first identified five strategic focus areas to address our sustainability challenges. In 2013, we added an additional focus area – People and Society. We are developing aspirational targets in each area. Using a backcasting planning approach from three of these targets, we have set new worldwide operational sustainability goals to be reached by 2020.

### DEVELOPING ACTIONS TO UNDERLIE OUR STRATEGY

Our regional and local teams develop action plans that will help us achieve the worldwide operational sustainability goals we have set and increase our ability to adapt to future challenges. Actions are brainstormed and then prioritised to ensure economic, social and ecological returns on investment (ROI).

Here is an example of an aspirational target, a means to measure progress, and the corresponding operational sustainability goal we have set that addresses our focus area – **Climate Change**.



### BECKERS' WORLDWIDE OPERATIONAL SUSTAINABILITY GOALS

To be achieved by end of fiscal year 2020.

- OPERATIONAL GOAL 1**  
**VOC:** 10% VOC emissions reduction per tonne of product from 2013 baseline
- OPERATIONAL GOAL 2**  
**Waste:** 10% reduction of all waste streams per tonne of product from 2013 baseline
- OPERATIONAL GOAL 3**  
**Energy:** 10% reduction of total energy use per tonne of product from 2013 baseline

Our global workforce promotes our vision and values and is responsible for our success.



**BEST SUPPLIER AWARD TO OUR CONSUMER DESIGN FINISHES (CDF) TEAM IN CHINA**

The Good Mark New Company (GMN), CDF China's largest local OEM applicator (Original Equipment Manufacturer) awarded our China team with this annual award.



**BECKERS' SOLAR REFLECTIVE COATINGS – THE DATA PROVES ENERGY SAVINGS**

Our LTD UK Lab Chemist James Maxted teamed up with three scientists at the Oxford Brookes University, School of the Built Environment, Dept. of Architecture, to develop a dynamic model of a retail shed coated with a range of Beckers' coloured coatings that also have diverse solar-reflective properties. The purpose of their research was to simulate and compare the annual cooling load, heating load and total electricity consumption of the shed if it were in six international locations with varying weather patterns. Based on the results, the scientists concluded that the use of solar reflective coatings is effective in reducing cooling load and overall electricity consumption for five of the six locations. A link to information about the full paper can be found at: <http://www.beckers-group.com/en/Coil-Coatings/Innovation/BeckryTherm/Dynamic-thermal-simulation-of-a-retail-shed-with-solar-reflective-coatings/>

**STRATEGIC PARTNERSHIPS**

One way to advance good business is to build strong partnerships with our customers and suppliers. This is a company tradition. We also establish industry and cross-discipline partnerships to advance sustainable research and development. In 2013, we were involved in several partnerships focused on developing new tools and sustainable innovation projects.



**BISIGODOS, A EUROPEAN UNION MICRO-ALGAE PROJECT**

With 13 companies and academic institutions, Beckers is taking part in this ambitious EU project coordinated by the Technological Institute of Plastics (AIMPLAS). The project focus is to derive various substances from micro-algae, which could potentially replace non-bio-sourced substances for the production of adhesives, coatings, paints and inks. [www.bisigodos.eu](http://www.bisigodos.eu)



**CEPE LCI (LIFE CYCLE INVENTORY) DATABASE AND ECO-FOOTPRINT TOOL**

EUROPEAN CONFEDERATION OF PAINT, PRINTING INK AND ARTISTS' COLOURS MANUFACTURERS ASSOCIATION  
This new tool, combined with a database developed by CEPE, which covers 260 raw materials, helps companies measure and understand the impact of raw material choices when formulating a new coating. Sustainability Manager Ingela Nordin and Coil Coatings Chemist Bengt Ingman assisted in creating the CEPE database. Our COO Karsten Eller, serves on the CEPE project task force. [www.beckers-group.com/en/About-Beckers/Sustainability/CEPE/](http://www.beckers-group.com/en/About-Beckers/Sustainability/CEPE/)



**THE NATURAL STEP EMPLOYEE E-LEARNING PROGRAMME**

We have become a corporate development partner of an evolving e-learning course with The Natural Step. This new online course will be launched by summer 2014 and is an important component of our employee engagement plan. In the first 6 months, 400 of our employees will take the course and, in the next few years, all employees will take it. [www.naturalstep.org/en/elearning](http://www.naturalstep.org/en/elearning)



DR. KARSTEN ELLER, CHIEF OPERATING OFFICER

**1 WHAT DO YOU SEE AS THE ROLE OF THE SUSTAINABILITY COMMITTEE?**  
Sustainability affects the whole company, so we have brought together representatives of all functions to jointly further the topic internally. Our first priority is to design the strategic roadmap to reach our vision of a sustainable Beckers.

**2 WHAT ARE THE KEY CHALLENGES FOR BECKERS WHEN IT COMES TO SELLING MORE SUSTAINABLE COATINGS FORMULATIONS?**  
There are a couple of challenges. It is difficult to sell the benefits of sustainability throughout the value chain in downstream markets because of added costs, especially in certain regions in the world. Also, customers must be convinced that new, more sustainable coatings are as long lasting, durable and protective as the coatings that they have used successfully for years.

**3 HOW ARE YOU MEETING THESE CHALLENGES?**  
We continue to innovate products that can help our customers reduce their costs, which also provide added sustainability benefits such as energy savings for both our customers and the end-users. To drive sales of more sustainable products, we offer to help our customers market their more sustainably-coated products. The markets are changing, especially where legislation promotes more sustainability initiatives, and we actively support this change.

**4 WHAT IS YOUR STRATEGY TO GENERATE MARKET DEMAND FOR MORE SUSTAINABLE COATINGS?**  
We need to give the markets more guidance about coatings with sustainable properties, so we are thinking about a grading system for our products.

Our global coordination of sustainability, resources, and activities combined with our local teams' knowledge is a winning combination that benefits all of our stakeholders.

# Highlights from 2013

## 1 Beckers Global Sustainability Committee established

In 2013, we established a cross-functional executive team to develop our global sustainability strategy, goals and standards. The business functions represented on the committee are operations, human resources, procurement, R&D, sales and sustainability.



From left to right: Oliver Dahms, Human Resources Director; Dr. Chris Lowe, Long Term Development UK Laboratory Manager; Ingela Nordin, Sustainability Manager; Dr. Karsten Eller, Chief Operating Officer; Dr. Thomas Lüder, Global Sourcing & Supply Chain Manager; Morisetty Srinivas, Vice-President Beckers India, Goa Factory; Paul Hunt, Global Business Development Director Special Coatings, ACE Market

## 2 Beckers wins the British Coatings Federation Sustainable Innovation Award

The leader of our Thermal Control Technology Team, James Maxted, based within our UK Long-Term Development Lab, won this prestigious award for 'BeckryTherm: Solar and Thermal Control Technology' amid fierce competition from 30 other companies. The technology was recognised for its ability to reduce CO<sub>2</sub> emissions, energy usage and costs, help prevent urban heat-island effects, and contribute to the longer life of buildings. Lead judge, Dr. Phil Gamlen of the Manchester Business School, stated: "BeckryTherm has the potential to make a significant impact on energy usage in buildings all round the globe."



From left to right, Beckers UK: Paul Marsh, SHE Coordinator E&A; James Maxted, International Development Chemist; Lee Mdsin, HSE Compliance Officer; Peter Smith, Production Technical Manager; Steven Duggan, Operations Manager

## 3 Innovative water-based pot cleaning system installed in Germany

As a joint investment, all three of our business segments commissioned a completely closed pot-cleaning system in Dormagen. This versatile system cleans large mobile tanks that hold up to 1 700 litres of paint. The new cleaning solution is VOC free, which has significantly improved the air quality and working environment for all of our local factory workers.



## 4 First coil coating developed containing a new bio-sourced raw material

Beckers has developed a primer and backer technology in which the polyester resin is 100% based on organic materials from non-mineral oil sources. This is an exciting innovation and a major step towards our goal of developing industrial coatings from sustainable sources. While some of the ingredients integral to these coatings are still non-organic, we have been able to replace the main resin and some of the solvent with bio-sourced raw materials. Our new primer and backer have been successfully run on one of our customer's lines and the use of our technology in their product is being increased in 2014.

## 5 Opening of our new Class A Warehouse in Shanghai

Our new warehouse is a major company investment in Environment, Health & Safety (EHS) at our Shanghai factory. Class A is a classification for warehouses that regulates flammable goods. Requirements address issues including distance, wall materials, smoke vents, etc. The result is a safer, cleaner and better warehouse space as well as protection of the surrounding environment, which reduces risk.



## 6 Opening of Beckers Industrial Coatings Ltd. in Lagos, Nigeria

We are proud to have begun coil coatings production (Q1 2013) in our second Beckers' factory in Africa. Our commitment to implementing high global health and safety standards is evident at this new facility and, as an important part of our social sustainability strategy, we offer our workforce higher-than-standard wages.

# Global goals, local initiatives

Our 2013 Beckers Group employee survey showed a 10% increase since 2012 both in awareness of what sustainability means (80%) and in the belief that sustainability is an important component of doing business (88%).

Many of our local teams as well as individual employees develop projects of their own, some of which support our company-wide environmental and social goals. Other projects help the local community. We are proud to share some of these environmental, social, and CSR initiatives from 2013:



## 100% green electricity, geothermal heat and less VOC emissions Märsta, Sweden

To reduce our fossil fuel usage, we switched to 100% hydro-powered electricity and installed a new geothermal power heating system previously running on fuel oil. We also bought new plastic covers for our 2 000-litre portable tanks to significantly reduce facility VOC emissions.



## Energy efficiency and environmental awareness China

To improve our environmental performance throughout China, we carried out a sustainability awareness campaign, including launching an Eco-Office Programme. The air quality at our sites improved significantly through equipment purchases. We also received ISO 14 001 certification for our Shanghai and Guangzhou sites (also OHSAS 18 001 in Shanghai) and appointed a new Environment, Health & Safety Manager for China.

## Less waste, less energy, less VOCs Tarnow, Poland

At our manufacturing facilities, we engaged our team fully with the question: How much can we improve? We scaled up waste segregation and recycling, introduced smart technologies to regulate lighting use and monitor energy consumption, optimised efficiency of our shipments and began using VOC-free solvents to clean our portable tanks.

## Career mentorship for young students Dormagen, Germany

Our local group donated our Christmas present budget to the Dormagener Sozialdienst organisation, investing in a mentorship programme at the local Hermann-Gmeiner School. We believe it is important to assist young people at a very early stage so they have a better chance to reach their career goals.



## The Race for Life to beat cancer Liverpool, UK

Many colleagues at Beckers in Liverpool supported The Race for Life annual fundraising event by sponsoring a colleague to run in the 2013 race. The organisation supports research towards treatments and cures for over 200 types of cancer.



## Charitable local community giving Tarnow, Poland

At Christmas, we collected money throughout the company and made donations to an animal shelter and to the national campaign 'Noble Gift' for families in need. We believe in supporting our community in this way.



## A new day nursery Montbrison, France

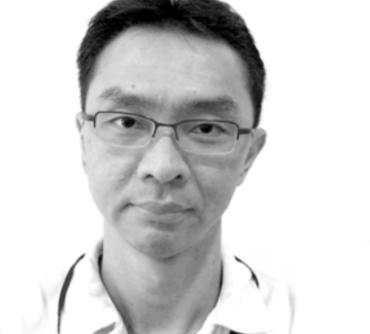
Beckers France sponsored a new day nursery for young children near our offices. We believe this is a great way to help young parents that either work for us or for other companies nearby. The day nursery gives families a convenient and affordable option for childcare.



## A fruit park development Goa, India

We developed a fruit park on a vacant plot adjacent to our factory. We have planted 142 fruit trees including 14 different varieties of fruits. This is a wonderful resource for our employees. We also have a garden on our own site, filled with fully grown coconut, banana, and papaya trees.

# Making business out of sustainability



DR. KONG CHIN CHEW  
R&D LTD TEAM LEADER,  
LONG TERM DEVELOPMENT ASIA, MALAYSIA

Beckers Group has a long-term outlook on developing coatings to meet our customers' needs. We are investing significant resources in innovation at our R&D labs around the world to develop new coatings and improve the sustainability performance of our current coatings. These breakthrough products are currently on the market:

## Coil Coatings:

**NEW LOW-PEAK METAL TEMPERATURE COATINGS**  
Our new product offering reduces energy costs significantly during the coating application process for our customers. This new range of coatings is able to cure at 40-50° C lower peak-metal temperature (PMT) than standard coatings without compromising performance. Use of these low PMT coatings also decreases greenhouse gas emissions emitted during production.

**BECKRYTHERM – SOLAR REFLECTANT TOPCOATS**  
These reflectant topcoats keep roofing profiles and wall cladding cooler by providing an additional layer of thermal management assistance. By reflecting solar energy, the need to cool air inside private homes, offices, hotels, schools and public buildings is significantly reduced, helping decrease associated environmental impacts and costs.

**BECKRYTHERM – SOLAR ABSORBANT TOPCOATS**  
Our receptive topcoats are formulated to absorb solar energy allowing for direct solar heating of air or water inside the building. Combined with under-roof thermal transfer systems that optimise airflows, these coatings reduce energy consumption and costs by as much as 20%.

## Special Coatings:

**BECKQUAPRIM & BECKQUALACK WATERBORNE PRIMERS – CHROMATE-FREE**  
Our chromate-free coatings have been developed as effective, safe and environmentally responsible alternatives to traditional coatings without sacrificing performance and durability. These coatings extend the life of our customers' products and do not impact the recyclability of the metal and plastic substrates that they protect.

**BECKRYSOL-ULTRA 2K, VERY HIGH SOLIDS SOLVENT-BORNE ONE-COAT FINISH**  
BeckrySol-Ultra has been developed to provide outstanding protection with very low environmental impact. VOC emissions are even lower from this formulation than from waterborne coatings. In addition, the product cures at very low temperatures and, because it is a one-coat finish, generates lower waste than traditional two-coat systems.

**WHAT WE ARE WORKING ON:**  
Sustainability is a key consideration in our R&D activities for Special Coatings. In 2013, our Special Coatings became lead free in Europe. We currently have a major group project to evaluate 'safe' anti-corrosive pigments for our primers.

## Consumer Design Finishes:

**BECKQUALUX UC938 AND UM938**  
To address one production bottleneck (the drying time of coatings used to decorate consumer items such as mobile phones, laptops, tablets and appliances), we now have both waterborne and solventborne systems that cure at room temperature under the influence of UV light. Reactive diluents incorporated in the coatings help reduce the need for carriers such as water and solvents. The coatings can be used either as a single layer or as a multilayer system (basecoat/topcoat) and actually crosslink rapidly once irradiated. A consequence of using UV light at room temperature means that much less energy is required to achieve a cured durable film compared to thermally cured 2K systems. These coatings deliver greater sustainability on three fronts: less solvent, less energy and greater throughput. As an alternative, a waterborne 1K basecoat can be used.

**BECKQUADUR TM194, TC194 AND TM195**  
Our new WB 2K (waterborne, two component) hydro topcoats are used as protective coatings to increase mechanical and chemical resistance of the coating cycle. Compared to CDF SB Topcoat & Clearcoat, BeckquaDur products contain far less solvents.

We also have chromate-free primers for our CDF product ranges.

**1 CAN YOU GIVE A BRIEF INTRODUCTION TO LTD ASIA?**  
We are the second Beckers' LTD Lab, focused on coil coatings innovation for our Asian markets since January of 2011. We are a team of five, including four chemists. LTD Asia's steering committee includes our COO and all Presidents from the Asian regions. Their direction ensures that the sustainability vision of the company is always in sight. We also provide analytical support to all the Asian Beckers' labs.

**2 WHAT ARE THE STRATEGIC TARGETS SET FOR YOUR LAB?**  
We want to have a development pipeline for products that can be commercialised in three to five years and then continue to fill the pipeline annually. We aim to innovate high value-added products with sustainability advantages and high probabilities of commercial success.

**3 IS THERE A PROJECT YOU HAVE BEEN WORKING ON IN 2013 THAT YOU CAN SHARE WITH US?**  
Our lab developed Beckers' new low-temperature curing system in which our coatings are able to cure at significantly lower-peak metal temperatures (PMT) to standard coatings and give comparable coatings performance. Computer simulations of the coating process have shown that about 25% lower fuel consumption can be achieved by using this system.

**4 WHAT MARKET TRENDS DO YOU SEE THAT INFLUENCE YOUR LAB'S R&D ACTIVITIES?**  
We are seeing a trend towards construction of green buildings in Malaysia and Singapore. In China, some local councils are placing strict requirements on factory emissions, resulting in our customers asking us to help them meet these requirements with our products. In addition, price continues to be a driving factor, so we develop products that can help customers achieve lower processing costs. These products will have more sustainable properties that include lower energy usage, higher productivity yield, simpler processes, or low VOC emissions.

Learn about our Product Development in Decades  
[www.beckers-group.com/product-development](http://www.beckers-group.com/product-development)



# Environmental responsibilities & opportunities

In this section, we report on our global environmental operational performance. By measuring our impacts, we can work towards continually reducing our environmental footprint.

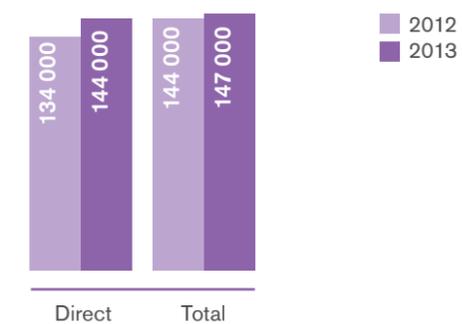
## Product raw materials

We use over 2 000 ingredients in our formulations and continuously strive towards eliminating persistent chemicals suspected of being harmful to human health. We have been focused on this for many years and are making progress.

In our LTD UK lab, we are working on ways to increase our use of renewable, bio-sourced materials (see p. 10, Highlight 4 and p. 9, Project BISIGODOS). We are in the process of developing a way to measure the percentage of these materials that we currently use more accurately.

One challenge is that many of our ingredients are already mixed by our suppliers in their own facilities. They currently do not measure the amount of bio-based materials that they use. We are working with them to find reliable ways to do so. The amount of bio-based raw materials that are included in our formulations that we have been able to measure in 2013 is around 1% of the total materials used.

MATERIALS USED, TONNES  
DIRECT AND TOTAL

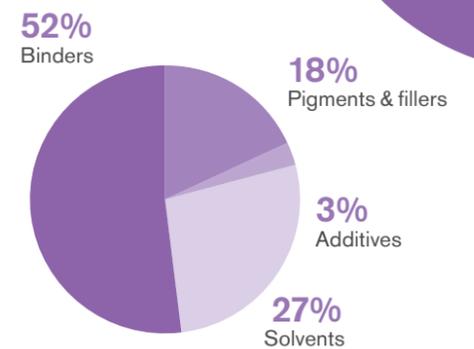


Direct materials are defined as those that are present in the final product only.

Total materials are defined as all materials used, including raw materials, associated process materials, semi-manufactured goods or parts, and packaging materials.

We are increasing production annually, primarily in developing markets, which accounts for the annual direct- and total material-use increases.

2013 RAW MATERIALS  
USED IN PRODUCTION OF  
BECKERS COATINGS, %



**Solvents and binders:** primarily from fossil sources. If it were possible to exchange bio-based materials for solvents and binders, then fossil fuel based materials would no longer be needed. This is a high-priority, long-term goal for us.

**Pigments:** mainly inorganic from mineral sources

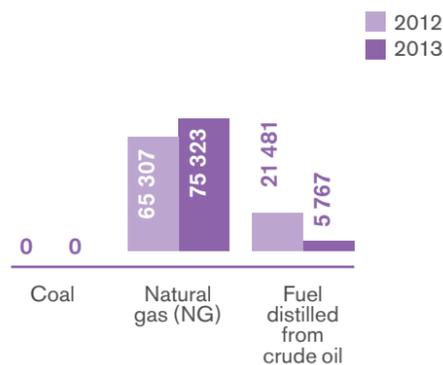
**Fillers:** mainly inorganic

**Additives:** diverse chemicals used in small amounts for fine tuning the properties of the paint

The scope of our sustainability reporting activities includes all fully operational manufacturing sites and offices worldwide.

## Direct energy

**DIRECT ENERGY CONSUMPTION BY PRIMARY ENERGY SOURCE SCOPE 1, GIGAJOULE**  
All Beckers activities worldwide



Our natural gas use increase is directly related to our sites in locations that experienced harsh winters. In 2013, only three sites used fuel oil. Our Swedish site in Märsta exchanged their fuel oil burner for a modern, geothermal energy system. This was a strategic decision to save costs and reduce greenhouse gas emissions.

Our new goal is:

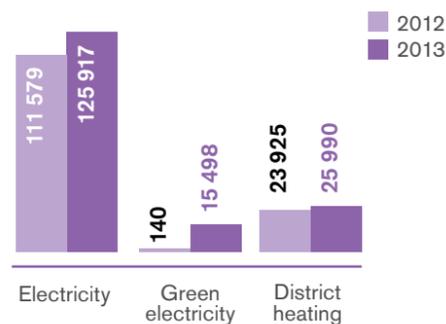
10% reduction of total energy use per tonne of product from 2013 baseline by end of 2020.

## Environmental compliance

During 2013, we had no significant spills occur within any of our operations or during the transport of our products. We also had no significant fines (defined as greater than EUR 5 000) or non-monetary sanctions for non-compliance with environmental laws and regulations.

## Indirect energy

**INDIRECT ENERGY CONSUMPTION BY PRIMARY ENERGY SOURCE SCOPE 2, GIGAJOULE**  
All Beckers activities worldwide



Our indirect energy consumption remained constant, at 1.2 GJ per tonne of product in both 2012 and 2013. Our total energy consumption was 0.45 MWh per tonne produced. We did not meet our 5% reduction target. In 2013, 8 of our sites successfully reduced energy consumption per tonne of product. For the whole group, total energy consumption increased 5.7%.

## Transport impacts

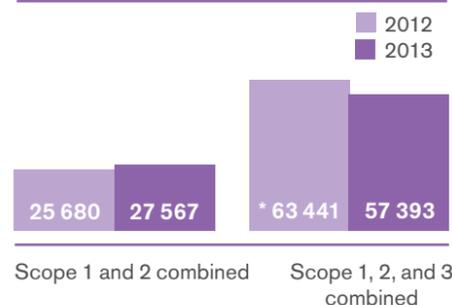
In 2013, delivery of goods was further investigated and measured. The increased use of rail transportation of finished goods in Europe and Africa (E&A) is a first step in the right direction to reduce our product transport impact. Inbound transportation by rail increased by 16%.

Outbound transportation by rail increased from 0 to 16 463 tonne kilometres. The total greenhouse gas emissions from inbound transports was 11 585 tonnes CO<sub>2</sub>e and, from outbound transports, it was 14 368 tonnes CO<sub>2</sub>e. Third-party deliveries accounted for 25 953 tonnes CO<sub>2</sub>e.

## Greenhouse gas emissions (GHG)

We collaborated with the Swedish consulting firm U&We to calculate our global greenhouse gas emissions for 2012 and 2013.

**CARBON DIOXIDE EQUIVALENT (CO<sub>2</sub>e) %**



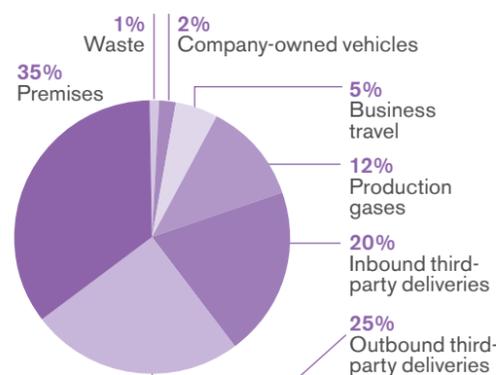
In 2012 and 2013, Scopes 1 and 2 emissions combined per tonne of product were equal: 0.19 tonnes CO<sub>2</sub>e. The increase was due to more production.

All delivery activity, which includes transportation of both raw materials to our sites and finished products to our customers, is the highest contributor of GHG emissions. The second highest contributing factor is energy use at our premises for heating and cooling as well as production at our sites.

\* We continue to improve our data collection methods, which has required us to recalculate some of our 2012 data. For details regarding these corrections, access our 2013 Climate Assessment summary here: [www.beckers-group.com/en/About-Beckers/Sustainability/Climate-impact/](http://www.beckers-group.com/en/About-Beckers/Sustainability/Climate-impact/)

**2013 GREENHOUSE GAS EMISSIONS BY ACTIVITY**

Carbon dioxide equivalent (CO<sub>2</sub>e) %



## Volatile organic compounds (VOCs)

Our average emissions in kilograms per produced tonne was 4.4 in 2013. The target we set in 2012 – reducing VOCs by 5% – was achieved in 2013.

All sites used the mass balance calculation method, so our data in 2013 was comparable and showed improvement from 2012.

Our new goal is:

10% VOC emissions reduction per tonne of product from 2013 baseline by end of 2020.

## Waste

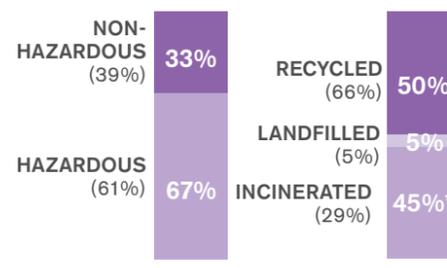
Our target was to decrease waste per tonne of product by 10% during 2013 and the outcome was a reduction of 11% on a comparable basis. Our total waste was 8 790 tonnes, a small increase from the 2012 figure of 8 745 tonnes. This was 6.1% of total production, an improvement from last year's 6.5%.

Our new goal is:

10% reduction of all waste streams per tonne of product from 2013 baseline by end of 2020.

**2013 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD, % (2012)**

Total 8 790 tonnes of waste was generated.



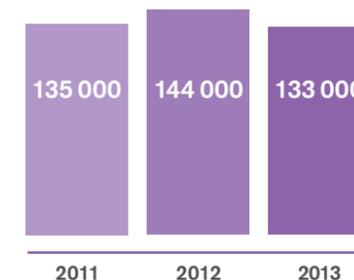
\* In 2013, 83% of our incinerated waste generated heat energy.

We have made a shift in how we report incineration with and without heat recovery in 2013 and will continue to measure in this way for consistency moving forward.

## Water

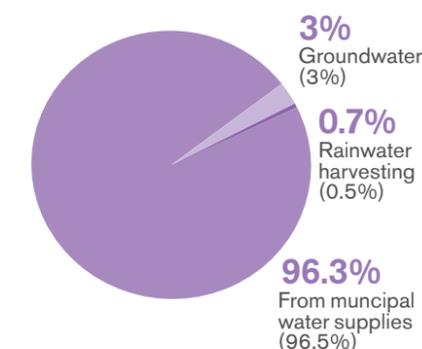
We used primarily the municipal water supplies in or near each community where we have facilities and were in full compliance with country and local legislative requirements regarding water withdrawal and wastewater in 2013.

**TOTAL WATER CONSUMPTION, M<sup>3</sup>**



There was a reduction of total water use from 2012 of almost 8%. The water use per tonne of product is 0.92 m<sup>3</sup>, a decrease of 16% from 2012. The higher water consumption in 2012 was due to a combination of leaks and overuse. The improvements in 2013 came from many small actions at local levels. We plan to develop a water usage strategy by investigating and innovating best practices. We continue to use primarily the municipal water supplies near our sites.

**2013 TOTAL WATER WITHDRAWAL BY SOURCE, % (2012)**



INGELA NORDIN  
SUSTAINABILITY MANAGER, BECKERS

## 1 HOW HAS THE EXPERIENCE OF SUSTAINABILITY REPORTING IMPACTED BECKERS?

The impact of the reporting process and first report initiated positive momentum, engagement and support throughout the company in developing tools and methods to help reach the vision of a sustainable Beckers. People want to learn and do more.

## 2 CAN YOU SHARE A LESSON YOU LEARNED IN 2013?

Setting goals about tangible and visible elements is far easier to work with. For example, reducing waste is easier to focus on than, say, energy usage or VOC emissions. This means that we have to be more creative in finding systematic ways to improve in these challenging areas.

## 3 WHAT ARE THE BIGGEST CHALLENGES THAT YOU FACE?

Our fossil fuel dependence is an on-going major challenge, as is the replacement of chemicals with bio-sourced raw materials that can give durable and long-lasting performance. If our coatings do not last and protect steel building materials or agricultural equipment, then we cannot claim that our solutions are truly sustainable.

## 4 WHAT ARE YOUR PLANS LOOKING TOWARDS 2014?

Our sustainability committee will continue strategy development. Our operations managers at all sites are devising continual improvement plans to reach high goals. A top priority is expanding employee engagement through training and manager incentive programmes. Furthermore, our Sourcing Manager is working hard on our first supplier engagement programme. There is, of course, much more!

For information online about Beckers' sustainability, go to: [www.beckers-group.com/en/About-Beckers/Sustainability/](http://www.beckers-group.com/en/About-Beckers/Sustainability/)

“Beckers began as a single retail paint shop in Sweden in 1865. 150 years later, we are a global company that is innovating new industrial-coating technologies which can help reduce the environmental impact of construction materials, equipment and appliances.”

ERIK URNES  
CHAIRMAN OF THE BOARD

# Our workforce and our ethics

In 2013, our new Human Resources (HR) Director began to gather information about Beckers' local-level human resource policies and practices. The aim was to begin formulating global HR policies and best practices for the entire group while retaining and respecting the local expertise that has developed over the years.

Employment figures can fluctuate on a daily basis. For this report, it has been decided to obtain all relevant labour data on 1 July of each reporting year to ensure consistency and comparability. Accordingly, the information shown reflects the status on 1 July 2013.

We are proud of the diversity of our people. However, as we discovered during our first reporting year, gathering minority information is seen as inappropriate or is even considered illegal in some countries where we are present and run operations. Therefore, such information cannot be provided.

In 2013, Oliver Dahms joined Beckers Group as our Human Resources Director.

## 2013

### GENDER, TOTAL WORKFORCE

	MALE	FEMALE
WHOLE GROUP	76%	24%
EUROPE & AFRICA	75%	25%
CHINA	74%	26%
SAPME*	84%	16%
NORTH AMERICA	82%	18%

### GENDER, MANAGERS

	MALE	FEMALE
WHOLE GROUP	77%	23%
EUROPE & AFRICA	75%	25%
CHINA	77%	23%
SAPME*	83%	17%
NORTH AMERICA	74%	26%

### GENDER, DIRECT LABOUR

	MALE	FEMALE
WHOLE GROUP	89%	11%
EUROPE & AFRICA	87%	13%
CHINA	100%	
SAPME*	85%	15%
NORTH AMERICA	86%	14%

### AGE

	<30	30-50	>50
WHOLE GROUP	20%	60%	20%
EUROPE & AFRICA	13%	59%	28%
CHINA	24%	74%	2%
SAPME*	46%	52%	2%
NORTH AMERICA	7%	61%	32%

### GENDER, GOVERNANCE BODIES, BOARDS OF DIRECTORS

	MALE	FEMALE
CANADA	67%	33%
BANGLADESH	75%	25%
MALAYSIA	75%	25%
POLAND	67%	33%
RUSSIA		100%
SWEDEN	50%	50%
ALL OTHERS	100%	

\*South Asia Pacific & Middle East

All others: China, France, Germany, Great Britain, India, Italy, Nigeria, South Africa, United Arab Emirates, USA, and Vietnam.

### Ethics and trust at Beckers

Our Code of Conduct (CoC) has helped establish a culture of ethics and trust throughout our business and value chain. Our code is based on the Ten Principles of the United Nations Global Compact and ensures that human rights, labour standards, and the environment are respected. All employees have received a written version of the Code of Conduct as well as training on how to understand and to comply with it, including all new hires.

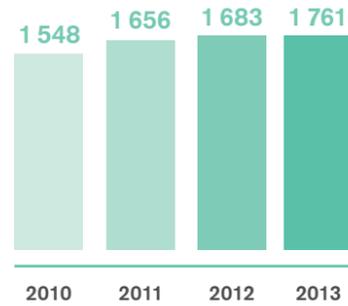
We strictly enforce our zero-tolerance policy for corruption and adhere to the four-eyes principle in carrying out financial agreements and transactions to ensure that bribery is not an option. Employees are able to report any questionable incidents anonymously via our company hotline, email, or physical mailing address. We support open and fair discussion regarding any concerns that may arise.

Due to our anti-corruption policy and commitment, we have had no incidents of corruption reported during 2013.

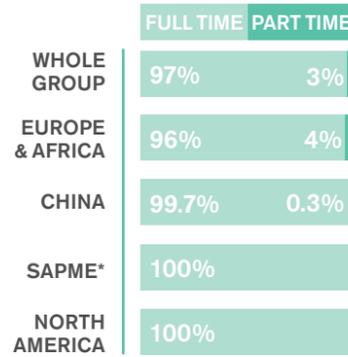
Our CoC clearly prohibits any employment of children. Young workers must be at least 16 years of age. In addition, our policy states that no young worker (16-17 years old) will be exposed to or perform any hazardous work. Immediate action is taken if these strict policies are violated.

In 2013, our senior management team reviewed all personnel records globally. The review confirmed on 1 July, 2013, that Beckers Group has not employed anyone younger than 18 years. Exceptions apply to trainees, however, those exceptions are in complete alignment with relevant national laws. All site management teams are instructed to obtain and keep proof-of-age in personnel records and global HR runs checks on a random basis.

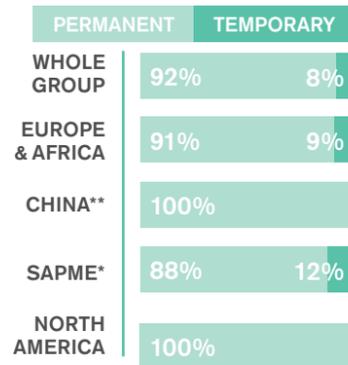
#### BECKERS' TOTAL WORKFORCE



#### EMPLOYMENT TYPE



#### EMPLOYMENT CONTRACT Whole group



\* South Asia Pacific & Middle East

\*\* In line with Chinese labour contract law (PRC), fixed-term employment contracts exist. Because they are longer-term contracts, we have reported them as permanent. Full-time status is given only after 10 years of employment in China.

#### BECKERS' TOTAL GROUP RATES OF INJURY AND ILLNESS Lost-Time Injury (LTI) frequency rate



Beckers Group LTI target for 2013:

< 7 reported incidents\* per million worked hours for all Beckers' employees, excluding contract workers.

\* An incident resulting in an employee absence of more than one day.

In 2013, we achieved our lost-time injury target. In 2014, our target is set for < 6 and the ultimate target is zero.

Our continual improvement programmes in health, safety and environment have successfully improved our Lost-time injury performance. There were no fatalities at any of our sites or within our operations in 2013.



# Economic value and investments

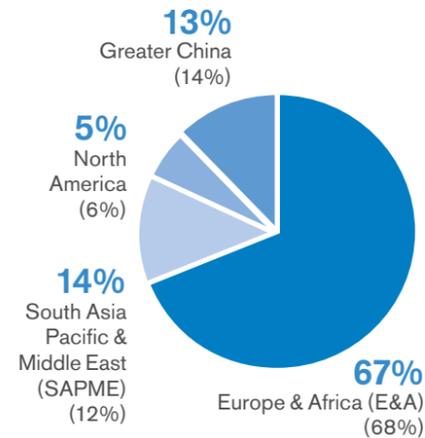
Our performance was strong in 2013 with increasing sales. We expect this trend to continue in 2014, including expanding production in all three business segments. We anticipate retaining a strong position in our mature markets and believe that our developing regions of business will continue to drive growth.

Overall growth was particularly driven by our South Asia Pacific & Middle East business, with exceptional sales performance in our markets in India. In Europe, our business also grew, in part due to the new EU regulations imposing anti-dumping duties on imports of Chinese pre-coated metal. These duties also negatively affected our coil coatings business in China, although this was partially offset by higher revenues generated by our Consumer Design Finishes segment. In North America, we strategically withdrew from some unprofitable accounts, which resulted in a slight reduction in sales.

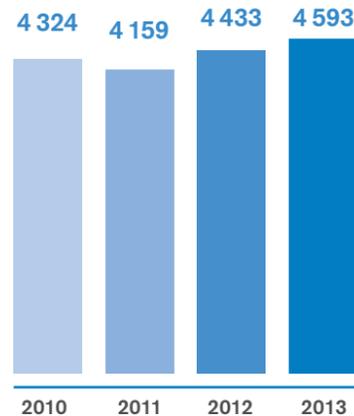
Our company has significant environmental expenditures every year, which are embedded throughout our business and production activities and are accounted for as part of doing business. In 2013, 45% of our R&D investments was sustainability oriented.

Our Shanghai QEHS team applied for and was awarded CNY 80 000 last year from the government for achieving early 'Clean Manufacturing' certification. Through this government programme, companies who qualified early received this grant. This Shanghai certification standard is similar to the ISO 14 001 and OHSAS 18 001.

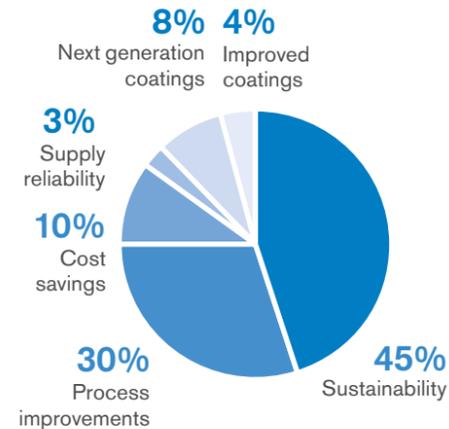
2013 BECKERS' SALES BY REGION, % (2012)



TOTAL GLOBAL SALES, MSEK



2013 R&D PROJECT FOCUS, %



## About this report

### PROCESS FOR DEFINING REPORT CONTENT

For our reporting process, we analysed how the GRI Key Performance Indicators relate to the Framework for Strategic Sustainable Development and its four sustainability principles, promoted by The Natural Step. We conducted a stakeholder survey in 2011 and our sustainability committee provided further analysis for 2013. This report has been reviewed and approved by Beckers' sustainability committee.

### STAKEHOLDER ENGAGEMENT

We are in the process of designing a more extensive and inclusive stakeholder engagement plan for next year, initially focused on our workforce, suppliers, and customers. We recognise that this is an important component of the roadmap to reach our vision of a sustainable Beckers. This will be especially important as we transition to following the new GRI G4 guidelines for our 2015 sustainability report.

Our customers are our most important stakeholders. We work closely with them to develop tailor-made solutions relevant to their needs and interests.

# GRI Content Index

## GRI application level

The report fulfils the requirements of the GRI G3.1 Application Level C.

For more information about GRI and the reporting process, go to: [globalreporting.org](http://globalreporting.org)

Profile Disclosures	Disclosures	Level of Reporting	Cross-Reference/Direct Answer/Explanation
<b>Strategy</b>			
1.1	Statement from the most senior decision-maker of the organization.	Fully	Message from the CEO p. 3
<b>Organizational Profile</b>			
2.1	Name of the organization.	Fully	Making business out of sustainability pp. 14-15
2.2	Primary brands, products, and/or services.	Fully	We are Beckers Group pp. 4-5; Delivering better sustainable performance p.16
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	We are Beckers Group pp. 4-5
2.4	Location of organization's headquarters.	Fully	We are Beckers Group pp. 4-5; Back page p. 28
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	We are Beckers Group p. 5
2.6	Nature of ownership and legal form.	Fully	We are Beckers Group p. 4. Beckers Group is a limited liability, privately-owned company.
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	We are Beckers Group, pp. 4-5; Our global reach p. 5
2.8	Scale of the reporting organization.	Fully	We are Beckers Group pp. 4-5
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	Message from the CEO p. 3
2.10	Awards received in the reporting period.	Fully	2 Awards received. Strategic partnerships p. 9; Highlights from 2013 p. 11
<b>Report Parameters</b>			
3.1	Reporting period (e.g. fiscal/calendar year) for information provided.	Fully	1 January 2013 to 31 December 2013
3.2	Date of most recent previous report (if any).	Fully	Our 2012 report was published in 2013.
3.3	Reporting cycle (annual, biennial, etc.)	Fully	We began reporting annually in 2012.
3.4	Contact point for questions regarding the report or its contents.	Fully	Back page p. 28
3.5	Process for defining report content.	Fully	About this report p. 24
3.6	Boundary of the report (e.g. countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	The boundary of our reporting includes all fully operational manufacturing sites, offices, and activities worldwide, including subsidiaries over which Beckers Group has financial and operational control. We do not include suppliers in our report; however, we do report Scope 3 GHG emissions.
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	Our new site in Indonesia was under construction and therefore was excluded from the reporting process. We determined the scope of our report through considering issues across the value chain and application of the GRI reporting principles.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	In subsequent reports, we will include data from our new Indonesian site and will provide analysis that allows our data to be comparable.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	A re-statement of 2012 data is reported under Greenhouse gas emissions, p. 18. Detailed information is in our Climate Assessment 2013 at: <a href="http://www.beckers-group.com/en/About-Beckers/Sustainability/Climate-impact/">www.beckers-group.com/en/About-Beckers/Sustainability/Climate-impact/</a>
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	Our new sites in Nigeria and Bangladesh were included in this report. Change in measurement method of waste disposal in: Total weight of waste and disposal method p. 19.
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	GRI Content Index
<b>Governance, Commitments, and Engagement</b>			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Message from the CEO p. 3; We are Beckers Group pp. 4-5; Our global reach p. 5; Highlights from 2013 p. 10
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Introducing our Board of Directors p. 5
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	Introducing our Board of Directors p. 5
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Our global reach p. 5; Strategic partnerships p. 9; Governance bodies, Gender p. 21; Ethics and trust at Beckers p. 22; Stakeholder engagement p. 25
4.14	List of stakeholder groups engaged by the organization.	Fully	Message from the CEO p. 3; Global goals, local initiatives pp. 12-13; About this report p. 25
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	About this report p. 25

In determining what GRI Indicators were material for us as a business committed to sustainability, we asked the question: How do we relate our business to the four principles of sustainability (SPs)?

Key Aspects	Relevant GRI Indicators	Level of Reporting	Cross Reference/Direct Answer/Explanation
	<b>SP 1 – substances from the Earth's crust must not systematically increase in concentration in nature.</b>		
<b>Use of scarce metals in products</b>			
EN1	Materials used by weight or volume.	Partially	Making business out of sustainability pp. 14-15; Product materials and performance p. 17
<b>Fossil fuel use and the emissions that result</b>			
EN3	Direct energy consumption by primary energy source.	Fully	Direct energy p. 18
EN4	Indirect energy consumption by primary source.	Fully	Indirect energy p. 18
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Greenhouse gas emissions p. 18
EN17	Other relevant indirect greenhouse gas emissions by weight.	Partially	Greenhouse gas emissions p. 18; Transport impacts p. 18
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Partially	Transport impacts p. 18; 2013 Greenhouse gas emissions by activity p. 18
FUTURE REPORTING: How our continual improvement toward developing more sustainable products helps our customers reduce their climate footprint.			
	<b>SP 2 – substances produced by society must not systematically increase in concentration in nature.</b>		
<b>Emissions and manufacturing waste from our factories and transport</b>			
EN22	Total weight of waste by type and disposal method.	Fully	Waste p. 19
EN23	Total number and volume of significant spills.	Fully	Environmental compliance p. 18
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	Environmental compliance p. 18
FUTURE REPORTING: Our reliance upon persistent and toxic substances and how we are reducing this reliance.			
	<b>SP 3 – nature must not be systematically degraded by physical means.</b>		
<b>The physical footprint of our operations and their encroachment on nature</b>			
EN8	Total water withdrawal by source.	Fully	Water p. 19
FUTURE REPORTING: Responsible sourcing of raw materials.			
	<b>SP 4 – people must not be subject to conditions that systematically undermine their capacity to meet their needs.</b>		
<b>Local community development</b>			
LA1	Total workforce by employment type, employment contract, and region.	Fully	Our workforce and our ethics p. 21
<b>Employee well-being</b>			
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region.	Partially	Beckers' total group rates of injury and illness p. 22
<b>Discrimination</b>			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	Partially	Introducing our Board of Directors p. 5; Our workforce and our ethics pp. 21-22
<b>Child Labor</b>			
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	No such operations or suppliers were identified; Information about Beckers' policy is here: Ethics and trust at Beckers p. 22
<b>Corruption</b>			
SO4	Actions taken in response to incidents of corruption.	Fully	Ethics and trust at Beckers p. 22
FUTURE REPORTING: Further examination of labour rights and human rights throughout our supply chain.			
Making financial decisions that support strategic and sustainable business development.			
<b>Generating economic value for stakeholders</b>			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Partially	Economic value and investments p. 25
EC4	Significant financial assistance received from government.	Fully	Economic value and investments p. 25
<b>Using our financial resources to protect the environment</b>			
EN30	Total environmental protection expenditures and investments by type.	Partially	Economic value and investments p. 25
FUTURE REPORTING: Reinvesting financial gains from our sustainability work to move closer to our vision for sustainable business.			

EC – Economic EN – Environmental LA – Social: Labour Rights and Decent Work SO – Social: Society



## Beyond The Surface

### **Sustainability Report 2013**

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