

Supplementary 2010 Sustainability Report

The 2010 Sustainability Report is based on the specifications and guidelines of the Global Reporting Initiative (GRI), at application level B+. The guidelines of the GRI define the internationally accepted requirements for sustainability reports. The guidelines can be viewed online at www.globalreporting.org

This following GRI Content Index shows where performance indicators pursuant to the GRI are to be found in the report. Additional information has been included in the column 'Cross-reference/direct answer' that are not shown in the 2010 Sustainability Report.

Abbreviations

SR Sustainability report 2010
 Supp Supplementary report 2010

Content Index

STANDARD DISCLOSURES PART I: Profile

Profile	Description	Reported	Reference	Cross-reference/direct answer
1. Strategy and Analysis				
1.1	Statement from the most senior decision-maker of the organization	Fully	SR p. 5	
1.2	Key impacts, risks and opportunities	Fully	SR p. 5	Sustainability aspects are also part of the strategy process.
2. Organizational Profile				
2.1	Name of the organization	Fully	SR p. 5	
2.2	Primary brands, products/services	Fully	SR p. 7	
2.3	Operational structure	Fully	SR p. 7	
2.4	Location of organization's headquarters	Fully	SR p. 7	
2.5	Number of countries where the organization operates	Fully	SR p. 7	
2.6	Nature of ownership and legal form	Fully	SR p. 7	
2.7	Markets served	Fully	SR p. 7	
2.8	Scale of the reporting organization	Fully	SR p. 13	
2.9	Significant changes during the reporting period (size, structure, ownership)	Fully		There were no significant changes during the reporting period.
2.10	Awards received in the reporting period	Fully		We did not receive any awards.

Profile	Description	Reported	Reference	Cross-reference/direct answer
3. Report Parameters				
3.1	Reporting period	Fully	SR p. 5	
3.2	Date of most recent previous report	Fully		The present Supplementary 2010 Sustainability Report is being issued for the first time.
3.3	Reporting cycle	Fully	SR p. 5	
3.4	Contact point for questions regarding the report or its content	Fully	SR p. 37 Supp p. 22	
3.5	Process for defining report content	Fully		In this report we shed light on the most important aspects of our company with regard to economic, ecological and social implications. Due account has also been taken of our stakeholders. On the one hand, the sustainability report focuses on internal development as a basis for the achievement of medium-term objectives. On the other hand, our customers want to receive more regular updates about Girsberger's sustainable development. In the start-up phase of the sustainability report, students of the Swiss Marketing Institute (SMI) in Berne devised a process design in three group projects. This served as a basis for determining content and prioritizing issues in the kick-off meeting of the Managing Directors of Girsberger AG and GmbH, the CEO, the Head of Marketing and the sustainability report managers. Our company principles were thus duly taken into consideration. All aspects were evaluated in terms of their significance and prioritized, incorporating the results of the group projects. The report was formulated in close collaboration with individual department managers, incorporating stakeholder input.
3.6	Boundary of the report	Fully	SR p. 7	The reporting of this sustainability report refers to the ISO-certified companies.
3.7	State any specific limitations on the scope or boundary	Fully	SR p. 7	The three group subsidiaries Mobimex AG, Girsberger Industries, Inc. as well as Tuna Girsberger are not ISO-certified and have therefore not been included in this first sustainability report.
3.8	Basis for reporting on joint ventures, subsidiaries and other entities that can significantly affect comparability from period to period and/or between organizations	Fully		The reporting of this sustainability report includes all significant areas of the ISO-certified companies.
3.9	Data measurement techniques and the bases of calculations	Fully		Principles and methodology of the collected data are identical for all companies.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports	Fully		There were no re-statements of information, as this present sustainability report is being issued for the first time.
3.11	Significant changes from previous reporting periods	Fully		There were no significant changes, as this present sustainability report is being issued for the first time.
3.12	Table identifying the location of the Standard Disclosures in the report	Fully	SR p. 36	As well as this supplementary 2010 sustainability report.
3.13	Policy and current practice with regard to seeking external assurance for the report	Fully	SR p. 2	This sustainability report 2010 was audited by the Swiss Association for Quality and Management Systems (SQS).

Profile	Description	Reported	Reference	Cross-reference/direct answer
4. Governance, Commitments and Engagement				
4.1	Governance structure of the organization	Fully		<p>Girsberger Holding AG</p> <p>Girsberger Jürg Girsberger Sylvia Schwab Hans-Peter Stebler Heinz Ammann Roland Gasser Thomas Girsberger Michael Seiler Mathias Zingg Hans Statutory auditor</p> <p>Girsberger AG</p> <p>Holenstein Felix Messerli Thomas Reichen Peter Stebler Heinz</p> <p>Girsberger GmbH</p> <p>Tschanz Jakob von Känel Peter Walther Philippe Revisionsstelle Barascud Gilles Burkhard Rolf Frank Philip Schweizer Henning Statutory auditor</p> <p>Board of directors Board of directors Chairman of Board of directors Board of directors Central procurement, material management, IT Product development CEO Design and Marketing Controlling, Finances, Personnel administration PricewaterhouseCoopers AG Bern Sales OFFICE Finance and Accounting, Personnel Special projects General manager, sales, customer service for the group of companies Calculation, REMANUFACTURING Production, logistics, quality & environmental management Sales HOME PricewaterhouseCoopers AG Bern Sales Finance and Accounting Production, logistics General manager PricewaterhouseCoopers AG, Freiburg i.Br./Germany</p>
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Fully		The chairman of the board of directors does not hold the position of the CEO.
4.3	Independence of the highest governance body	Fully		3 people (Girsberger Jürg, Girsberger Sylvia and Schwab Hans-Peter).
4.4	Mechanisms for shareholders and employees to provide recommendations/direction to the highest governance body	Fully		Yearly economic planning and monthly reporting.
4.5	Compensation/departure arrangements for the management	Fully		We do not pay departure arrangements. The compensation arrangements for the board of directors are very low.
4.6	Avoidance of conflicts of interest	Fully		Organizational structure of the group of companies, as well as company-wide sharing of responsibilities.
4.7	Process or determining the qualifications and expertise of the members of the highest governance body	Not reported		So far no formal process has been determined.

Profile	Description	Reported	Reference	Cross-reference/direct answer
4.8	Internally developed statements of mission or values and status of their implementation	Fully		Company principles, quality commitment (available online on our website www.girsberger.com) and management guidelines (available on request).
4.9	Supervision of the highest governance body	Fully		Detailed monthly reporting.
4.10	Process for evaluating the highest governance body's own performance	Not reported		A formal process does not exist.
4.11	Precautionary approach or principle addressed by the organization	Fully	SR p. 9/ 34 Supp p. 7	
4.12	Externally developed economic, environmental and social charters to which the organization subscribes	Fully	SR p. 29	Project SMARAGD (European network for endangered animals, plants and their habitat).
4.13	Memberships	Fully		VSUD Board (Association of Swiss Companies in Germany); Swiss Furniture Board; Swiss Design Association
4.14	Stakeholder groups engaged	Fully	SR p. 10/11	
4.15	Basis for identification and selection of stakeholders with whom to engage	Fully	SR p. 10	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	Fully	SR p. 10/14/ 23	<p><u>Shareholders:</u> As a family business, the shareholders are informed bilaterally on the one hand, and on the other they receive the monthly reports of the individual companies and approx. 4 times per year board of director meetings take place.</p> <p><u>Employees:</u> All employees receive information on the company's performance at an information board once a month. The management staff gets additional information on the company's strategy and development at a one to two days annual meeting.</p> <p><u>Customers:</u> We differentiate between specialist dealers and end customers. With both customer groups partnership agreements are concluded at the beginning of each year (in each case valid from March to February of the following year). Afterwards we visit the specialist dealers on a regular basis, approx. once a month, especially for the purpose of object discussions, trainings etc. End customers are visited according to subject from twice a week to once every two months in order to discuss current topics, trainings etc. Trainings mostly take place internally at Bützberg respectively at Endingen. The customer satisfaction is ascertained during the visits.</p> <p><u>Suppliers:</u> We differentiate the suppliers according to their relevance by A, B or C. The criteria are social responsibility and environmental relevance. A and B suppliers are annually reclassified. These evaluations are sent to the suppliers. We are in constant contact with A suppliers. Asian suppliers are annually monitored.</p> <p><u>Public authorities:</u> We do not have a regular contact with public authorities. They are mainly informed in written form about our activities. Documents that might be of interest to public authorities, such as the Environment Report, the 2010 Sustainability Report as well as this Supplementary Report are available on our website www.girsberger.com.</p>
4.17	Key topics and concerns raised through stakeholder engagement	Fully	SR p. 10	Questions, concerns and suggestions of our stakeholder groups raised are being pursued, and will be presented in the next report.

STANDARD DISCLOSURES PART II : Management Approach (DMAs)

G3 DMA	Description	Reported	Reference	Cross-reference/direct answer
DMA EC	Disclosure on Management Approach EC	Partially		
Aspects	Economic performance	Partially	SR p. 9/32	No information is available on the financial implications and other risk and opportunities for the organization's activities due to climate change.
	Market presence	Partially	SR p. 13/23/34, Supp p. 8	There is no formal process for the employment of local employees.
	Indirect economic impacts	Partially	SR p. 10/11 Supp p. 8	No information is available on the development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.
DMA EN	Disclosure on Management Approach EN	Partially		
Aspects	Materials	Partially	SR p. 35 Supp p. 8	The percentage of materials used that are recycled input materials is not known.
	Energy	Partially	SR p. 19/23/31/32/35 Supp p. 9/10	No information is available on indirect energy consumption by primary source.
	Water	Fully	SR p. 35 Supp p. 10	
	Biodiversity	Fully	SR p. 25/29 Supp p. 10/11	
	Emissions, effluents and waste	Partially	SR p. 27/31/33/35 Supp p. 11-14	No information is available on 'Other relevant indirect greenhouse gas emissions by weight', as well as on 'Emissions of ozone-depleting substances by weight'.
	Products and services	Partially	SR p. 19/23/32, Supp p. 5	The data on the percentage of products sold and their packaging materials reclaimed by category, have not been collected.
	Compliance	Fully	Supp p. 15	
	Transport	Fully	SR p. 23/33	
	Overall	Not reported	Supp p. 15	The data on the total environmental protection expenditures and investments by type has not been collected.
DMA LA	Disclosure on Management Approach LA	Partially		
Aspects	Employment	Fully	SR p. 13/34 Supp p. 15	
	Labor/management relations	Fully	SR p. 15/34 Supp p. 16/17	
	Occupational health and safety	Fully	Supp p. 17	

G3 DMA	Description	Reported	Reference	Cross-reference/direct answer
	Training and education	Partially	SR p. 14/34 Supp p. 17	So far no programs for assisting employees in managing career endings have been developed.
	Diversity and equal opportunity	Partially	SR p. 34 Supp p. 18	The data of the ratio of basic salary of men to women by employee category have not been collected.
DMA HR	Disclosure on Management Approach HR	Fully		
Aspects	Investment and procurement practices	Fully	SR p. 23 Supp p. 18	
	Non-discrimination	Fully	SR p. 34 Supp p. 19	
	Freedom of association and collective bargaining	Fully	Supp p. 19	
	Child labour	Fully	Supp p. 19	
	Forced and compulsory labour	Fully	Supp p. 19	
	Security practices	Fully	Supp p. 19	
	Indigenous rights	Fully	Supp p. 19	
DMA SO	Disclosure on Management Approach SO	Partially		
Aspects	Community	Not reported		No information available.
	Corruption	Not reported		Not relevant.
	Public policy	Fully	Supp p. 20	
	Anti-competitive behaviour	Fully	Supp p. 20	
	Compliance	Fully	SR p. 9	
DMA PR	Disclosure on Management Approach PR	Partially		
Aspects	Customer health and safety	Fully	SR p. 20/21 Supp p. 21	
	Product and service labelling	Fully	SR p. 10/29 Supp p. 21	
	Marketing communication	Partially	Supp p. 21/22	A formal program for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship does not exist.
	Customer privacy	Fully	Supp p. 22	
	Compliance	Fully	Supp p. 22	

STANDARD DISCLOSURES PART III: Performance Indicators

Performance Indicator	GRI-Index	Reported	Reference	Cross-reference/direct answer
Economic				
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	Fully	SR p. 9/34	2.1 Data correspond with internal monthly reports.
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Not reported		No information available.
EC3	Coverage of the organization's defined benefit plan obligations	Fully	SR p. 9/34	<p>The employee benefit plan is governed according to the applicable standards in both Switzerland and Germany as follows:</p> <p>Switzerland (Girsberger Holding AG and Girsberger AG) The pension scheme for all Girsberger AG and Girsberger Holding AG employees is governed by the AHV and an affiliation contract with the Swiss Life (BVG) collective pension foundation. The pension fund regulations of Girsberger AG and Girsberger Holding form the basis of this contract. All employees subject to AHV contributions whose income exceeds the minimum annual salary in accordance with the BVG are members of the fund. A defined-contribution savings insurance scheme enables insured persons to accrue retirement assets in an individual pension account. The contributions are paid in equal parts by the employer and the employee. According to article 65a paragraph 3BVG, Swiss Life guarantees a 100% coverage ratio for all insured risks at all times, and, therefore, no pension provisions are required in the balance sheet. In cases of termination of the employment relationship, full portability of pension assets applies.</p> <p>Germany (Girsberger GmbH) All employees are insured by the state pension system. The contributions are paid in equal parts by the employer and the employee. The employer is not liable in cases of termination of the employment relationship. The retirement age for persons born in 1946 and before is 65, for those born from 1964 and later 67. A sliding scale has been established for those born in the intervening years. There is an additional occupational old-age pension scheme for employees with a minimum ten-year length of service with the company. In this case, a fixed lump sum is paid out. These conditions apply until 2009. All other occupational pension plans are financed by the employee.</p>
EC4	Significant financial assistance received from the government	Fully		We did not receive any financial assistance from the government.

	GRI-Index	Reported	Reference	Cross-reference/direct answer																					
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	Fully	SR p. 13/34	<p>2.1 All salaries of the Swiss employees correspond to the regulations of minimum wage</p> <p>2.2 Data not collected</p> <p>2.3 Not relevant (as two locations of operation only)</p> <p>2.4 Data not collected</p> <p>2.5 Significant locations of operation are defined as locations with production respectively mounting facilities</p> <p>2.6 Girsberger AG Bützberg CHF 31.94 Girsberger Holding AG Bützberg CHF 54.44 Girsberger GmbH Endingen € 16.48</p> <p>2.7 There are no legal regulations on minimum wage in Germany</p>																					
EC6	Policy, practices and proportion of spending on locally-based suppliers at significant locations of operation	Fully	SR p. 23/34	<p>2.1 Definition of 'local': radius air-line distance of purchasing production site in km (600)</p> <table border="1"> <tr> <td>2.2 Radius air line:</td> <td>100 km</td> <td>200 km</td> <td>300 km</td> <td>400 km</td> <td>500 km</td> <td>600 km</td> </tr> <tr> <td>Girsberger AG</td> <td>54.9%</td> <td>77.9%</td> <td>83.1%</td> <td>86.7%</td> <td>95.8%</td> <td>98.7%</td> </tr> <tr> <td>Girsberger GmbH</td> <td>5.4%</td> <td>17.4%</td> <td>38.7%</td> <td>73.8%</td> <td>88.7%</td> <td>89.0%</td> </tr> </table> <p>Purchasing volume Girsberger AG: CHF 6.1 m / Girsberger GmbH: CHF 15.2 m</p> <p>2.3 Company principles</p> <p>2.4 Total Bützberg and Endingen 92% (Germany 37%, Switzerland 24%, Italy 25%, Austria 4%, France 2%)</p> <p>2.5 Cost; existing suppliers that shall be further developed; company culture respectively environmental and social responsibility</p>	2.2 Radius air line:	100 km	200 km	300 km	400 km	500 km	600 km	Girsberger AG	54.9%	77.9%	83.1%	86.7%	95.8%	98.7%	Girsberger GmbH	5.4%	17.4%	38.7%	73.8%	88.7%	89.0%
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EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Partially		There is no formal process. Due to our local roots, the big majority of our employees are hired locally.																					
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement	Not reported		No information available.																					
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts	Fully	SR p. 10/11	<p>2.1 Commitment to the production sites Bützberg and Endingen; support of employees in their social/regional political engagements</p> <p>2.2 We offer apprenticeship positions as carpenter, industrial manager, design engineer, logistics specialist, industrial upholsterer, decoration and upholstery sewer, as well as education alliance with an external company (interior decoration) Economic impact due to consideration of suppliers within a radius of 600 km</p> <p>2.3 No information available</p>																					
Environmental																									
EN1	Materials used by weight or volume	Fully	SR p. 35	<p>2.1/2.3 NHB S. 35</p> <p>2.2 We do use direct material only (our system is configured to weight/volume of dry solids)</p>																					
EN2	Percentage of materials used that are recycled input materials	Not reported		No information available																					

	GRI-Index	Reported	Reference	Cross-reference/direct answer
EN3	Direct energy consumption by primary energy source	Fully	SR p. 31/35	<p>2.1 Direct energy sources purchased</p> <p>Direct, not renewable energy sources kWh fuel oil, gas, electricity</p> <p>Fuel distilled from crude oil As per detailed information gasoline, diesel</p> <p>Direct renewable energy sources None</p> <p>2.2 Direct energy sources produced None</p> <p>2.3 Direct energy sources sold None</p> <p>2.4 Calculation of total direct energy consumption</p> <p>Wood Bützberg 1'924'500kWh x 0.0036 = 6928.2 GJ</p> <p>Fuel oil Bützberg 305'000 kWh x 0.0036 = 1098.0 GJ</p> <p>Electricity Bützberg 1'121'000 kWh x 0.0036 = 4035.6 GJ</p> <p>Gas Endingen 818'000 kWh x 0.0036 = 2944.8 GJ</p> <p>Electricity Endingen 251'000 kWh x 0.0036 = 903.6 GJ</p> <p>Gasoline GAG (t) 16.634 x 0.8841 x 44.8 = 658.83 GJ</p> <p>Gasoline GHAG (t) 11.949 x 0.8841 x 44.8 = 473.27 GJ</p> <p>Diesel GAG (t) 96.541 x 0.85 x 44.8 = 3676.28 GJ</p> <p>Diesel GHAG (t) 7.698 x 0.85 x 44.8 = 293.13 GJ</p> <p>Gasoline/diesel GmbH (t) 70.692 x 0.8841 x 44.8 = 2799.94 GJ</p> <p>Total = 23'811.65 GJ</p> <p>Specific weight 0.8841 gasoline / specific weight 0.85 diesel</p> <p>2.5 Wood heating 6'928.2 GJ</p> <p>Electricity, water, wind kWh 396.0 GJ</p> <p>Proportion renewable Total 7'324.2 GJ</p> <p>2.6 Proportion non-renewable 16487.45 GJ</p>
EN4	Indirect energy consumption by primary source	Not reported		No information available.
EN5	Energy saved due to conservation and efficiency improvements	Fully	SR p. 31	<p>2.1 and 2.2 estimated 10% of total direct energy consumption</p> <p>Electricity/wood heating/CO₂/water/behavior</p> <p>- Awareness raising of employees with</p> <ul style="list-style-type: none"> • Communication objectives ISO 14001 • Hand-over of flyer, folders • Instruction and training of employees • Internal audits • Advise (sticker) at place of user • Activities with regard to environment (bike to work / Smaragd...) <p>- Efficiency improvement of installations</p> <ul style="list-style-type: none"> • Wood drying • Exchange of lamps/refitting to LED • Optimizing of lighting system, switching circuits • Motion device for lighting • Control of energy efficiency of purchasing process • Abandonment of stand-by-mode with electrical devices

	GRI-Index	Reported	Reference	Cross-reference/direct answer																														
EN5				<ul style="list-style-type: none"> - Fuel consumption <ul style="list-style-type: none"> • Increased use of train (trade fairs) • Efficiency class A company vehicles • Optimizing transport schedules • Optimizing customer service activities • Minimisation of air travel - CO₂ compensation with tree plant action 																														
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	Fully	SR p. 19/32																															
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Fully	SR p. 23																															
EN8	Total water withdrawal by source	Fully	SR p. 35	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">2.1 Water withdrawal water sources</td> <td style="width: 20%;">Water supplies Bützberg</td> <td style="width: 20%; text-align: right;">2'679m³</td> </tr> <tr> <td></td> <td>Water supplies Endingen</td> <td style="text-align: right;">631m³</td> </tr> <tr> <td>2.2 Withdrawal surface water</td> <td>None</td> <td></td> </tr> <tr> <td> Ground water</td> <td>None</td> <td></td> </tr> <tr> <td> Rainwater</td> <td>None</td> <td></td> </tr> <tr> <td> Waste water from another organization</td> <td>None</td> <td></td> </tr> <tr> <td> Municipal water supplies</td> <td>Water supplies Bützberg</td> <td style="text-align: right;">2'679 m³</td> </tr> <tr> <td></td> <td>Water supplies Endingen</td> <td style="text-align: right;">631 m³</td> </tr> <tr> <td>3. Total water withdrawal</td> <td>Total</td> <td style="text-align: right;">3'310 m³</td> </tr> <tr> <td>4. Documentation</td> <td colspan="2">Key data have been taken from water meter and invoices</td> </tr> </table>	2.1 Water withdrawal water sources	Water supplies Bützberg	2'679m ³		Water supplies Endingen	631m ³	2.2 Withdrawal surface water	None		Ground water	None		Rainwater	None		Waste water from another organization	None		Municipal water supplies	Water supplies Bützberg	2'679 m ³		Water supplies Endingen	631 m ³	3. Total water withdrawal	Total	3'310 m ³	4. Documentation	Key data have been taken from water meter and invoices	
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EN9	Water sources significantly affected by withdrawal of water	Fully		No water sources are affected. Our water is withdrawn from regional water supplies (Bützberg respectively Endingen).																														
EN10	Percentage and total volume of water recycled and reused	Fully		We do not recycle or reuse water.																														
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Fully		We do not own land in or adjacent to protected areas.																														

	GRI-Index	Reported	Reference	Cross-reference/direct answer																																													
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Fully		Our company's activities do not have a significant impact on biodiversity in protected areas and areas of high biodiversity value outside protected areas.																																													
EN13	Habitats protected or restored	Fully	SR p. 25	Engagement for the elm tree.																																													
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity	Fully	SR p. 25/29	Project SMARAGD and engagement for the elm tree.																																													
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	Fully		Our company's activities do not affect endangered plants or animals, as per IUCN Red List and national conservation list.																																													
EN16	Total direct and indirect greenhouse gas emissions by weight	Fully	SR p. 31/35	<table border="0"> <tr> <td>2.1 Data collection and relevant methodology</td> <td colspan="2">The details are based on the calculation of consumption values and site-specific data</td> </tr> <tr> <td>2.2 Direct emission of greenhouse gases</td> <td colspan="2"></td> </tr> <tr> <td> Facility Bützberg</td> <td>CO₂ fuel oil (t)</td> <td>117.392</td> </tr> <tr> <td></td> <td>CO₂ gasoline (t)</td> <td>68.027</td> </tr> <tr> <td></td> <td>CO₂ diesel (t)</td> <td>276.233</td> </tr> <tr> <td></td> <td>CO₂ air kilometres (t)</td> <td>42.087</td> </tr> <tr> <td></td> <td>CO₂ electricity (t)</td> <td>327.468</td> </tr> <tr> <td></td> <td> Total</td> <td>831.207</td> </tr> <tr> <td> Facility Endingen</td> <td>CO₂ gasoline/diesel (t)</td> <td>176.73</td> </tr> <tr> <td></td> <td>CO₂ gas (t)</td> <td>126.79</td> </tr> <tr> <td></td> <td>CO₂ air kilometres (t)</td> <td>11.39</td> </tr> <tr> <td></td> <td>CO₂ electricity (t)</td> <td>73.41</td> </tr> <tr> <td></td> <td> Total</td> <td>388.32</td> </tr> <tr> <td>2.3 Indirect greenhouse gas emissions</td> <td colspan="2">None</td> </tr> <tr> <td>2.4 Sum of direct and indirect emissions</td> <td>Total (t)</td> <td>1'219.52</td> </tr> </table>	2.1 Data collection and relevant methodology	The details are based on the calculation of consumption values and site-specific data		2.2 Direct emission of greenhouse gases			Facility Bützberg	CO ₂ fuel oil (t)	117.392		CO ₂ gasoline (t)	68.027		CO ₂ diesel (t)	276.233		CO ₂ air kilometres (t)	42.087		CO ₂ electricity (t)	327.468		Total	831.207	Facility Endingen	CO ₂ gasoline/diesel (t)	176.73		CO ₂ gas (t)	126.79		CO ₂ air kilometres (t)	11.39		CO ₂ electricity (t)	73.41		Total	388.32	2.3 Indirect greenhouse gas emissions	None		2.4 Sum of direct and indirect emissions	Total (t)	1'219.52
2.1 Data collection and relevant methodology	The details are based on the calculation of consumption values and site-specific data																																																
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	Total	831.207																																															
Facility Endingen	CO ₂ gasoline/diesel (t)	176.73																																															
	CO ₂ gas (t)	126.79																																															
	CO ₂ air kilometres (t)	11.39																																															
	CO ₂ electricity (t)	73.41																																															
	Total	388.32																																															
2.3 Indirect greenhouse gas emissions	None																																																
2.4 Sum of direct and indirect emissions	Total (t)	1'219.52																																															
EN17	Other relevant indirect greenhouse gas emissions by weight	Not reported		No information available.																																													

	GRI-Index	Reported	Reference	Cross-reference/direct answer																																																																
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved	Fully	SR p. 31/33																																																																	
EN19	Emissions of ozone-depleting substances by weight	Not reported		No information available.																																																																
EN20	NOx, SOx and other significant air emissions by type and weight	Fully	SR p. 35	<p>2.1/2.3 Identification of significant air emissions</p> <p>Air emissions Bützberg (basic data)</p> <table> <tr><td>Gasoline consumption GAG (l)</td><td>16'634</td></tr> <tr><td>Gasoline consumption GHAG (l)</td><td>11'949</td></tr> <tr><td>Diesel consumption GAG (l)</td><td>96'541</td></tr> <tr><td>Diesel consumption GHAG (l)</td><td>7'698</td></tr> <tr><td>Total fuel Girsberger CH (l)</td><td>132'822</td></tr> <tr><td>Air kilometres Girsberger CH (km)</td><td>140'292</td></tr> </table> <p>Carbon dioxide CO₂</p> <table> <tr><td>CO₂ fuel oil Girsberger CH (t)</td><td>117.392</td></tr> <tr><td>CO₂ gasoline Girsberger CH (t)</td><td>68.027</td></tr> <tr><td>CO₂ diesel Girsberger CH (t)</td><td>276.233</td></tr> <tr><td>CO₂ air kilometres Girsberger CH (t)</td><td>42.087</td></tr> <tr><td>CO₂ electricity consumption (t)</td><td>327.468</td></tr> <tr><td>CO₂ Total Girsberger CH (t)</td><td>831.207</td></tr> </table> <p>VOC (volatile organic compounds)</p> <table> <tr><td>VOC (t)</td><td>6.030</td></tr> </table> <p>Calculations based on measurement report of the company Wanner, September 2010</p> <p>SOx (sulphur dioxide)</p> <table> <tr><td>Bützberg oil firing + wood heating (t)</td><td>0.203</td></tr> <tr><td>Fuel oil extra light = HEL</td><td></td></tr> </table> <p>NOx (nitrogen oxides)</p> <table> <tr><td>NOx gasoline consumption GAG (t)</td><td>0.100</td></tr> <tr><td>NOx gasoline consumption GHAG (t)</td><td>0.072</td></tr> <tr><td>NOx diesel consumption GAG (t)</td><td>3.379</td></tr> <tr><td>NOx diesel consumption GHAG (t)</td><td>0.269</td></tr> <tr><td>Wood firing Bützberg (t)</td><td>0.452</td></tr> <tr><td>NOx oil heating Bützberg (t)</td><td>0.060</td></tr> <tr><td>NOx Total Girsberger CH (t)</td><td>4.332</td></tr> </table> <p>Particulate matter, heating and production processes (t)</p> <table> <tr><td></td><td>1.157</td></tr> </table> <p>Calculations based on the measurement report of BECO dated March 6, 2000 and Mr. Schneeberger, based on BAFU-documentation</p> <p>Air emissions Endingen</p> <table> <tr><td>Electricity consumption (kWh)</td><td>251'407.00</td></tr> <tr><td>Gasoline - diesel consumption GmbH (l)</td><td>70'692.00</td></tr> <tr><td>Gas consumption (kWh) 818000 =</td><td>73'693 m³</td></tr> <tr><td>Air kilometres Girsberger GmbH (km)</td><td>37'980.00</td></tr> </table> <p>Carbon dioxide CO₂</p> <table> <tr><td>CO₂ gasoline Girsberger GmbH (t)</td><td>176.730</td></tr> <tr><td>CO₂ gas Girsberger GmbH (t)</td><td>126.790</td></tr> <tr><td>CO₂ air kilometres Girsberger GmbH (t)</td><td>11.390</td></tr> <tr><td>CO₂ electricity consumption (t)</td><td>73.410</td></tr> <tr><td>CO₂ Total Girsberger GmbH (t)</td><td>388.320</td></tr> </table>	Gasoline consumption GAG (l)	16'634	Gasoline consumption GHAG (l)	11'949	Diesel consumption GAG (l)	96'541	Diesel consumption GHAG (l)	7'698	Total fuel Girsberger CH (l)	132'822	Air kilometres Girsberger CH (km)	140'292	CO ₂ fuel oil Girsberger CH (t)	117.392	CO ₂ gasoline Girsberger CH (t)	68.027	CO ₂ diesel Girsberger CH (t)	276.233	CO ₂ air kilometres Girsberger CH (t)	42.087	CO ₂ electricity consumption (t)	327.468	CO ₂ Total Girsberger CH (t)	831.207	VOC (t)	6.030	Bützberg oil firing + wood heating (t)	0.203	Fuel oil extra light = HEL		NOx gasoline consumption GAG (t)	0.100	NOx gasoline consumption GHAG (t)	0.072	NOx diesel consumption GAG (t)	3.379	NOx diesel consumption GHAG (t)	0.269	Wood firing Bützberg (t)	0.452	NOx oil heating Bützberg (t)	0.060	NOx Total Girsberger CH (t)	4.332		1.157	Electricity consumption (kWh)	251'407.00	Gasoline - diesel consumption GmbH (l)	70'692.00	Gas consumption (kWh) 818000 =	73'693 m ³	Air kilometres Girsberger GmbH (km)	37'980.00	CO ₂ gasoline Girsberger GmbH (t)	176.730	CO ₂ gas Girsberger GmbH (t)	126.790	CO ₂ air kilometres Girsberger GmbH (t)	11.390	CO ₂ electricity consumption (t)	73.410	CO ₂ Total Girsberger GmbH (t)	388.320
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	GRI-Index	Reported	Reference	Cross-reference/direct answer
EN20				<p>VOC (volatile organic compounds) VOC (t) not measurable, traces</p> <p>SOx (sulphur dioxide) not measurable, traces</p> <p>NOx (nitrogen oxides) Gasoline - diesel consumption GmbH (t) 1.414</p> <p>Gas consumption (t) 0.085</p> <p>NOx Total Girsberger GmbH (t) 1.499</p> <p>Particulate matter, heating and production processes (t) not measurable, traces</p> <p>2.2 Calculation method: direct measurement, site-specific data and basis of standard data</p> <p>Important data and conversion factor:</p> <p>1 m3 wood = 200 kg = 1'500 kWh</p> <p>1 litre fuel oil = 10 kWh = 2.64 kg CO₂</p> <p>1 litre gasoline = 2.38 kg CO₂</p> <p>1 litre diesel = 2.65 kg CO₂</p> <p>Pulsating factor gasoline/diesel = 2.5 kg</p> <p>1 air kilometre = 0.3 kg CO₂</p> <p>1 kWh gas = m3 x fuel value (8) x state number (0.95)</p> <p>1 litre diesel = 35 g NOx</p> <p>1 litre gasoline = 6 g NOx</p> <p>1 litre diesel / petrol pulsating factor = 20 g NOx</p> <p>1 litre fuel oil = 1.2 g NOx</p> <p>1 m3 gas = 1.2 g NOx</p> <p>200-450 mg/m3 NOx with wood firing (our calculations with 200 mg)</p> <p>Natural gas heating</p> <p>Wood firing Bützberg</p> <p>Calculations based on assumptions, that are certainly very high.</p> <p>No measurements available, therefore data from Mr. Schneeberger, BAFU documentation.</p> <p>Attention: data with measurement values calculated with 2000h/a = 0.52t/ a</p> <p>Oil firing Bützberg</p> <p>Oil firing (fuel oil extra light = HEL)</p> <p>Calculations based on measurement report of company Lanz AG Langenthal dated January 29, 2010 and BAFU documentation of Mr. Schneeberger</p> <p>Natural gas heating Endingen</p> <p>Calculations based on BAFU documentation of Mr. Schneeberger. Details according to separate calculation</p>
EN21	Total water discharge by quality and destination	Fully	SR p. 35	<p>2.1 Planned water discharge Total discharge 3'310 m3</p> <p>+ rainwater calculated with m2</p> <p>2.2 Place of destination Regional sewage system</p> <p>Treatment method No treatment necessary</p> <p>Reused by another organization No, return back to cycle</p> <p>2.3 Freshwater Not affected by the organization</p>

	GRI-Index	Reported	Reference	Cross-reference/direct answer																																		
EN22	Total weight of waste by type and disposal method	Fully	SR p. 27/35	<p>2.1 Total waste</p> <table border="0"> <tr> <td>Location Bützberg (t)</td> <td>445.806</td> </tr> <tr> <td>Location Bützberg wood (t)</td> <td>256.6</td> </tr> <tr> <td>Location Edingen (t)</td> <td>164.29</td> </tr> <tr> <td>Total waste (t)</td> <td>866.696</td> </tr> </table> <p>Hazardous waste</p> <table border="0"> <tr> <td>Location Bützberg (t)</td> <td>3.22</td> </tr> <tr> <td>Location Edingen (t)</td> <td>0.00</td> </tr> <tr> <td>Total hazardous waste (t)</td> <td>3.22</td> </tr> </table> <p>Non-hazardous waste</p> <table border="0"> <tr> <td>Total non-hazardous waste (t)</td> <td>863.476</td> </tr> </table> <p>2.3 Composting</p> <table border="0"> <tr> <td>Reuse (t)</td> <td>45.22 + 115.12 = 160.34</td> </tr> <tr> <td>Recycling (t)</td> <td>160.34</td> </tr> <tr> <td>Recovery</td> <td>not quantifiable</td> </tr> <tr> <td>Incineration or use as fuel (t)</td> <td>397.36 + 46.5 + 45.22 + 117.76 = 606.84</td> </tr> <tr> <td>Fuel (t)</td> <td>Wood 256.6</td> </tr> <tr> <td>Landfill</td> <td>None</td> </tr> <tr> <td>Deep well injection</td> <td>None</td> </tr> <tr> <td>On-site storage</td> <td>None</td> </tr> <tr> <td>Other</td> <td>Hazardous waste transport with http://www.chiresa.ch/index.php Disposal http://www.veolia-es.ch/de/</td> </tr> </table> <p>2.4 Disposal of the waste is effected with information (advice notice for the circulation with hazardous waste) and standard procedures of waste management company.</p>	Location Bützberg (t)	445.806	Location Bützberg wood (t)	256.6	Location Edingen (t)	164.29	Total waste (t)	866.696	Location Bützberg (t)	3.22	Location Edingen (t)	0.00	Total hazardous waste (t)	3.22	Total non-hazardous waste (t)	863.476	Reuse (t)	45.22 + 115.12 = 160.34	Recycling (t)	160.34	Recovery	not quantifiable	Incineration or use as fuel (t)	397.36 + 46.5 + 45.22 + 117.76 = 606.84	Fuel (t)	Wood 256.6	Landfill	None	Deep well injection	None	On-site storage	None	Other	Hazardous waste transport with http://www.chiresa.ch/index.php Disposal http://www.veolia-es.ch/de/
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EN23	Total number and volume of significant spills	Not reported		No information available.																																		
EN24	Weight of transported, imported, exported or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III and VIII, and percentage of transported waste shipped internationally	Fully	SR p. 27/35	<p>2.1 Hazardous waste</p> <table border="0"> <tr> <td>3.22 t (solvent, oil and oil emulsion, details according to delivery note of waste management company)</td> </tr> </table> <p>2.2 Total weight per place of destination</p> <table border="0"> <tr> <td>3.22 t (SOVAG, Worbstrasse 52, 3074 Muri/Bern)</td> </tr> </table> <p>2.3 Total weight with transport passing the national border</p> <table border="0"> <tr> <td>no transports passing the national border</td> </tr> </table>	3.22 t (solvent, oil and oil emulsion, details according to delivery note of waste management company)	3.22 t (SOVAG, Worbstrasse 52, 3074 Muri/Bern)	no transports passing the national border																															
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EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	Fully		None. All Girsberger companies are associated with local sewage treatment plants.																																		

	GRI-Index	Reported	Reference	Cross-reference/direct answer
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Fully	SR p. 19/23/32	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Not reported		Data not collected.
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Fully		None. All environmental laws and regulations according to ISO 14001 are observed.
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and trans-orting members of the workforce	Fully	SR p. 23/33	
EN30	Total environmental protection expenditures and investments by type	Not reported		Data not collected.
Social: Labor Practices and Decent Work				
LA1	Total workforce by employment type, employment contract, and region	Fully	SR p. 13/34	2.2 Girsberger AG and Holding AG Bützberg Girsberger GmbH Endingen unlimited employment contracts; no limited working contracts unlimited employment contracts 111; limited working contracts 3 2.3 Not relevant (as two business locations only) 2.6 See LA4 2.7 Girsberger AG Bützberg Girsberger Holding AG Bützberg Girsberger GmbH Endingen 22 part-time employees 3 part-time employees 10 part-time employees; 4 persons in marginal employment 2.8 Not relevant 2.9 Not relevant

	GRI-Index	Reported	Reference	Cross-reference/direct answer
LA2	Total number and rate of employee turnover by age group, gender, and region	Fully	SR p. 13	2.1 Girsberger AG Bützberg 21 Girsberger Holding AG Bützberg 1 Girsberger GmbH Endingen 13 2.2 Girsberger AG Bützberg female 6 (29%), male 15 (71%) / 19% <30; 43% 30-50; 38% >50 Girsberger Holding AG Bützberg male 1 / 4% > 50 Girsberger GmbH Endingen female 6 (46,15%), male 7 (53, 85%) 15,4% <30; 23,1% 30-50; 61,5% >50 Benelux 1; Germany 9; UK 2; Spain 1
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	Fully		Full-time and part-time employees receive the same company benefits.
LA4	Percentage of employees covered by collective bargaining agreements	Fully	SR p. 15/34	2.3 Girsberger AG Bützberg 96 employees Girsberger Holding AG Bützberg 5 employees
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements	Fully		Girsberger AG and Holding AG do not have an information deadline according to the employee delegation contract. Girsberger GmbH does not have such an information deadline.
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	Fully		2.1 Girsberger AG and Holding AG: Safety officer; there is no equal safety committee Girsberger GmbH: health and safety officer 2.2 Girsberger AG and Holding AG: up to 25% Girsberger GmbH: up to 25% 2.3 Girsberger AG and Holding AG: location Bützberg Girsberger GmbH: location Endingen The management and quality system (MQS) defines the basic parameters.
LA7	Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region	Fully	SR p. 15	2.1 Total workforce 2010 288 Independent contractors 0 2.2 Small first-aid measures are not included in this report. 2.3 ‚Day‘ stands for a planned working day (as of the 1 st day) 2.4 Girsberger AG Bützberg Injury rate 0,0050% Occupational disease 0 Lost day rate 0,4% Absentee rate 3,3% Girsberger Holding AG Injury rate 0% Occupational disease 0 Lost day rate 0,18% Absentee rate 1,5%

	GRI-Index	Reported	Reference	Cross-reference/direct answer
LA7				<p>Girsberger GmbH Endingen</p> <p>Injury rate 0,000518% Occupational disease 0 Lost day rate 0,692% Absentee rate 5,75%</p> <p>2.5 Work-related fatalities during reporting period 0</p> <p>2.6 Girsberger AG and Holding AG Bützberg Girsberger GmbH Endingen System Sunet According to the regulations of the responsible Professional Association Raw Material and Chemical Industry using the form on its website (Code of Social Law VII)</p>
LA8	Education, training, counselling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	Fully		<p>An anonymous day centre for social, marriage and family counselling is available to all employees at Girsberger AG and Holding AG Bützberg.</p> <p>A company physician holds surgery for all employees (without families and community members) every two weeks at Girsberger GmbH in Endingen.</p>
LA9	Health and safety topics covered in formal agreements with trade unions	Fully		<p>There are no formal agreements. However regular trainings with regard to work safety and ergonomics take place, in line with ISO 14001 HSE (Health, Safety, Environment). In Switzerland in collaboration with SUVA (Swiss Accident Insurance Institute), in Endingen with BG RCI (Professional Association Raw Material and Chemical Industry).</p>
LA10	Average hours of training per year per employee by employee category	Fully	SR p. 34	<p>Number of training hours per employee and employee category (percent by position, internally and externally)</p> <p>Girsberger AG & Holding AG 2010: Employees 119.1 / 887.2 h = 7.5 h per employee Executives 30.3 / 348 h = 11.5 h per executive Management 14.4 / 273 h = 19 h per member of the management</p> <p>Girsberger GmbH 2010: Employees 89.64 / 352.5 h = 3.9 h per employee Executives 16 / 45.2 h = 2.8 h per executive</p> <p>(The management at Girsberger GmbH is a part of the extended executive team)</p>
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Partially	SR p. 14	<p>We did not develop programs to assist employees in managing career endings.</p>
LA12	Percentage of employees receiving regular performance and career development reviews	Fully	SR p. 14/34	

	GRI-Index	Reported	Reference	Cross-reference/direct answer
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Fully	SR p. 34	<p>2.1 No information available</p> <p>2.2 Girsberger AG Bützberg Girsberger Holding AG Bützberg Girsberger GmbH Endingen</p> <p>2.3 Girsberger AG Bützberg</p> <p style="padding-left: 40px;">Girsberger Holding AG Bützberg</p> <p style="padding-left: 40px;">Girsberger GmbH Endingen</p> <p>2.4 Girsberger AG Bützberg</p> <p style="padding-left: 40px;">Girsberger Holding AG Bützberg</p> <p style="padding-left: 40px;">Girsberger GmbH Endingen</p> <p>Management 9, executives 23, production/administration 118 Management 6, executives 10, production/administration 8 Executives 16, production/administration 98 Gender: female 47 (31,3%) / male 103 (68,7%) Minorities: female 14 (9%); male 18 (12%) Age groups: 26 <30 (17%); 80 30-50 (53%); 44 >50 (29%) Gender: female 6 (25%) / male 18 (75%) Minorities: female 1 (4,16%) / male 1 (4,16%) Age groups: 5 <30 (21%); 12 30-50 (50%); 7 <50 (29%) Gender: female 55 (48,25%); male 59 (51,75%), Minorities: 21 (18,42%) Age groups: <30 20 17,54%; 30-50 59 (51,75%); >50 35 (30,70%) Gender: female 10%; male 90% Minorities: male 6,7% Age groups: 3% <30; 67% 30-50; 30% >50 Gender: female 12,5%; male 87,5 Minorities: male 4,16% Age groups: 6% <30; 50% 30-50; 44% >50 Gender: female 18,75%; male 81,25% Minorities: male 3,45% Age groups: 12,5% <30; 50% 30-50; 37,5% >50</p>
LA14	Ratio of basic salary of men to women by employee category	Not reported		Whenever possible we aim at the policy 'equal pay for equal work'.
Social: Human Rights				
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening	Fully		See HR2
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Fully	SR p. 23	<p>2.1 Total number of significant suppliers 2</p> <p>2.2 Contracts or screening 100%</p> <p>2.3 Suppliers with known CSR problems 0%</p>

	GRI-Index	Reported	Reference	Cross-reference/direct answer
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Fully		There are no specific employee trainings on policies and procedures concerning aspects of human rights, as they are not relevant for our company with production facilities in Switzerland and Germany.
HR4	Total number of incidents of discrimination and actions taken	Fully	SR p. 34	
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Fully		We did not identify operations in which the right to exercise freedom of association and collective bargaining was at significant risk.
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	Fully		See HR2 Otherwise there is no risk for incidents of child labor due to legal regulations in Switzerland and Germany.
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	Fully		See HR2 Otherwise there is no risk for incidents of forced or compulsory labor due to legal regulations in Switzerland and Germany.
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	Fully		Our entire security personnel receives regular trainings in important topics. Specific procedures concerning aspects of human rights are not relevant to our company, as our production facilities are located in Switzerland and Germany only.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken	Fully		There were no such incidents.

	GRI-Index	Reported	Reference	Cross-reference/direct answer
Social: Society				
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting	Not reported		No information available.
SO2	Percentage and total number of business units analyzed for risks related to corruption	Not reported		Not relevant.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	Not reported		None
SO4	Actions taken in response to incidents of corruption	Not reported		None
SO5	Public policy positions and participation in public policy development and lobbying	Fully		Our company does not take any political stand.
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	Fully		Our company does not support neither politicians nor political parties or related institutions.
SO7	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	Fully		There was no action taken.
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	Fully	SR p. 9	

	GRI-Index	Reported	Reference	Cross-reference/direct answer
Social: Product Responsibility				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures	Fully	SR p. 20/21	2.1/2.2 Development of product concept R+D Validation Construction and production Use and maintenance Disposal, reuse or recycling Yes / 100% Yes / 100% Yes / 80% Yes / 100% Yes / 100% Yes / 100%
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	Fully		We comply with all regulations and voluntary codes concerning health and safety impacts of products and services.
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements	Fully	SR p. 29	2.1/2.2 The sourcing of components of the product or service Content, particularly with regard to substances that might produce an environmental or social impact Safe use of the product or service Disposal of the product and environmental/social impacts Yes / 100% Yes / 80% Yes / 80% Yes / 80%
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes	Fully		We comply with the applicable law and voluntary codes concerning product and service information and labelling at all times.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Fully	SR p. 10	Customer satisfaction is ascertained with each visit of our area sales managers and measures are determined as quickly as possible. With specialist dealers this is approximately once a month and with end customers irregularly (from twice a week to once every two months).
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	Partially		We campaign independently without comparative advertising message and verify this with every new campaign. A formal program for its control does not exist.

	GRI-Index	Reported	Reference	Cross-reference/direct answer
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	Fully		We comply with all regulations and voluntary codes concerning marketing communications including advertising, promotion and sponsorship.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Fully		There were no complaints.
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Fully		We did not get any fines.

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