

Supplementary 2014 Sustainability Report

We are committed to a free and socially just market economy. We understand the term social market economy as the balance between economy and social justice, as well as the respect for ethical values and the protection of our environment.

These views, and the pleasure we take in our products, provide the basis for our corporate culture.

Taken from Girsberger's corporate policy

Process for defining the report content

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- and long-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 this sustainability report, the Managing Directors of Girsberger AG and GmbH, the CEO, the Head of Marketing and the sustainability report managers determined jointly the content and prioritized the issues. Our company principles were thus duly taken into consideration. All aspects were evaluated in terms of their significance and prioritized. The report was formulated in close collaboration with individual department managers, incorporating stakeholder input.

The reporting of this sustainability includes all significant areas of the ISO-certified companies.

The last Sustainability Report was issued in 2013.

Data measurement techniques and the bases of calculations

Personnel data

Girsberger AG and Holding AG Buetzberg wage plan Abacus, time recording Calitime, Sunet

Girsberger GmbH Endingen wage plan DATEV Lodas comfort, time recording ZEUS isgus

Environmental resources

Purchasing statistics; suppliers invoices; internal resource statistics, improvement concepts; water meter; cadastral maps; Red List, protected areas Buetzberg/Endingen; internal consumption and resource statistics, measurements; conversion factors BAFU, measurement reports.

Principles and methodology of the collected data are identical for all companies.

Methods of measurements that have been changed, are marked accordingly. Otherwise there were no significant changes.

Governance structure of the organization

Girsberger Holding AG	Schwab Hans-Peter	Chairman of the board of directors
	Girsberger Sylvia	Board of directors
	Girsberger Jürg	Board of directors
	Stebler Heinz	Board of directors
	Girsberger Michael	CEO
	Ammann Roland	Central procurement, material management, IT
	Gasser Thomas	Product development
	Seiler Mathias	Design and Marketing
	Zingg Hans	Controlling, Finances, Personnel administration
		Timber trade
Girsberger AG	Statutory auditor	PricewaterhouseCoopers AG Berne
	Stebler Heinz	General manager
	Holenstein Felix	Sales Office
	Messerli Thomas	Finance and Accounting, Personnel
	Reichen Peter	Special projects
	Schäfer Karin	Sales Dining
	Mastrodomenico Davide	Sales Customized Furniture
	Benevento Daniel	Service & Remanufacturing
	von Känel Peter	Production, logistics, quality & environmental management
	PricewaterhouseCoopers AG Berne	
Girsberger GmbH	Statutory auditor	PricewaterhouseCoopers AG Berne
	Schweizer Henning	General manager
	Barascud Gilles	Sales
	Burkhard Rolf	Finance and Accounting
	Frank Philipp	Production, logistics
	PricewaterhouseCoopers AG, Freiburg i.Br./Germany	

Internally developed statements of mission or values and status of their implementation

Company principles, quality commitment (available online on our website www.girsberger.com, see downloads) and management guidelines (available on request).

Mechanisms for shareholders and employees to provide recommendations/direction to the highest governance body

Yearly economic planning and monthly reporting. In addition employee delegation at Girsberger AG and Girsberger Holding AG

Compensation/departure arrangements for the management

We do not pay departure arrangements. The compensation arrangements for the board of directors are very low.

Process for determining the qualifications and expertise of the members of the highest governance body

Girsberger is a 100 % family-owned company. The composition of the board of directors requests that shareholders as well as at least one executive of the company are represented. In addition the chairman of the board of directors has to be an external person and the CEO shall not be a member of the board of directors.

There is no written process for determining the qualifications and expertise of the board of directors.

Process for evaluating the highest governance body's own performance

The board of directors consists of four persons only. Two of them are shareholders. The third person is an executive of the company, the chairman of the board of directors is an external person, holding this position for nearly 30 years. For this reason there is no formal process for evaluating the highest governance body's own performance.

Memberships

VSUD Board (Association of Swiss Companies in Germany); Swiss Furniture Board; Swiss Design Association, Avenir Suisse (think tank for economic and social issues), bso (association of office, seating and contract furniture)

Externally developed charters

Project Smaragd (Natura 2000 in the EU – biggest European nature conservation programme)

Approaches to stakeholder engagement

Shareholders

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.

Employees

All employees receive information on the company's performance at an information board every two months. The management staff gets additional information on the company's strategy and development at a one to two days annual meeting.

Customers

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 Buetzberg respectively at Endingen. The customer satisfaction is ascertained during the visits. In addition we determined and quantified customer satisfaction by means of a written survey in 2013.

Suppliers

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. One of the Asian suppliers undergoes a CSR risk assessment once a year with a local organization, a second supplier has been visited in 2010 for the last time, and the one Girsberger built up has been visited personally in 2014.

Public authorities

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 Company Principles, the Quality Commitment as well as the Sustainability including Supplementary Reports are available on our website www.girsberger.com.

Skilled employees ensure our future. That is why we offer apprenticeships in a variety of professions and cultivate our cooperation with technical colleges. We strive to nurture the ongoing professional development of our employees through training courses, foreign assignments, and specific advancement training programmes.

Taken from Girsberger's corporate policy

Total workforce by employment type, employment contract, and region	2010	2012	2014
Unlimited employment contracts AG and Holding AG Buetzberg	174	157	156
Unlimited employment contracts Girsberger GmbH Endingen	111	122	115
Limited working contracts Girsberger AG and Holding AG Buetzberg	0	4	0
Limited working contracts Girsberger GmbH Endingen	3	1	3
Part-time employees Girsberger AG and Holding AG Buetzberg	25	22	23
Part-time employees Girsberger GmbH Endingen	10	14	14
Persons in marginal employment Girsberger GmbH Endingen	4	5	5

Full-time and part-time employees receive the same company benefits.

Total number and percentage of employees employed during the reporting period (2013 and 2014) by age groups	Unit	2014
Girsberger AG Buetzberg		
- <30 / female/male	%	6.9 / 2.3/4.6
- 30-50 / female/male	%	9.2 / 1.5/7.7
- >50 / female/male	%	2.3 / 0/2.3
Girsberger Holding AG Buetzberg		
- <30 / female/male	%	0
- 30-50 / female/male	%	8 / 4/4
- >50 / female/male	%	4 / 0/4
Girsberger GmbH Endingen		
- <30 / female/male	%	0.5 / 0/0.8
- 30-50 / female/male	%	8.5 / 5.1/3.4
- >50 / female/male	%	2.5 / 0.5/1.7

Development of the average hourly wage rate	Unit	2010	2012	2014
Girsberger AG Buetzberg	CHF	31.94	31.00	31.67
Girsberger Holding AG Buetzberg	CHF	54.44	49.82	48.61
Girsberger GmbH Endingen	€	16.48	17.62	18.67

All salaries of the Swiss employees correspond to the regulations of minimum wage. Germany will introduce a statutory minimum wage system in 2015. Our location in Endingen fulfils these requirements.

There are no basic salaries defined according to jobs or to tasks and areas of responsibility. However, all wages and monthly salaries are reviewed at least once a year on a gender-neutral and performance-oriented basis and adapted individually. The following are taken into account: wage lists, wage comparisons by department, wage trend of employees, and performance assessment as part of annual performance reviews.

Coverage of the organization's defined benefit plan obligations

The employee benefit plan is governed as follows:

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 AG 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.

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. A further company pension plan can be concluded, up to 4 % of the assessment ceiling of the pension scheme. This is financed by the employee and is not subject to social security. In addition the employer pays a benefit up to an amount of € 79 per month in 2014.

Percentage of employees covered by collective bargaining agreements	Unit	2010	2012	2014
Girsberger AG Buetzberg	%	90.0	89.8	93.1
Girsberger Holding AG Buetzberg	%	79.2	79.2	80.0

Total number and rate of employee turnover by age group, gender, and region	Unit	2010	2012	2014
Girsberger AG Buetzberg *	Total	21	12	20
Girsberger Holding AG Buetzberg	Total	1	1	0
Girsberger GmbH Endingen *	Total	13	5	25
Girsberger AG Buetzberg *	f/m	6 (29%/15 (71%))	6 (4%)/6 (4%)	7 (5,3)/13 (9,9)
Girsberger Holding AG Buetzberg	f/m	0/1 (4%)	0/1 (4%)	0/0
Girsberger GmbH Endingen *	f/m	6 (46%)/7 (54%)	3 (2,5%)/2 (1,6%)	17 (14,4%)/8 (6,8%)
Girsberger AG Buetzberg *	%	19<30, 43 30-50, 38>50	1<30, 6 30-50, 1>50	4,6<30, 7,6 30-50, 3>50
Girsberger Holding AG Buetzberg	%	4>50	4>50	0
Girsberger GmbH Endingen *	%	15<30, 23 30-50, 61,5>50	2,5<30, 1,6 30-50	5,9<30/8,5 30-50/6,8>50

* until 2013 incl. Paris and Vienna, as of 2014 incl. Paris

** until 2013 incl. Amsterdam and London, as of 2014 incl. Amsterdam and Vienna

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	Unit	2010	2012	2014
Girsberger AG Buetzberg	%	4.0	4.4	4.6
Girsberger Holding AG Buetzberg	%	0	0	0
Girsberger GmbH Eendingen	%	2.63	2.44	2.54

Rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities by region	Unit	2010	2012	2014
Girsberger AG Buetzberg				
- Injury rate	%	0.0050	0.0027	0.0021
- Occupational disease	%	0	0	0
- Lost day rate	%	0.4	0.34	0.26
- Absentee rate	%	3.3	2.99	2.29
- Work-related fatalities	Number	0	0	0
Girsberger Holding AG Buetzberg				
- Injury rate	%	0	0	0
- Occupational disease	%	0	0	0
- Lost day rate	%	0.18	0.11	0.30
- Absentee rate	%	1.5	0.93	2.65
- Work-related fatalities	Number	0	0	0
Girsberger GmbH Eendingen				
- Injury rate	%	0.000518	0	0.0010
- Occupational disease	%	0	0	0
- Lost day rate	%	0.692	0.72	0.95
- Absentee rate	%	5.75	6.0	8.44
- Work-related fatalities	Number	0	0	0

Type of injury (as of 2014)

Girsberger AG Buetzberg: bruises, contusions, tooth damage

Girsberger Holding AG Buetzberg: none

Girsberger GmbH Eendingen: fracture of the wrist, bruises

Education, training, counselling, prevention, and risk-control programmes in place to assist workforce members, their families, or community members regarding serious diseases

The anonymous ‚Corporate Social Counselling BSO‘ is available free of charge to all employees at Girsberger AG and Holding AG, as well as to their families.

Internal health management activities for employees (without families or parishioners) are conducted with AOK (statutory health insurance) at Girsberger GmbH.

Health and safety topics covered in formal agreements with trade unions

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).

Average hours of training per year per employee by gender and employee category	Unit	2010	2012	2014
Girsberger AG and Holding AG Buetzberg				
- Employees	Hours	7.5	22.27	13.91
female/male *	Hours			18/12.83
- Executives	Hours	19	17.67	15.69
female/male *	Hours			14.64/15.95
- Management	Hours	19	14.43	11.47
female/male *	Hours			8.9/11.69
Girsberger GmbH Endingen				
- Employees	Hours	3.9	5.2	6.31
female/male *	Hours			9.46/3.38
- Executives	Hours	2.8	18.7	42
female/male *	Hours			54.73/38.19
- Management	Hours	0	0	2
female/male *	Hours			0/2

* as of 2014

Total number of employees by categories of employees	Unit	2010	2012	2014
Girsberger AG Buetzberg				
- Management	Number	9	9	8
- Executives	Number	23	21	21
- Administration/production	Number	118	107	102
Girsberger Holding AG Buetzberg				
- Management (board of directors/ shareholders 4)	Number	6	6	5
- Executives	Number	10	8	9
- Administration/production	Number	8	10	11
Girsberger GmbH Endingen				
- Management	Number	1	1	1
- Executives	Number	15	11	11
- Administration/production	Number	98	111	106

Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	Unit	2010	2012	2014
Governance bodies				
Girsberger AG Buetzberg				
- Gender female/male	%	10/90	16.7/83.3	12.5/87.5
- Minority groups female/male	%	0/6.7	0/10	0/12.5
- Age groups <30/30-50/>50	%	3/67/30	3/70/27	0/75/25
Girsberger Holding AG Buetzberg				
- Gender female/male	%	12.5/87.5	14.3/85.7	11.1/88.9
- Minority groups female/male	%	0/4.2	0/7.1	0/11.1
- Age groups <30/30-50/>50	%	6/50/44	7/86/7	0/22/78
Girsberger GmbH Endingen				
- Gender female/male	%	0/100	0/100	0/100
- Minority groups female/male	%	0/25	0/25	0/25
- Age groups <30/30-50/>50	%	0/25/75	0/25/75	0/25/75
All employee categories				
Girsberger AG Buetzberg				
- Gender female/male	%	31.3/68.7	29.2/70.8	24.4/75.6
- Minorities female/male	%	9/12	7.3/11.7	5.3/13.0
- Age groups <30/30-50/>50	%	17/53/30	21.9/49.6/28.5	23.7/45.8/30.5
Girsberger Holding AG Buetzberg				
- Gender female/male	%	25/75	12.5/87.5	24.0/76.0
- Minorities female/male	%	4.2/4.2	0/8.3	0/8.0
- Age groups <30/30-50/>50	%	21/50/29	29/37.5/33.5	28/40/32
Girsberger GmbH Endingen				
- Gender female/male	%	48.2/51.8	52.8/47.2	50.8/49.2
- Minorities female/male	%	9.6/7.9	8.1/6.5	9.3/8.5
- Age groups <30/30-50/>50	%	17.5/51.8/30.7	17.9/44.7/37.4	14.4/43.2/42.4

Management (as of 2014)				
Girsberger AG Buetzberg				
- Gender female/male	%			20.7/79.3
- Minorities female/male	%			0.0/13.8
- Age groups <30/30-50/>50	%			10.3/58.6/31.1
Girsberger Holding AG Buetzberg				
- Gender female/male	%			7.0/93.0
- Minorities female/male	%			0/7.1
- Age groups <30/30-50/>50	%			7.1/42.9/50.0
Girsberger GmbH Endingen				
- Gender female/male	%			21.4/78.6
- Minorities female/male	%			0/21.4
- Age groups <30/30-50/>50	%			0.0/57.1/42.9
Administration/production (as of 2014)				
Girsberger AG Buetzberg				
- Gender female/male	%			25.5/74.5
- Minorities female/male	%			6.9/12.7
- Age groups <30/30-50/>50	%			27.4/42.2/30.4
Girsberger Holding AG Buetzberg				
- Gender female/male	%			45.5/54.5
- Minorities female/male	%			0/9.1
- Age groups <30/30-50/>50	%			54.5/36.4/9.1
Girsberger GmbH Endingen				
- Gender female/male	%			54.8/45.2
- Minorities female/male	%			10.6/6.7
- Age groups <30/30-50/>50	%			16.4/41.3/42.3

Programmes for assisting employees in managing career endings

Location Buetzberg

Employees of Girsberger AG and Girsberger Holding AG between the age of 60 and regular retirement age have a one-time opportunity to attend a seminar in preparation for their retirement. These employees will receive written information regarding this option from Human Resources when they reach the age of 60.

Location Endingen

Girsberger GmbH has not been able to find any similar offers in your region. However, employees can request a free consultation with their pension fund.

Our constant endeavour is to develop, manufacture, and distribute products of highest quality and long-lasting customer value in a responsible and profitable way. At the same time, these products must also be created responsibly from an ecological and ethical point of view.

Taken from Girsberger's corporate policy

Percentage of the significant products and services categories in which health and safety impacts are assessed for improvement.

Development of product concept	Yes / 100 %			
Research and development	Yes / 100 %			
Certification of product safety (GS)	Yes /	2013 81.3 %	2014 83.4 %	(Office) 1)
Certification product emission (tested for pollutants)	Yes /	2013 71.8 %	2014 76.4 %	(Office) 1)
Manufacturing and production	Yes / 100 %			
Marketing and advertisement	Yes / 100 %			
Storage, distribution and delivery	Yes / 100 %			
Use and customer service	Yes / 100 %			
Disposal, reuse or recycling	Yes / 100 %			
1) Product group	Piece per year c)	with GS a)	Tested for pollutants b)	
Swivel chairs price list Office 2013	64,458 (100 %)	51,664 (80.2 %)	49,044 (76.1 %)	
Multi-purpose/visitor chairs price list Office 2013	39,766 (100 %)	33,089 (83.2 %)	25,826 (64.9 %)	
Total chairs Office 2013	104,224 (100 %)	84,753 (81.3 %)	74,870 (71.8 %)	
Swivel chairs price list Office 2014	59,751 (100 %)	50,518 (84.5 %)	49,296 (82.5 %)	
Multi-purpose/visitor chairs price list Office 2014	39,089 (100 %)	31,936 (81.7 %)	26,204 (67.0 %)	
Total chairs Office 2014	98,840 (100 %)	82,454 (83.4 %)	75,500 (76.4 %)	
a) Limited 5-year period. Renewed after retesting				
b) Annual verification by follow-up testing				
c) Source: Sales Analysis 2013 & 2014, Girsberger group				

Type of product and service information required by the organization's processes for product labelling information, and percentage of significant product and service categories that are subject to this information requirement.

The sourcing of components of the product or service	Yes / 100 %
Content, particularly with regard to substances that might produce an environmental or social impact	Yes / 80 %
Safe use of the product or service	Yes / 80 %
Disposal of the product and environmental/social impacts	Yes / 80 %
Declaration of wood and wood products:	
Declaration of trade name	Yes / 100 %
Declaration of origin	Yes / 100 %

We comply with the applicable law and voluntary codes concerning product and service information and labelling at all times. We sold neither controversial nor prohibited products.

We comply with all regulations and voluntary codes concerning marketing communications including advertising, promotion and sponsorship.

The company's added value is important to us. Especially in production areas involving wood, metal, plastic, surface treatment, upholstery, and assembly, we must be the best in professionally creative and technical competence as well as skilled craftsmanship.

Taken from Girsberger's corporate policy

Materials used by weight or volume

We do use direct material only (our system is configured to weight/volume of dry solids)

Direct energy consumption by primary energy source

Direct energy sources purchased			
Direct not renewable energy sources			
Buetzberg	Fuel oil	14,865 l	148,650 kWh
	Diesel	11,7647 l	115,9999 kWh
	Petrol	1,7001 l	149,098 kWh
	Electricity		957,793 kWh
Endingen	Natural gas		596,406 kWh
	Petrol/diesel	66,964 l	602,676 kWh
	Electricity		161,380 kWh
Direct renewable energy sources	Wood		1,579,500 kWh
Total energy consumption	Total		5,355,502 kWh
Endingen feed-in of solar energy			118,200 kWh
Conversion l in kWh petrol 8.77/diesel 9.86/petrol/diesel 9.0			
Proportion renewable	Wood heating		1,579,500 kWh
	Solar energy		118,200 kWh
	Electricity Buetzberg		957,793 kWh
	Electricity Endingen		161,380 kWh
Proportion renewable	Total		2,816,873 kWh
Proportion renewable of overall energy consumption			52.6 %

Energy saved due to conservation and efficiency improvements

12.96 % of overall energy consumption electricity/heat energy/CO ₂ /water/behaviour	
- Awareness raising of employees with	<ul style="list-style-type: none"> • Support WWF Smaragd (Emerald) project • Internal audit • Environmental protection activities (e.g. bike to work) • Climate tips
- Building and infrastructure	<ul style="list-style-type: none"> • Operational ecology measures (Sustainability Report pages 40/41)
- Measures to reduce CO ₂	<ul style="list-style-type: none"> • Offset air travel CO₂ • Carbon offsetting through tree-planting scheme • Use train for trade fair visits • New procurement of category A vehicles • EcoDrive courses for truck drivers and frequent drivers • Truck replacement to comply with Euro6

Water

Water consumption	Unit	2009	2010	2011	2012	2013	2014
Girsberger AG Buetzberg	m ³	2,629	2,679	2,647	2,502	3,125	2,362
Waste water fed into public water treatment plants	m ³	2,629	2,679	2,647	2,502	3,125	2,362
Girsberger GmbH Endingen	m ³	626	604*	648	648	619	599
Waste water fed into public water treatment plants	m ³	626	631	648	648	619	599

* Misprint

Our water is withdrawn from regional water supplies (Buetzberg respectively Endingen). No water sources are affected. We do not recycle or reuse water.

Biodiversity

We do not own land in or adjacent to protected areas. Our company's activities do not have a significant impact on biodiversity in protected areas and areas of high biodiversity value outside protected areas.

Habitats protected or restored: project Smaragd (Emerald), Europe-wide accepted. Engagement for the elm tree.

Our company's activities do not affect endangered plants or animals, as per IUCN Red List and national conservation list.

Total direct and indirect greenhouse gas emissions by weight

Data collection and relevant methodology	The details are based on the calculation of consumption values and site-specific data	
Direct emission of greenhouse gases		
Facility Buetzberg	CO ₂ fuel oil (t)	36.27
	CO ₂ petrol/diesel (t)	347.68
	CO ₂ air kilometres (t)	3.93
	CO ₂ electricity (t)	38.31
	Total	426.19
Facility Endingen	CO ₂ petrol/diesel (t)	167.41
	CO ₂ gas (t)	92.44
	CO ₂ air kilometres (t)	10.92
	CO ₂ electricity (t)	11.18
	Total	281.95
Indirect greenhouse gas emissions	None	
Sum of direct and indirect emissions	Overall (t)	708.14
The electricity purchased is sourced 100 % from hydro power plants.		

NOx, SOx and other significant air emissions by type and weight

Identification of significant air emissions		
Air emissions Buetzberg (basic data)	CO ₂ air kilometres (t)	3.93
	CO ₂ petrol/diesel (t)	347.68
	CO ₂ fuel oil (t)	36.27
	CO ₂ electricity	38.31
	Total (t)	426.19
Air emissions Endingen (basic data)	CO ₂ air kilometres (t)	10.92
	CO ₂ petrol/diesel (t)	167.41
	CO ₂ natural gas (t)	92.44
	CO ₂ electricity	11.18
	Total (t)	281.95
Total CO₂ emissions Girsberger Buetzberg/Endingen (t)		704
VOC (volatile organic compounds)	VOC (t)	6.05
Calculations based on measurement report of company Wanner		
SOx (sulphur dioxide)	Buetzberg oil firing + wood heating (t)	0.100
NOx (nitrogen oxides)	NOx petrol consumption GAG (t)	0.0083
	NOx petrol consumption GHAG (t)	0.0044
	NOx diesel consumption GAG (t)	0.1923
	NOx diesel consumption GHAG (t)	0.194
	Wood heating Buetzberg (t)	1.1020
	NOx oil firing Buetzberg (t)	0.0203
	NOx total Girsberger CH (t)	1.3469
Particulate matter, heating and production processes (t)		1.545
Calculations based on the measurement report of BECO dated September 2012 and Mr. Schneeberger, based on BAFU documentation		
Air emissions Endingen	Electricity consumption (kWh)	161,380
	Petrol/diesel consumption (l)	66,964
	Gas consumption (kWh)	596,406
	Air kilometres (km)	52,000
Carbon dioxide CO ₂	CO ₂ petrol/diesel (t)	167.41
	CO ₂ gas (t)	92.44
	CO ₂ air kilometres (t)	10.92
	CO ₂ electricity consumption (t)	11.18
	CO₂ total Girsberger GmbH (t)	281.95
	Less compensation air kilometres (t)	10.92
	Less compensation feed-in photovoltaic system (t)	4.73
	CO₂ total Girsberger GmbH (t)	266.31
VOC (volatile organic compounds)	Not measurable, traces	
SOx (sulphur dioxide)	Not measurable, traces	
NOx (nitrogen oxides)	petrol/diesel consumption (t)	0.085
	NOx total Girsberger GmbH (t)	0.085

Calculation method: direct measurement, site-specific data and basis of standard data.
 Important data and conversion factor

1 m ³ wood	= 200 kg = 840 kWh
1 litre fuel oil	= 10 kWh = 2.44 kg CO ₂
1 litre petrol	= 2.32 kg CO ₂
1 litre diesel	= 2.62 kg CO ₂
Pulsating factor petrol/diesel	= 2.5 kg
1 air kilometre	= 0.21 kg CO ₂
Compensation feed-in	= 0.040 kg CO ₂
1 litre diesel	= 1,800 mg = 0.0000018 t NOx consumption
1 litre petrol	= 750 mg = 0.000000 t NOx consumption
Pulsating factor diesel/petrol 1 litre	= 0.000001275 t NOx consumption
1 kWh natural gas	= 0.0155 kg CO ₂
1 kWh natural gas	= 0.0996 m ³
1 m ³ gas	= 11.1 kWh
Assumption of consumption Girsberger AG	petrol 8 litre/diesel 10 litre (by truck)
Pulsating factor Endingen	petrol/diesel 7 litre (without truck)
Wood firing Buetzberg	Calculations based on assumptions No measurements available, therefore data from Mr. Schneeberger, BAFU documentation Attention: data with measurement values calculated with 2,000 h/a = 0.52 t/a
Oil firing Buetzberg	Oil firing (fuel oil extra light = HEL) Calculations based on measurement report of company Lanz AG Langenthal and BAFU documentation of Mr. Schneeberger
Natural gas heating Endingen	Calculations based on BAFU documentation of Mr. Schneeberger. Details according to separate calculation

Waste water and waste

Planned water discharge	Total discharge 2,691 m ³ + rainwater calculated with m ²
Place of destination	Regional sewage system
Treatment method	No treatment necessary
Reused by another organisation	No, return back to cycle
Freshwater	By the organisation

All Girsberger companies are associated with local sewage treatment plants. No water bodies and related habitats are affected by the reporting organisation's discharges of water and runoff.

Total weight of waste by type and disposal method

Total waste	Location Buetzberg (t)	490.2
	Location Eendingen (t)	155.1
	Total waste (t)	645.3
Hazardous waste	Location Buetzberg (t)	0.86
	Location Eendingen (t)	0.00
	Total hazardous waste (t)	0.86
Non-hazardous waste	Total non-hazardous waste (t)	644.4
Composting	Marginal proportion, not measurable	
Reuse (t)	49.18 + 111.2 = 160.36	
Recycling	not quantifiable	
Incineration or use as fuel (t)	Buetzberg	39.58 + 400.6 = 440.18
	Eendingen	4.32
Landfill	None	
On-site storage	None	
Other disposal	Hazardous waste transport with http://www.chiresa.ch/index.php Disposal http://www.veolia-es.ch/de/	
Disposal of the waste is effected with information (advise notice for the circulation with hazardous waste) and standard procedures of waste management company.		

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

Hazardous waste	0.86 t (solvent, oil and oil emulsion, details according to delivery note of waste management company)
Total weight per place of destination	0.86 t (SOVAG, Worbstrasse 52, 3074 Muri/Berne)
Total weight with transport passing the national border	no transports passing the national border

All environmental laws and regulations according to ISO 14001 are observed.

Human Rights

Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken

Total number of significant suppliers	3
Contracts or screening	100 %
Suppliers with known CSR problems	0 %

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.

There were no incidents of discriminations.

We did not identify operations in which the right to exercise freedom of association and collective bargaining was at significant risk.

There is no risk for incidents of forced or compulsory labour due to legal regulations in Switzerland and Germany.

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.

Society

Total number and percentage of business units analysed for risks related to corruption, and identified significant risks

There were no incidents of corruption. An in-house system has been developed to continually check all business units for risks of corruption. All payments and transactions that are approved must be initiated by two employees with signing authority (including the CEO). This is also checked when the annual financial statements of the Girsberger Group are audited.

Girsberger Holding AG
Bernstrasse 78
4922 Buetzberg
SWITZERLAND

www.girsberger.com