

GRI CONTENT INDEX Supplement Key Performance Indicators 2021

The Worlée-Chemie Sustainability Report for the years 2018 - 2020 was compiled in compliance with the 2016 standards of the Global Reporting Initiative (GRI) with the Core option. An external audit was not carried out.

With this supplement some important key performance indicators for 2021 are added.

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Worlée-Chemie was once again awarded a platinum medal in the EcoVadis Sustainability Rating in autumn 2021. This result reflects excellent performance in the areas of environment, labor and human rights, ethics and sustainable procurement.

With its result, Worlée-Chemie is among the top 1% of the more than 95,000 companies assessed worldwide.

KEY PERFORMANCE INDICATORS Economy

204-1 Local Suppliers: Our local suppliers are from the federal states Schleswig-Holstein, Hamburg, Lower Saxony, Bremen and Mecklenburg-West Pomerania in the northern half of Germany

Technical suppliers of the Lauenburg and Lübeck factories

Calendar year	Number of active suppliers	Local supplier	% local suppliers
2018	227	163	71,8 %
2019	284	192	67,6 %
2020	247	164	66,4 %
2021	314	214	68,2 %

Suppliers of raw materials/packaging for the Lauenburg and Lübeck factories and Worlée-Chemie Hamburg

Calendar year	Number of active suppliers	Local supplier	% local suppliers
2018	195	45	23,1 %
2019	198	52	26,3 %
2020	204	58	28,4 %
2021	209	52	24,9 %

102-9, 308-1, -2, 414-1, -2 Supply chain, procurement practices, environmental assessment, social assessment of suppliers

Until 31.12.2021 we asked 62.68% (2020: 55.39%) of our active suppliers for raw materials and packaging to take part in an EcoVadis Assessment for proving their sustainability performance in the areas environment, labor and human rights, ethics and sustainable procurement. Up to now the results 74.81% of the invited suppliers are available.

Status of the assessed suppliers:

- 36 % „advanced“
- 54 % „confirmed“
- 10 % „partial“
- 0 % „unsufficient“

KEY PERFORMANCE INDICATORS Ecology

301-1, -2, -3 Material

Total weight of used materials	Value 2018	Value 2019	Value 2020	Value 2021
non-renewable raw materials [t]	22.690	20.620	21.967	21.710
renewable raw materials [t]	16.499	15.118	16.190	16.308
Portion of recycled raw materials [kg/kg]	0,028	0,024	0,022	0,040
Total	39.189	35.738	38.157	38.418

The materials contain only raw materials. Auxiliary and operating materials are not included. The quantities are based on measurements. Packaging materials are not recorded by weight. If possible under quality aspects, processed used packaging will be used. Raw material packaging and packaging used for internal purposes are mostly given for reprocessing.

All raw materials are sourced from external suppliers.

302-1, -3, -4 Energy

Energy consumption within the organization	Value 2018	Value 2019	Value 2020	Value 2021
Fuel consumption from nonrenewable sources (calorific value) [kWh]	22.191.039	21.834.088	20.148.585	18.013.155
Fuel consumption from renewable sources (calorific value) [kWh]	0	0	0	0
Annual electricity consumption [kWh]	9.356.759	9.016.825	8.708.503	8.402.366
Annual heating energy consumption [kWh]	1.173	0	512.090	1.387.546
Total annual energy consumption [GJ]	113.576	111.063	105.729	101.711
Energy intensity quotient [kWh/kg]	0,605	0,654	0,564	0,537

Fuel consumption includes natural gas, heating oil, liquefied petroleum gas, car fuels of company cars and the solvent resin mixture (HLMG) from cleaning processes, which is incinerated in our thermal post-combustion unit. Due to the lack of analyses and constantly changing composition, the value of heavy heating oil was taken as calorific value of the HLMG.

The calorific value of the natural gas used was taken from the information provided by the supplier. The conversion factors for determining the calorific value of other fuels are taken from the Allocation Regulation 2012 (UBA).

The heating energy consumption includes only heat sourced from outside. At the Lauenburg site, the amount of process heat received from a biogas plant was increased again after elimination of technical problems.

The energy intensity includes only the total energy consumption within the organization and refers to the production volume

303-1, -2, -3 Water

Water extraction by source	Value 2018	Value 2019	Value 2020	Value 2021
Rainwater (Annual amount) [m³]	996	1.445	1.283	1.393
Portable water consumption [m³]	44.715	45.554	45.750	36.989
Total	45.711	46.999	47.033	38.382

No water is taken from surface waters and no groundwater. At the Lauenburg site, rainwater is collected on roof surfaces and used as cooling water.

The extracted drinking water is used for sanitary purposes and after treatment (softening) as cooling water, boiler feed water and as a solvent for products.

The cooling water is recooled and reused after use. How often the cooling water is reused cannot be determined. The evaporation and desalination losses in the cooling towers are replaced by rainwater and treated drinking water.

305-1, 2, 4 Emissions

GHG Emissions	Value 2018	Value 2019	Value 2020	Value 2021
Direct (Scope 1) Gross volume, [t]	4.753	4.818	4.286	3.731
Indirect (Scope 2) Gross volume, [t]	34,19	33,36	36,60	17,65
Specific Intensity of GHG emissions Intensity quotient Annual amount of GHG emissions/ Annual production volume [kg/kg]	0,092	0,103	0,083	0,071

The calculation of direct CO₂ emissions includes all fuels with their CO₂ equivalent. The production processes produce no GHG. Worlée-Chemie is not subject to emissions trading.

The emission factor of the HLMG is that for heavy fuel oil. The emission factors for other fuels come from the Allocation Ordinance 2012 (UBA).

Since 2017, electricity has mainly been purchased from renewable sources. Only minor site connections are supplied with grey electricity. The specific GHG emissions are calculated from the sum of the GHG emissions Scope 1 and Scope 2 and relate to the production quantity.

306-1 bis -5 Sewage and waste

Annual volume of sewage	Value 2018	Value 2019	Value 2020	Value 2021
Sewage discharge by quality and point of discharge [m ³]	27.082	29.334	27.613	17.474
Annual volume of waste				
Waste, total Waste by type and disposal method Hazardous waste - total weight [t]	7.627	6.868	6.789	6.860
Hazardous waste for recycling Waste by type and disposal method Hazardous waste Recycling [t]	2.273	1.900	2.020	2.740
Hazardous waste recovery Waste by type and disposal method Hazardous waste Recovery, including Energy recovery [t]	1.916	1.877	1.642	931
Non-hazardous waste Waste by type and disposal method Non-hazardous waste - total weight [t]	325,7	259,4	264,3	242,1
External disposal - recycling Waste by type and disposal method Hazardous waste Waste incineration [t]	3.353	3.014	2.773	2.859

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Annual volume of waste	Value 2018	Value 2019	Value 2020	Value 2021
External disposal - removal Waste by type and disposal method Hazardous waste Landfill [t]	127,3	76,8	354,3	329,6
Transported hazardous waste [t]	5.426	4.731	4.883	5.686

The wastewater is fed into the municipal sewage treatment plants of the respective locations. The quantities were determined by subtracting the quantities of water that evaporate in the cooling towers or are used as solvents for products from the fresh water supply.

At the Lauenburg site, in addition to sanitary wastewater, only salted water from water softening is discharged. Other industrial wastewater is not produced in Lauenburg.

All waste is disposed of in accordance with the applicable laws and regulations. No waste has been shipped abroad.

No harmful substances were released in significant quantities during the reporting period.

KEY PERFORMANCE INDICATORS Social

102-8 Percentage of employees per employee category in each of the following diversity categories: gender, age brackets: under 30 years of age, 30–50 years of age, over 50 years of age

405-1a, 406-1 Percentage of persons in management bodies of an organization in the category specified above
The stated percentage is in relation to total employment in the respective region

	Employees As of 31/12.	m	%	f	%	<30	%	30-50	%	>50	%
Lauenburg	244	190	77,87	54	22,13	53	21,72	108	44,26	83	34,02
Hamburg	55	20	36,36	35	63,64	10	18,18	34	61,82	11	20,00
Lübeck	35	30	85,71	5	14,29	4	11,43	11	31,43	20	57,14
2018 total	334	240	71,86	94	28,14	67	20,06	152	45,51	115	34,43
% in management bodies			93,42		6,68		3,15		40,62		56,23
Lauenburg	232	179	77,16	53	22,84	46	19,83	109	46,98	77	33,19
Hamburg	55	20	36,36	35	63,64	10	18,18	32	58,18	11	23,64
Lübeck	37	31	83,78	6	16,22	4	10,81	12	32,43	21	57,76
2019 total	324	230	70,99	94	29,01	60	18,52	153	47,22	111	34,26
% in management bodies			68,05		31,95		1,38		50,00		48,62
Lauenburg	223	172	77,15	51	22,87	39	17,49	109	58,88	75	33,63
Hamburg	51	18	37,25	32	62,75	2	3,92	35	68,63	14	27,45
Lübeck	37	31	83,78	6	16,22	4	10,81	10	27,03	23	62,16
2020 total	311	222	71,38	89	28,62	45	14,47	154	49,52	112	36,01
% in management bodies			72,29		27,71		1,2		44,37		54,43
Lauenburg	227	170	74,89	57	25,11	37	16,30	112	49,34	78	34,36
Hamburg	40	15	37,50	25	62,50	2	5,00	26	65,00	12	30,00
Lübeck	38	32	84,21	6	15,79	4	10,53	11	28,95	23	60,53
2021 total	305	217	71,15	88	28,85	43	14,10	149	48,85	113	37,05
% in management bodies			65,00		35,00		0		48,33		51,66

Supplement Key Performance Indicators 2021

401-1a: Total number and percentage of new employees broken down by age bracket, gender and region.
The stated percentage is in relation to total employment in the respective region

	New employees	%	m	%	f	%	<30	%	30-50	%	>50	%
Lauenburg	27	12,05	25	11,16	2	0,89	12	5,357	13	5,80	2	0,89
Hamburg	6	12,50	3	6,25	3	6,25	3	6,25	3	6,25	0	0
Lübeck	7	18,42	6	15,79	1	2,63	4	10,53	2	5,26	1	2,63
2017 total	39	12,62	32	10,36	6	1,94	20	6,472	16	5,18	3	0,97
Lauenburg	26	10,66	18	7,38	8	3,28	10	4,098	15	6,15	1	0,41
Hamburg	8	14,55	1	1,82	7	12,73	4	7,273	4	7,27	0	0
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2018 total	35	10,48	26	7,78	9	2,69	14	4,192	20	5,99	1	0,30
Lauenburg	6	2,59	4	1,72	2	0,86	5	2,15	1	0,43	0	0
Hamburg	3	5,45	0	0	3	5,45	2	3,63	1	1,82	0	0
Lübeck	3	8,11	0	0	3	8,11	2	5,40	1	2,70	0	0
2019 total	12	3,70	4	1,23	8	2,47	9	2,77	3	0,93	0	0
Lauenburg	5	9,80	3	1,35	2	0,90	3	1,35	1	0,45	1	1,86
Hamburg	0	0	0	0	0	0	0	0	0	0	0	0
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2020 total	5	1,61	3	0,96	2	0,64	3	0,96	1	0,32	1	0,45
Lauenburg	22	9,84	13	5,73	9	3,96	8	3,52	12	5,29	2	0,88
Hamburg	2	9,65	0	0,00	2	5,00	1	2,50	1	2,50	0	0,00
Lübeck	6	5,0	6	15,79	0	0,00	1	2,63	4	10,63	1	2,63
2021 total	30	15,79	19	6,23	11	3,61	10	4,41	17	5,57	3	0,98

401-1b: Total number and percentage of employee fluctuation during the reporting period, broken down by age bracket, gender and region. The stated percentage is in relation to total employment in the respective region

	Resignation	%	m	%	f	%	<30	%	30-50	%	>50	%
Lauenburg	9	4,02	8	3,57	1	0,45	4	1,79	1	0,45	4	1,79
Hamburg	0	0	0	0	0	0	0	0	0	0	0	0
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2017 total	9	2,91	8	2,59	1	0,32	4	1,29	1	0,32	4	1,29
Lauenburg	6	2,46	4	1,64	2	0,82	4	1,64	1	0,41	1	0,41
Hamburg	1	1,82	0	0	1	1,82	0	0	0	0	1	1,82
Lübeck	3	8,57	3	8,57	0	0	0	0	0	0	3	8,57
2018 total	10	2,99	7	2,10	3	0,90	4	1,20	1	0,30	5	1,50
Lauenburg	18	7,76	15	6,46	3	1,29	6	2,58	5	2,15	7	3,01
Hamburg	3	5,45	1	1,81	2	3,63	0	0	3	3,63	0	0
Lübeck	1	2,70	1	2,70	0	0	0	0	0	0	1	2,70
2019 total	22	6,79	17	5,24	5	1,54	7	2,16	8	2,46	7	2,16
Lauenburg	14	6,28	11	4,93	3	1,35	0	0	4	1,79	10	4,48
Hamburg	4	7,84	2	3,92	2	3,92	1	1,96	2	3,92	1	1,96
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
2020 total	18	5,79	13	4,18	5	1,61	1	0,32	6	1,93	11	3,54
Lauenburg	18	7,93	14	6,17	4	1,76	8	3,52	7	3,08	3	1,32
Hamburg	13	32,50	4	10,11	9	22,50	1	2,50	8	20,60	4	10,00
Lübeck	5	13,16	5	13,16	0	0,00	1	2,63	2	5,26	2	5,26
2021 total	36	11,8	23	7,54	13	4,26	10	3,28	17	5,57	9	2,95

Supplement Key Performance Indicators 2021

401-3-a bis e:

Total number of employees with entitlement to parental leave according to gender:

	Total	m	f
2018	9	7	2
Lauenburg	5	4	1
Hamburg	3	2	1
Lübeck	1	1	0
2019	4	4	0
Lauenburg	3	3	0
Hamburg	1	0	1
2020	12	10	2
Lauenburg	8	8	0
Hamburg	3	1	2
Lübeck	1	1	0
2021	7	7	0
Lauenburg	6	6	0
Hamburg	1	1	0
Lübeck	0	0	0

401-3-a bis e:

Total number of employees, parental leave by gender:

	Total	m	f
2018	6	4	2
Lauenburg	3	2	1
Hamburg	3	2	1
2019	4	3	1
Lauenburg	3	3	0
Hamburg	1	0	1
2020	8	6	2
Lauenburg	5	5	0
Hamburg	3	1	2
Lübeck	0	0	0
2021	8	7	1
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	1	1	0

Return rate to work and retention rate of employees on parental leave by gender: 100%.

403-2a: Type of injuries, injury rate, occupational disease rate, rate of work loss days, absence rate, and work-related deaths of employees (salaried and industrial) with a subdivision according to:

	Type of injuries	Injury rate	Occupational disease rate	m	f
2018					
Lauenburg	4 occupational accidents (+1 across the board), of which 3 notifiable 1 non-notifiable commuting accident (+ 1 overarching from 2016)	630,08 Hours downtime 0,157% Injury rate	0	5	2
Lübeck	0	0	0	0	0
Hamburg	3 commuting accidents of which 3 notifiable	377,9 Hours downtime 0,405 % Injury rate	0	1	2
2019					
Lauenburg	11 occupational accidents of which 7 notifiable	585,91 Hours downtime 0,127% Injury rate	0	11	0
Lübeck	1 occupational accident notifiable	1.378,74 Hours downtime 1,897 % Injury rate	0	1	0
Hamburg	0	0	0	0	0
2020					
Lauenburg	11 Injuries of which 10 notifiable* 11 occupational accidents,	3.367 Hours downtime * 0,773 % Injury rate	0	11	0
Lübeck	3 Injuries of which 3 notifiable 3 occupational accidents	1.216 Hours downtime 1,662% Injury rate	0	3	0
Hamburg	0	0	0	0	0
2021					
Lauenburg	35 Injuries or minor injuries of which 5 notifiable 5 occupational accidents	875,28 hours downtime 1.000 man rate 24,88	0		
Lübeck	12 injuries or minor injuries Of which 2 notifiable 2 occupational accidents	1.236,14 hours downtime 1.000 man rate 60,61	0		
Hamburg	0	0	0		