

## GRI CONTENT INDEX Supplement Key Performance Indicators 2022

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 2022 are added.

The following GRI content index shows the key performance indicators along with the corresponding GRI standards and page numbers in this supplement

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In autumn 2022 Worlée-Chemie was once again delighted to be awarded a platinum medal from the CSR-platform EcoVadis.

In the annual assessments, 21 sustainability criteria in the areas of „environment“, „labour and human rights“, „ethics“ and „sustainable procurement“ are evaluated by qualified EcoVadis experts after extensive and detailed information on internal company guidelines, measures, actions and key figures have been verifiably proven.

With an overall score of 82 points and the platinum certificate, Worlée-Chemie is still in the top 1 % of the more than 100,000 companies worldwide that have now been evaluated by EcoVadis. .

## 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 %
2022	218	141	64,7 %

### 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 %
2022	198	51	25,7 %

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

Until 31.12.2022 we asked **92,42 %** (2021: 62,68 %) 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. This meant, that all the suppliers relevant to us based on purchasing value for these areas were invited. In addition, in the fourth quarter of 2022 we began asking technical suppliers and service providers to take part in Ecovadis Assessments. Up to now the results of **88.95 %** of the invited suppliers are available.

Status of the assessed suppliers:

41 % „advanced“ (2021: 36 %)

52 % „confirmed“ (2021: 54 %)

7 % „partial“ (2021: 10 %)

0 % „unsufficient“

## KEY PERFORMANCE INDICATORS Ecology

### 301-1, -2, -3 Material

Total weight of used materials	Value 2019	Value 2020	Value 2021	Value 2022
non-renewable raw materials [t]	20.620	21.967	21.710	14.753
renewable raw materials [t]	15.118	16.190	16.308	13.604
Portion of recycled raw materials [kg/kg]	0,024	0,022	0,029	0,036
<b>Total</b>	<b>35.738</b>	<b>38.157</b>	<b>38.019</b>	<b>28.358</b>

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 2019	Value 2020	Value 2021	Value 2022
Fuel consumption from nonrenewable sources (calorific value) [ kWh ]	21.834.088	20.148.585	18.024.579	16.675.414
Fuel consumption from renewable sources (calorific value) [ kWh ]	0	0	0	0
Annual electricity consumption [ kWh ]	9.016.825	8.708.503	8.402.366	7.978.296
Annual heating energy consumption [ kWh ]	0	512.090	1.837.546	1.173.163
Total annual energy consumption [ GJ ]	111.063	105.729	101.752	92.976
Energy intensity quotient [ kWh/kg ]	0,654	0,564	0,537	0,660

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 which is the amount of process heat drawn from a biogas plant at the Lauenburg site.

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 2019	Value 2020	Value 2021	Value 2022
Rainwater (Annual amount) [ m³ ]	1.445	1.283	1.393	1.386
Portable water consumption [ m³ ]	45.554	45.750	37.239	41.013
<b>Total</b>	<b>46.999</b>	<b>47.033</b>	<b>38.632</b>	<b>42.399</b>

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 2019	Value 2020	Value 2021	Value 2022
<b>Direct (Scope 1)</b> Gross volume, [ t ]	4.818	4.286	3.731	3.834
<b>Indirect (Scope 2)</b> Gross volume, [ t ]	33,36	36,60	17,65	15,58
<b>Specific</b> Intensity of GHG emissions Intensity quotient Annual amount of GHG emissions/ Annual production volume [ kg/kg ]	0,103	0,083	0,071	0,098

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.

The slight increase in GHG emissions from fuels is due to the fuel switch to light heating oil as a result of the Ukraine war.

### 306-1 bis -5 Sewage and waste

Annual volume of sewage	Value 2019	Value 2020	Value 2021	Value 2022
<b>Sewage discharge</b> by quality and point of discharge [ m³ ]	29.334	27.613	17.474	23.613
<b>Annual volume of waste</b>				
<b>Waste, total</b> Waste by type and disposal method Hazardous waste - total weight [ t ]	6.868	6.789	6.860	6.292
<b>Hazardous waste for recycling</b> Waste by type and disposal method Hazardous waste Recycling [ t ]	1.900	2.020	2.667	2.699
<b>Hazardous waste recovery</b> Waste by type and disposal method Hazardous waste Recovery, including Energy recovery [ t ]	1.877	1.642	931	614
<b>Non-hazardous waste</b> Waste by type and disposal method Non-hazardous waste - total weight [ t ]	259,4	264,3	242,1	351,9
<b>External disposal - recycling</b> Waste by type and disposal method Hazardous waste Waste incineration [ t ]	3.014	2.773	2.932	2.479

Annual volume of waste	Value 2019	Value 2020	Value 2021	Value 2022
<b>External disposal - removal</b> Waste by type and disposal method				
Hazardous waste	76,8	354,3	329,6	499,9
Landfill				
[t]				
<b>Transported hazardous waste</b>	4.731	4.883	5.686	5.326
[t]				

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	%
<b>Lauenburg</b>	244	190	77,87	54	22,13	53	21,72	108	44,26	83	34,02
<b>Hamburg</b>	55	20	36,36	35	63,64	10	18,18	34	61,82	11	20,00
<b>Lübeck</b>	35	30	85,71	5	14,29	4	11,43	11	31,43	20	57,14
<b>2018 total</b>	<b>334</b>	<b>240</b>	<b>71,86</b>	<b>94</b>	<b>28,14</b>	<b>67</b>	<b>20,06</b>	<b>152</b>	<b>45,51</b>	<b>115</b>	<b>34,43</b>
<b>% in management bodies</b>			93,42		6,68		3,15		40,62		56,23
<b>Lauenburg</b>	232	179	77,16	53	22,84	46	19,83	109	46,98	77	33,19
<b>Hamburg</b>	55	20	36,36	35	63,64	10	18,18	32	58,18	11	23,64
<b>Lübeck</b>	37	31	83,78	6	16,22	4	10,81	12	32,43	21	57,76
<b>2019 total</b>	<b>324</b>	<b>230</b>	<b>70,99</b>	<b>94</b>	<b>29,01</b>	<b>60</b>	<b>18,52</b>	<b>153</b>	<b>47,22</b>	<b>111</b>	<b>34,26</b>
<b>% in management bodies</b>			68,05		31,95		1,38		50,00		48,62
<b>Lauenburg</b>	223	172	77,15	51	22,87	39	17,49	109	58,88	75	33,63
<b>Hamburg</b>	51	18	37,25	32	62,75	2	3,92	35	68,63	14	27,45
<b>Lübeck</b>	37	31	83,78	6	16,22	4	10,81	10	27,03	23	62,16
<b>2020 total</b>	<b>311</b>	<b>222</b>	<b>71,38</b>	<b>89</b>	<b>28,62</b>	<b>45</b>	<b>14,47</b>	<b>154</b>	<b>49,52</b>	<b>112</b>	<b>36,01</b>
<b>% in management bodies</b>			72,29		27,71		1,2		44,37		54,43
<b>Lauenburg</b>	227	170	74,89	57	25,11	37	16,30	112	49,34	78	34,36
<b>Hamburg</b>	40	15	37,50	25	62,50	2	5,00	26	65,00	12	30,00
<b>Lübeck</b>	38	32	84,21	6	15,79	4	10,53	11	28,95	23	60,53
<b>2021 total</b>	<b>305</b>	<b>217</b>	<b>71,15</b>	<b>88</b>	<b>28,85</b>	<b>43</b>	<b>14,10</b>	<b>149</b>	<b>48,85</b>	<b>113</b>	<b>37,05</b>
<b>% in management bodies</b>			65,00		35,00		0		48,33		51,66
<b>Lauenburg</b>	218	166	76,15	52	23,85	30	13,76	109	50,00	79	36,24
<b>Hamburg</b>	38	16	42,11	22	57,89	2	5,26	23	60,33	13	34,21
<b>Lübeck</b>	41	35	85,37	6	14,63	3	7,32	15	36,59	23	56,10
<b>2022 total</b>	<b>297</b>	<b>217</b>	<b>73,06</b>	<b>80</b>	<b>26,94</b>	<b>35</b>	<b>11,78</b>	<b>147</b>	<b>49,49</b>	<b>115</b>	<b>38,72</b>
<b>% in management bodies</b>			71,74		28,26		2,17		41,31		56,52

Supplement Key Performance Indicators 2022

**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	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
<b>2018 total</b>	<b>35</b>	<b>10,48</b>	<b>26</b>	<b>7,78</b>	<b>9</b>	<b>2,69</b>	<b>14</b>	<b>4,192</b>	<b>20</b>	<b>5,99</b>	<b>1</b>	<b>0,30</b>
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
<b>2019 total</b>	<b>12</b>	<b>3,70</b>	<b>4</b>	<b>1,23</b>	<b>8</b>	<b>2,47</b>	<b>9</b>	<b>2,77</b>	<b>3</b>	<b>0,93</b>	<b>0</b>	<b>0</b>
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
<b>2020 total</b>	<b>5</b>	<b>1,61</b>	<b>3</b>	<b>0,96</b>	<b>2</b>	<b>0,64</b>	<b>3</b>	<b>0,96</b>	<b>1</b>	<b>0,32</b>	<b>1</b>	<b>0,45</b>
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
<b>2021 total</b>	<b>30</b>	<b>15,79</b>	<b>19</b>	<b>6,23</b>	<b>11</b>	<b>3,61</b>	<b>10</b>	<b>4,41</b>	<b>17</b>	<b>5,57</b>	<b>3</b>	<b>0,98</b>
Lauenburg	7	3,21	6	2,75	1	0,46	3	1,38	4	1,83	0	0,00
Hamburg	3	7,89	1	2,63	2	5,26	0	0,00	3	7,89	0	0,00
Lübeck	5	12,20	5	12,20	0	0,00	1	2,44	4	9,76	0	0,00
<b>2022 total</b>	<b>15</b>	<b>5,05</b>	<b>12</b>	<b>4,04</b>	<b>3</b>	<b>1,01</b>	<b>4</b>	<b>1,83</b>	<b>11</b>	<b>3,70</b>	<b>0</b>	<b>0,00</b>

**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	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
<b>2018 total</b>	<b>10</b>	<b>2,99</b>	<b>7</b>	<b>2,10</b>	<b>3</b>	<b>0,90</b>	<b>4</b>	<b>1,20</b>	<b>1</b>	<b>0,30</b>	<b>5</b>	<b>1,50</b>
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
<b>2019 total</b>	<b>22</b>	<b>6,79</b>	<b>17</b>	<b>5,24</b>	<b>5</b>	<b>1,54</b>	<b>7</b>	<b>2,16</b>	<b>8</b>	<b>2,46</b>	<b>7</b>	<b>2,16</b>
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
<b>2020 total</b>	<b>18</b>	<b>5,79</b>	<b>13</b>	<b>4,18</b>	<b>5</b>	<b>1,61</b>	<b>1</b>	<b>0,32</b>	<b>6</b>	<b>1,93</b>	<b>11</b>	<b>3,54</b>
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
<b>2021 total</b>	<b>36</b>	<b>11,8</b>	<b>23</b>	<b>7,54</b>	<b>13</b>	<b>4,26</b>	<b>10</b>	<b>3,28</b>	<b>17</b>	<b>5,57</b>	<b>9</b>	<b>2,95</b>
Lauenburg	15	5,77	11	5,05	4	1,83	3	1,38	6	2,75	6	2,75
Hamburg	6	15,70	0	0,00	6	15,79	1	2,63	5	13,16	0	0,00
Lübeck	4	1	4	9,76	0	0,00	1	2,44	1	2,44	2	4,88
<b>2022 total</b>	<b>25</b>	<b>5,00</b>	<b>15</b>	<b>5,05</b>	<b>10</b>	<b>3,37</b>	<b>5</b>	<b>1,68</b>	<b>12</b>	<b>4,04</b>	<b>8</b>	<b>2,69</b>

**401-3-a bis e:**

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

	Total	m	f
<b>2019</b>	<b>4</b>	<b>4</b>	<b>0</b>
Lauenburg	3	3	0
Hamburg	1	0	1
<b>2020</b>	<b>12</b>	<b>10</b>	<b>2</b>
Lauenburg	8	8	0
Hamburg	3	1	2
Lübeck	1	1	0
<b>2021</b>	<b>7</b>	<b>7</b>	<b>0</b>
Lauenburg	6	6	0
Hamburg	1	1	0
Lübeck	0	0	0
<b>2022</b>	<b>10</b>	<b>9</b>	<b>1</b>
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	3	3	0

**401-3-a bis e:**

**Total number of employees, parental leave by gender:**

	Total	m	f
<b>2019</b>	<b>4</b>	<b>3</b>	<b>1</b>
Lauenburg	3	3	0
Hamburg	1	0	1
<b>2020</b>	<b>8</b>	<b>6</b>	<b>2</b>
Lauenburg	5	5	0
Hamburg	3	1	2
Lübeck	0	0	0
<b>2021</b>	<b>8</b>	<b>7</b>	<b>1</b>
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	1	1	0
<b>2022</b>	<b>8</b>	<b>7</b>	<b>1</b>
Lauenburg	5	5	0
Hamburg	1	0	1
Lübeck	2	2	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
<b>2019</b>					
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
<b>2020</b>					
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
<b>2021</b>					
Lauenburg	35 Injuries or minor injuries of which 5 notifiable 5 occupational accidents	875,28 hours downtime 1.000 man rate 24,88	0	5	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	2	0
Hamburg	0	0	0	0	0
<b>2022</b>					
Lauenburg	5 accidents, of which 3 notifiable occupational accidents	1164,09 hours downtime 1.000 man rate 13,76	0	3	0
Lübeck	3 accidents, of which 2 notifiable occupational accidents	193,12 hours downtime. 1.000 man rate 48,78	0	2	0
Hamburg	0	0	0	0	0

**403-2c:** The set of rules used to recorded and report accident statistics: Internal time recording program