

# SP Moulding A/S

## Communication on Progress – 2012



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact**.

We welcome feedback on its contents.

## INDEX

STATEMENT OF CONTINUED SUPPORT .....	3
ABOUT SP MOULDING.....	4
Working with CSR .....	5
HUMAN RIGHTS.....	6
Statement of continued support.....	6
Implementation .....	6
Measurement of outcomes .....	6
Case: LifeStraw® Community delivers clean drinking water .....	9
LABOUR .....	10
Statement of continued support.....	10
Implementation .....	10
Measurement of outcomes .....	10
Case: Job training .....	12
ENVIRONMENT .....	13
Statement of continued support.....	13
Implementation .....	13
Measurement of outcomes .....	13
Case: Poland, phone and video meetings .....	14
Case: Biodegradable plastic material - Danish Nature Urn®.....	17
ANTI-CORRUPTION .....	18
Statement of continued support.....	18
Implementation .....	18
Measurement of outcomes .....	18
Global Reporting Initiative (GRI G3) - Performance Indicator Index .....	19

## STATEMENT OF CONTINUED SUPPORT



I am pleased to hereby confirm that SP Moulding reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In SP Moulding, our ambition is to contribute to sustainable development. We see a good correlation between behaving responsibly while increasing our internationalisation, earnings and growth.

To ensure that we live up to our ambition of responsibility, we established a CSR policy for SP Moulding in 2012. The CSR policy reflects our core value: to create the best plastic solutions for the benefit of both our customers and the surrounding environment. We act as an innovative, reliable and competitive partner for our customers and societies.

This is our first annual Communication on Progress and we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations.

We are also committed to share this information with our stakeholders using our primary channels of communication.

Our Communication of Progress report covers the period from 1 January 2012 to 31 December 2012.

Yours sincerely  
Frank Gad  
CEO



## ABOUT SP MOULDING

SP Moulding is a leading manufacturer of injection-moulded plastic precision components for a wide range of industrial enterprises worldwide.

SP Moulding corporate values:

Our employees are innovative, reliable and competitive. They work on a global level with our customers to create the best plastic solutions, not only for the benefit of the customers, but also for the environment.

We naturally comply with the principles in the International Labour Organization's conventions, UN's human rights conventions and Global Compact's 10 commandments.

We implement the Lean-processes at the production facilities to give our employees influence on their own work situation and work flow.

Plastic is the material of the future and only lack of creativity sets the limits for its applications in our future world.

SP Moulding has modern production sites in Denmark, China and Poland.

Production and processes in Denmark and China have been certified in accordance with DS/EN ISO 9001:2008 and DS/EN ISO 14001:2004. In Poland we have been certified in accordance with DS/EN ISO 9001:2008.

SP Moulding (Suzhou) Co. Ltd. in China and SP Moulding (Poland) Sp. z.o.o. manufacture technical plastics and perform assembly work.

In addition to the actual one-component injection moulding, we also have two- and three component injection moulding plus insert moulding. Everything is carried out in modern production facilities. The technology area also handles all finishing treatment such as ultrasound welding, surface treatment and printing. Furthermore SP Moulding is handling part or full assembly, packaging and consignment for a large number of customers.

In Karise (Denmark) and Zdunska Wola (Poland), the business unit SP Medical develops and manufactures injection mould medical devices and makes advanced coating solutions. SP Medical has been certified in accordance with ISO 9001, ISO 13485 and ISO 14001.

In 2012 SP Moulding generated revenue of DKK 488.3 million. EBITDA (earnings before depreciation, amortisation and impairment losses) was DKK 35.6 million. EBIT (earnings before financial items) amounted to DKK 12.9 million.<sup>1</sup>

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<sup>1</sup> GRI G3 EC-01. See SP Moulding Annual Report 2012.

## Working with CSR

We established our SP Moulding CSR policy in 2012 in consistence with our corporate values.

The CSR Policy is based on our compliance with all laws, regulations and standards as well as present practice within our business sector. In 2012 none of our sites have received administrative or judicial sanctions for failure to comply with laws, regulations and prevailing industry standards.<sup>2</sup>

This is our first CSR report and it is based on qualitative and quantitative data from our business units. All our sites in Denmark, Poland and China have delivered data in a systematic manner based on UN Global Compact principles and Global Reporting Initiative (GRI) indicators.

As it is our first CSR report, we do not have historical data to document developments and changes over time. Our aim is to be able to document general progress in our CSR work in our next Communication on Progress report in 2014.

Our CSR report is not verified by third-party. However, a comprehensive work with the collection and internal verification of information lies behind the report. Furthermore, all our sites are certified in accordance with a number of ISO standards by external certifying bodies.

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<sup>2</sup> GRI G3 SO-08.

## HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: make sure that they are not complicit in human rights abuses

### Statement of continued support

In 2012 we developed and adopted our SP Moulding CSR Policy. Here we state that we will support and respect the protection of international human rights. We also underline that we will strive to prevent any human rights violations.

Without employees, our company is nothing. With regards to the human rights of our employees, we state in our CSR Policy that we will provide them with good employment and that we will follow applicable laws and collective agreements with regard to wages and other employment conditions. We also state that we will work to ensure development opportunities and a safe and healthy working environment.

In 2012 and early 2013 we developed and adopted a SP Moulding Supplier Code of Conduct. In the Code of Conduct our suppliers and business partners are requested to support and respect the protection of international human rights and to remedy violations in case they are involved in such.

### Implementation

We are in the process of distributing our CSR Policy to our employees and to publish it on our website to make it available to all interested stakeholders.

In March 2013 we initiated a self-assessment screening process of our suppliers of tools based on a general risk assessment of these suppliers.

Starting from UN Global Compact and Global Reporting Initiative, our most significant suppliers of tools have been asked to report on a number of indicators with regards to human rights, labour, environment and anti-corruption. Our suppliers of materials do not participate in this screening, as they are large reputable international companies that already in a detailed manner publish their efforts in the area of CSR. We will report about the outcome of the supplier screening in our 2013 Communication on Progress report.

### Measurement of outcomes

No incidents of involvement in human rights violations have been reported in 2012.

In 2012 our suppliers did not undergo a systematic screening on human rights. In SP Moulding (Juelsminde) in Denmark, 4 contracts included human rights criteria or screening.<sup>3</sup>

We have received no substantiated complaints concerning breaches of employee or customer privacy.<sup>4</sup> Likewise we have received no administrative or judicial sanctions for failure to comply with laws and regulations concerning the provision and use of our products and services.<sup>5</sup>

With regard to our employees, in 2012 we have had an increase in the number of employees in our sites outside Denmark. The total number of employees in all our sites in 2012 was 615 employees.<sup>6</sup>

<b>Employee turnover Poland<sup>7</sup></b>	<b>Male</b>	<b>Female</b>
Age < 30	3	4
age 30-40	2	8
age 40-50	1	1
age 50-60	0	0
age 60-70	0	0
age > 70	0	0
<b>Total</b>	<b>6</b>	<b>13</b>

<b>Employee turnover China<sup>8</sup></b>	<b>Male</b>	<b>Female</b>
Age < 30	17	9
age 30-40	18	21
age 40-50	5	8
age 50-60	0	1
age 60-70	0	0
age > 70	0	0
<b>Total</b>	<b>40</b>	<b>39</b>

<b>Employee turnover Denmark<sup>9</sup></b>	<b>Male</b>	<b>Female</b>
Age < 30	2	3
age 30-40	2	5
age 40-50	5	5
age 50-60	2	3
age 60-70	1	1
age > 70	0	0
<b>Total</b>	<b>12</b>	<b>17</b>

At our sites in Denmark, wages and salaries and working conditions are determined in collective agreements resulting from central and local

<sup>3</sup> GRI G3 HR-02.

<sup>4</sup> GRI G3 PR-08.

<sup>5</sup> GRI G3 PR-09.

<sup>6</sup> GRI G3 LA-01.

<sup>7</sup> GRI G3 LA-02.

<sup>8</sup> GRI G3 LA-02.

<sup>9</sup> GRI G3 LA-02.

negotiations. In Poland and China (the smallest organizational entity), the conditions and rights of the employees are primarily stipulated by legislation, codes and regulation.

In general, we follow national labour market regulations and make sure that the salary of our employees is fair and equal; that the workweek is limited to an absolute maximum of 48 hours; that overtime is infrequent and limited; and that employees are given reasonable breaks and rest periods. We also seek to offer our employees additional benefits.

We work to ensure a safe and healthy working environment in all our sites.<sup>10</sup> In Poland every autumn, we organize vaccination against influenza for interested employees.

<b>Lost working Hours<sup>11</sup></b>	
Number of occupational injuries for employees	6
Lost working hours for employees because of occupational injuries	1,468
Fatalities of employees arising from an occupational injury	0
Lost working hours for employees because of sickness not due to occupational injuries	14,046

We take measures to improve health and safety at all our workplaces and we provide our employees with protective equipment, including safety shoes, safety glasses, safety gloves and work wear. We also provide our employees with necessary training to perform their tasks safely, including fire handling and first aid training.<sup>12</sup>

We seek to improve the qualifications of our employees through supplementary training and continuing education.<sup>13</sup> Many of our employees receive regular performance and career development reviews.

<b>Employees receiving regular performance reviews<sup>14</sup></b>	<b>No.</b>
Management / executive	8
White collar employees	64
Blue collar employees	291

<sup>10</sup> GRI G3 LA-07.

<sup>11</sup> GRI G3 LA-07.

<sup>12</sup> GRI G3 LA-07.

<sup>13</sup> GRI G3 LA-12.

<sup>14</sup> GRI G3 LA-12.



## Case: LifeStraw® Community delivers clean drinking water



LifeStraw® Community is a high-volume, point-of-use water purifier that provides reliable, safe drinking water for educational centres, communities and medical centres in the developing world. SP Moulding has been instrumental in developing this unique

offering from Vestergaard-Frandsen, which filters out bacteria, viruses and protozoan parasites without the use of chemicals, electric power or batteries. SP Moulding is now focusing on scaling up this offering from Vestergaard-Frandsen.

Approximately 43 % of the global population, especially the lower-income population in the remote and rural parts of the developing world, is deprived of household safe piped water. LifeStraw® Products has the potential to provide access to safe drinking water and to promote the basic human rights to life and health in developing countries.

## LABOUR

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

### Statement of continued support

In our CSR Policy, we state that we recognize our employees' right to freedom of association and collective bargaining. We also state that we denounce forced labour and child labour, and that we will not discriminate in the workplace.

In our Supplier Code of Conduct, our suppliers and business partners are requested to support and respect the protection of these international labour standards.

### Implementation

We are in the process of distributing our CSR Policy to our employees and to publish it on our website to make it available to all interested stakeholders. As described under the Human Rights section, we are also in the process of screening our suppliers with regard to UN Global Compact including the principles of labour rights.

SP Moulding is a member of the Confederation of Danish Industries (DI). In its capacity of employer's association, DI is responsible for collective bargaining at the Danish level within our sector. Through our membership of DI and in our daily practice, we support the right to freedom of association and collective bargaining and many of our employees are members of labour unions.

### Measurement of outcomes

We have not identified sites in Denmark, Poland or China in which the right to freedom of association and collective bargaining have been at significant risk.<sup>15</sup>

At the sites in Denmark, employees appoint representatives for joint consultation committees and working environment committees where they meet with local management. At the sites in Poland and China, systems have

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<sup>15</sup> GRI HR-05.

been established where the employees appoint spokesmen for negotiations with management.<sup>16</sup>

All our employees are provided with an employment contract and no claims of forced labour were reported in 2012.<sup>17</sup> Likewise no claims of discrimination were reported in 2012 and we only had a minor case of workplace harassment in SP Moulding (Suzhou).<sup>18</sup> As an international company, we respect differences in cultures and traditions and we value a diverse workforce.<sup>19</sup>

In general, we do not hire children or young workers below 18 years of age and no claims of child labour or forced labour were reported in 2012.<sup>20</sup> We only have one business unit - SP Moulding (Juelsminde) in Denmark – where we hire children above 13 years of age to help us with lighter work after school hours. In 2012, four children between 13 and 18 years of age worked for a maximum of 2 hours a day and we have special quality procedures for these children.<sup>21</sup>

<b>Composition of governance bodies and employment categories<sup>22</sup></b>				
	Board, Management / executives	White collar employees	Blue collar employees	Total
Age < 30	0	54	100	<b>154</b>
age 30-40	3	63	144	<b>210</b>
age 40-50	3	62	57	<b>122</b>
age 50-60	6	52	52	<b>110</b>
age 60-70	2	5	10	<b>17</b>
age > 70	1	0	1	<b>2</b>
<b>Total</b>	<b>15</b>	<b>236</b>	<b>364</b>	<b>615</b>

<b>Composition of governance bodies and employment categories<sup>23</sup></b>			
	Male	Female	Total
Board, Management / executives	12	3	<b>15</b>
White collar employees	68	75	<b>143</b>
Blue collar employees	148	309	<b>457</b>
<b>Total</b>	<b>228</b>	<b>387</b>	<b>615</b>

<sup>16</sup> GRI G3 HR-05.

<sup>17</sup> GRI G3 HR-07.

<sup>18</sup> GRI G3 HR-04.

<sup>19</sup> GRI G3 LA-13.

<sup>20</sup> GRI G3 HR-06 and HR-07.

<sup>21</sup> GRI G3 HR-06.

<sup>22</sup> GRI G3 LA-13

<sup>23</sup> GRI G3 LA-13

## Case: Job training

In 2011, SP Moulding Juelsminde in Denmark made an agreement with the local municipality of Hedensted to offer practical work experience to a woman with psychological problems. The woman had previously not been able to stay in a job for more than 2 weeks. The responsible team-leader in the production gradually introduced the woman to new and additional tasks. Today after 2 years, she works 6 hours a day and is happy and satisfied in her job. The local municipality has decided not to send her on for more practical experience training, and she now stays with SP Moulding in Juelsminde.

## ENVIRONMENT

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

### Statement of continued support

In our CSR Policy we state that we will work systematically to reduce our negative environmental impact and promote greater environmental responsibility through our certified environmental management systems.

In general, plastic has a number of unique characteristics and if plastic is produced and used wisely, it has a positive impact on the environment.

In our Supplier Code of Conduct our suppliers and business partners are requested to support and respect these principles of environmental responsibility.

### Implementation

We have a management system implementing our environment policies and goals. We are certified to the ISO 9001 standard and to the ISO 14001 standard. Our management system includes key elements from ISO/TS 16949. We comply with all environmental directives, among these the RoHS Directive, REACH.

We are in the process of distributing our CSR Policy to our employees and to publish it on our website to make it available to all interested stakeholders. As described under the Human Rights section, we are also in the process of screening our suppliers with regard to UN Global Compact including the principles regarding environment.

### Measurement of outcomes

We have not received any administrative or judicial sanctions for failure to comply with environmental laws and regulations.<sup>24</sup>

In our site in Juelsminde in Denmark, we had a factory inspection by the local authority in beginning of December 2012. The inspector found that we had not been in compliance with a local regulation from 2007 regarding the sorting

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<sup>24</sup> GRI G3 EN-28.

and disposal of kitchen waste separated from industrial waste incineration. Our procedure for handling waste has been improved and implemented by the end of December 2012. We did not receive any fine or other sanctions.<sup>25</sup>

### **Energy:**

We try to buy green electricity. In our SP Moulding sites Juelsminde and Stoholm (Denmark) and in our SP Medical site in Karise (Denmark) our purchased electricity stems from:<sup>26</sup>

- 50% coal power plant
- 25% natural gas plant
- 25% wind power energy / water power energy / nuclear power

We have done an active effort to save electricity by reducing our energy use and increasing our energy efficiency.<sup>27</sup> Initiatives on our various sites include:

- Automatic movement sensors in corridors,
- Replacement of lighting with a new generation of fluorescent (electricity consumption is now one third of consumption before the replacement)
- Lighting - the designation of sectors (production floor divided into eight areas to be controlled individually)
- Motion sensors in the locker rooms / kitchens / toilets
- New windows in warehouse and production areas
- Adjustment of cooling system by adding more effective ventilation system (60% warm air from cooling system is used to heat up 1728 m2 warehouse, which means that there is no need to use additional heaters in these areas)
- Using LED lights instead of common light bulbs;
- Setting up double-pane windows to insulate against noise and cold.

We have reduced our indirect energy source by replacing some of our business-related travel with video conferences and telephone meetings.<sup>28</sup> In China we encourage our employees to go to work by bus, metro or bicycle.

### **Case: Poland, phone and video meetings**

“We assume that we have one phone- or video meeting per week, which has replaced business travels. We estimate that we have saved 2,000 km per 2 weeks on business travels. During the year of 2012, it amounts to 50,000 km. The car uses 7 l of fuel per 100 km. This means that we have saved 3500 l of fuel in 2012. We assume that 6 l of fuel gives 11 kWh, which means that we saved 6416.7 kWh in energy in 2012.”

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<sup>25</sup> GRI G3 EN-28.

<sup>26</sup> GRI G3 EN-04.

<sup>27</sup> GRI G3 EN-05.

<sup>28</sup> GRI G3 EN-07.

<b>Direct energy consumption<sup>29</sup></b>	Giga Joules
Natural gas	7,423,11
Fuel oil	758,17
<b>Total</b>	<b>8,181,28</b>

<b>Indirect energy consumption<sup>30</sup></b>	kWh
Total purchase of electricity in kWh	18,541,484
Total purchase of electricity produced by renewable wind energy sources in kWh	3,140,857

### *Water*

Our use of water is allocated to our kitchens, toilets and bathing facilities as well as our cooling systems for machines and tools. All our cooling water runs in closed systems and is recycled.

In one of our sites in Poland, we have replaced cooling water with a special liquid, which does not demand exchange for 4 or 5 years.

In our sites we do weekly controls of the water consumption to detect any possible leak.<sup>31</sup>

<b>Water withdrawal<sup>32</sup></b>	M <sup>3</sup>
Total volume of water purchased from municipal water supplies or other water utilities in cubic meters used for any purpose.	17,500

### *Greenhouse gas emission:*

To reduce greenhouse gas emission, we focus on doing full loaded transports for both our purchase of raw materials and for the shipment of products to our customers.<sup>33</sup>

<b>Direct and indirect greenhouse gas emissions<sup>34</sup></b>	kg CO <sup>2</sup>
Direct emissions of greenhouse gases from combustion processes of natural gas	410,571
Indirect emissions of greenhouse gases resulting from the generation of purchased electricity	5,442,432

<sup>29</sup> GRI G3 EN-03

<sup>30</sup> GRI G3 EN-04

<sup>31</sup> GRI G3 EN-08

<sup>32</sup> GRI G3 EN-08

<sup>33</sup> GRI G3 EN-16

<sup>34</sup> GRI G3 EN-16

### *Waste:*

<b>Weight of waste in kg<sup>35</sup></b>	<b>Recycling</b>	<b>Incineration</b>	<b>Landfill</b>	<b>Other</b>	<b>Total</b>
Plastic	283,989	-	-	-	283,989
Packaging (plastic bags, cardboard, pallets etc.)	42,372	3,000	-	-	45,372
Scrap	26,475	93,130	20,275	-	139,880
Other	3,897	3,075	9,600	1,253	17,825
<b>Total</b>	<b>356,733</b>	<b>99,205</b>	<b>29,875</b>	<b>1,253</b>	<b>487,066</b>

An approved waste contractor collects all types of waste for recycling, incineration or landfill.

### *Materials:*

<b>Total plastic raw materials used<sup>36</sup></b>	<b>Kg</b>
Virgin plastic	4,315,576
Regranulate	155,914
<b>Total</b>	<b>4,471,490</b>

<b>Total materials being used for packaging purposes<sup>37</sup></b>	<b>Kg</b>
Plastic wrap	153,786
Cardboard	400,726
<b>Total</b>	<b>554,512</b>

<b>Recycled materials<sup>38</sup></b>	<b>Kg</b>
Weight of plastic regranulate from own production in kg	166,264
Weight of purchased regrinded plastic material in kg (plastic regranulate from external sources)	25,000
<b>Total</b>	<b>191,264</b>

### *Development of new environmental friendly products:*

We have a number of initiatives to develop and design products having a reduced negative environmental impact. We are constantly working to develop new innovative solutions for plastic and surface coatings in

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<sup>35</sup> GRI G3 EN-22.

<sup>36</sup> GRI G3 EN-01.

<sup>37</sup> GRI G3 EN-01.

<sup>38</sup> GRI G3 EN-02.



cooperation with our customers.<sup>39</sup> Our main customers are health care, Cleantech and food related industries and together with them we are working on future project developing equipment for renewable energy, improved energy efficiency and fuel cells.

### Case: Biodegradable plastic material - Danish Nature Urn®



Danish Nature Urn® is proof that innovative and unorthodox thinking can result in very exciting solutions when it comes to developing new products. The urn is developed in cooperation with Nordmark Jacobsen ApS, where SP Moulding has produced a special, biodegradable plastic material: a plant-based

material that degrades in less than 10 years buried in the ground. Production in Denmark ensures a minimal CO2 contribution, and Nature Urn® is thus a highly environmentally friendly product.

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<sup>39</sup> GRI G3 EN-26.

## ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

### Statement of continued support

In our CSR Policy we state that we do not participate in corruption or bribery and that we will not offer, promise or give any kind of bribes to improperly influence public officials, judges or business associates. We also state that we will refrain from receiving or accepting any bribes ourselves and that persons acting on our behalf are subject to the obligation not to participate in corruption or bribery.

In our Supplier Code of Conduct our suppliers and business partners are requested to support and respect these anti-corruption principles.

### Implementation

We are in the process of distributing our CSR Policy to our employees and to publish it on our website to make it available to interested stakeholders. As described under the Human Rights section, we are also in the process of screening our suppliers with regard to UN Global Compact including the principle of anti-corruption.

We are in the process of planning adequate procedures against anti-corruption as well as formal training sessions on anti-corruption for core employees.

### Measurement of outcomes

Management makes very detailed controlling on all sites and any significant transactions are analysed by management. As part of the audit of the Group companies the auditors have considered the risk of bribery and the measures taken by management to reduce this risk. No claims or request for monetary sanction for corruption and no legal corruption cases against any of our sites were reported in 2012<sup>40</sup>

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<sup>40</sup> GRI G3 SO-04

## Global Reporting Initiative (GRI G3)

### Performance Indicator Index

Indicator No.	Indicator Description	Page
EC-01	Direct economic value	4
EN-01	Materials used by weight or volume.	16
EN-02	Percentage of materials used that are recycled input materials.	16
EN-03	Direct energy consumption by primary energy source.	15
EN-04	Indirect energy consumption by primary source.	14, 15
EN-05	Energy saved due to conservation and efficiency improvements	14
EN-07	Initiatives to reduce indirect energy consumption and reductions achieved.	14
EN-08	Total water withdrawal by source.	15
EN-16	Total direct and indirect greenhouse gas emissions by weight.	15
EN-22	Total weight of waste by type and disposal method.	16
EN-26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	17
EN-28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	13,14
HR-02	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	7
HR-04	Total number of incidents of discrimination and actions taken.	11
HR-05	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.	10
HR-06	Operations identified as having significant risk for incidents of child labour, and measures taken to contribute to the elimination of child labour.	11
HR-07	Operations identified as having significant risk for incidents of forced or compulsory labour, and measures taken to contribute to the elimination of forced or compulsory labour.	11
LA-01	Total workforce by employment type, employment contract, and region.	7
LA-02	Total number and rate of employee turnover by age group, gender, and region.	7
LA-07	Rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities by region.	7
LA-12	Percentage of employees receiving regular performance and career development reviews.	8
LA-13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	11
PR-08	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	7
PR-09	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and service	
SO-04	Actions taken in response to incidents of corruption	18
SO-08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	5