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An unsere Anspruchsgruppen

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RvE/cdl

## Erklärung zur Unterstützung des UN Global Compacts

Sehr geehrte Damen und Herren,

gern bestätigen wir unsere fortdauernde aktive Unterstützung und Förderung der zehn Prinzipien des UN Global Compact im Bereich der Menschenrechte, Arbeitsnormen, Umweltschutz und Korruptionsbekämpfung.

Als Fortschrittsbericht gilt unser 2019 veröffentlichter zweiter Nachhaltigkeitsbericht, der unser Engagement für nachhaltige Entwicklung und Unternehmensführung beschreibt sowie das Supplement vom 15. April 2020 mit den in Übereinstimmung mit den GRI Standards Option Kern erstellten Kennzahlen für das Jahr 2019.

Wir versichern, dass wir auch in den nächsten Jahren die zehn Prinzipien des UN Global Compact weiter unterstützen und kontinuierlich daran arbeiten werden, deren Ziele zu fördern und in den täglichen Unternehmensprozess aktiv einzubinden.

Mit freundlichen Grüßen

Reinhold von Eben-Worlée  
Geschäftsführender Gesellschafter

Worlée-Chemie GmbH

## GRI CONTENT INDEX Supplement Key Performance Indicators 2019

The Worlée-Chemie Sustainability Report for the years 2016 – 2018 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.

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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<b>Economy</b>	<b>Solid foundation</b>	
102-9	Supply Chain	1, 2
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204-1	Proportion of local suppliers	2
<b>Ecology</b>	<b>High quality and environmental compatibility</b>	
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414-1, 414-2	Social assessment of suppliers	2

### Worlée wins EcoVadis Award



On March 12, Worlée-Chemie was recognized for its outstanding achievements in the field of sustainability. EcoVadis, the world leader in sustainability ratings, announced the winners of its annual Sustainable Procurement Leadership Awards and Sustainability Leadership Awards. Worlée-Chemie was among the lucky winners and was awarded with the "Sustainability Leadership Award Small to Medium Enterprise 2020" in the category "Best Performer Heavy Manufacturing" at EcoVadis' Sustain Conference.

The excellent score of 81 points achieved in summer 2019 makes Worlée-Chemie one of the best performing companies rated using the EcoVadis methodology. The EcoVadis evaluation methodology includes 200 categories and has been used in 160 countries worldwide.

The award program recognizes outstanding achievements in the areas of sustainability and sustainable procurement in the following categories: Stakeholder engagement, supplier engagement, supplier portfolio improvement, CSR performance, program leadership and regional performance. Nominees were judged on strategy and approach, procurement integration, scope and reach, and program results.

With this major success, Worlée-Chemie once again demonstrates its systematic and holistic approach to all stages of the supply chain. By focusing on sustainable supply chains, says Pierre-François Thaler (Co-CEO of EcoVadis), Worlée and all the other winners are contributing to a better world. Thaler described this year's winners as "great examples of companies that are leading the way, investing in sustainability performance and seeing the real impact through responsible action".

## 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
2016	222	146	65,8 %
2017	227	165	72,7 %
2018	227	163	71,8 %
2019	284	192	67,6 %

### 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
2016	203	44	21,7 %
2017	199	44	22,1 %
2018	195	45	23,1 %
2019	198	52	26,3 %

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

Until 31.12.2019 we asked 36,36 % 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 70,83 % of the results are available. We intend to involve all relevant suppliers to this reliable assessment scheme until end of 2021.

## KEY PERFORMANCE INDICATORS Ecology

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

Total weight of used materials	Wert 2016	Wert 2017	Wert 2018	Wert 2019
non-renewable raw materials [ t ]	26.381	26.952	22.690	20.620
renewable raw materials [ t ]	15.716	17.002	16.499	15.118
Portion of recycled raw materials [ kg/kg ]	0,023	0,028	0,028	0,024
<b>Total</b>	<b>42.097</b>	<b>43.954</b>	<b>39.189</b>	<b>35.738</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 2016	Value 2017	Value 2018	Value 2019
Fuel consumption from nonrenewable sources (calorific value) [ kWh ]	23.227.933	23.539.729	22.191.039	21.834.088
Fuel consumption from renewable sources (calorific value) [ kWh ]	0	0	0	0
Annual electricity consumption [ kWh ]	8.749.063	9.019.395	9.356.759	9.016.825
Annual heating energy consumption [ kWh ]	1.210.915	504.128	1.173	0
Total annual energy consumption [ GJ ]	119.476	119.028	113.576	111.063
Energy intensity quotient [ kWh/kg ]	0,587	0,575	0,605	0,654

Fuel consumption includes natural gas, heating oil, liquefied petroleum gas, car fuels of company cars and the thermal solvent after-combustion mixture (HLMG) from cleaning processes. Due to the lack of analyzes 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 has declined due to 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 2016	Value 2017	Value 2018	Value 2019
Rainwater (Annual amount) [ m <sup>3</sup> ]	1.418	1.901	996	1.445
Portable water consumption [ m <sup>3</sup> ]	26.248	46.060	44.715	45.554
<b>Total</b>	<b>37.666</b>	<b>47.961</b>	<b>45.711</b>	<b>46.999</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 2016	Value 2017	Value 2018	Value 2019
<b>Direct (Scope 1)</b> Gross volume, [ t ]	5.063	5.064	4.753	4.818
<b>Indirect (Scope 2)</b> Gross volume, [ t ]	2.868,00	41,04	34,19	33,36
<b>Specific</b> Intensity of GHG emissions Intensity quotient Annual amount of GHG emissions/ Annual production volume [ kg/kg ]	0,140	0,089	0,092	0,103

The calculation of direct CO<sub>2</sub> emissions includes all fuels with their CO<sub>2</sub> equivalent. The production processes produce no THG. 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 small secondary 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 2016	Value 2017	Value 2018	Value 2019
<b>Sewage discharge</b> by quality and point of discharge [ m <sup>3</sup> ]	23.953	28.681	27.082	29.334
<b>Annual volume of waste</b>				
<b>Waste, total</b> Waste by type and disposal method Hazardous waste - total weight [ t ]	7.132	8.207	7.627	6.868
<b>Hazardous waste for recycling</b> Waste by type and disposal method Hazardous waste Recycling [ t ]	1.776	2.092	2.524	1.985
<b>Hazardous waste recovery</b> Waste by type and disposal method Hazardous waste Recovery, including Energy recovery [ t ]	2.143	2.134	1.916	1.877
<b>Non-hazardous waste</b> Waste by type and disposal method Non-hazardous waste - total weight [ t ]	300,6	320,8	325,7	259
<b>External disposal - recycling</b> Waste by type and disposal method Hazardous waste Waste incineration [ t ]	3.179	3.886	3.063	2.929
<b>External disposal - removal</b> Waste by type and disposal method Hazardous waste Landfill [ t ]	34,1	94,9	123,5	76,76
<b>Transported hazardous waste</b> [ t ]	4.689	5.752	5.385	4.731

The waste water 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 are determined by the fresh water supply.

At the Lauenburg site, in addition to sanitary wastewater, only salted water from water softening is discharged. Other industrial waste water 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	206	159	77,18	47	22,82	39	18,93	93	45,15	74	35,92
Hamburg	42	16	38,10	26	61,90	9	21,43	23	54,76	10	23,81
Lübeck	31	25	80,65	6	19,35	1	3,23	16	51,61	14	45,16
<b>2016 total</b>	<b>279</b>	<b>200</b>	<b>71,68</b>	<b>79</b>	<b>28,32</b>	<b>49</b>	<b>17,56</b>	<b>132</b>	<b>47,31</b>	<b>98</b>	<b>35,13</b>
% in management bodies		92,84		7,16		1,56		40,63		57,81	
Lauenburg	224	176	78,57	48	21,43	47	20,98	97	43,30	79	35,27
Hamburg	48	19	39,58	29	60,42	8	16,67	30	62,50	10	20,83
Lübeck	38	33	86,84	5	13,16	4	10,53	14	36,84	20	52,63
<b>2017 total</b>	<b>309</b>	<b>227</b>	<b>73,46</b>	<b>82</b>	<b>26,54</b>	<b>59</b>	<b>19,09</b>	<b>141</b>	<b>45,63</b>	<b>109</b>	<b>35,28</b>
% in management bodies		93,53		6,47		3,12		39,06		57,82	
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
<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>
% 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
<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>
% in management bodies		68,05		31,95		1,38		50,00		48,62	

**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	16	7,77	10	4,85	6	2,91	9	4,369	7	3,40	0	0
Hamburg	2	4,76	0	0	2	4,76	2	4,762	0	0	0	0
Lübeck	1	3,23	1	3,23	0	0	1	3,226	0	0	0	0
<b>2016 total</b>	<b>19</b>	<b>6,81</b>	<b>11</b>	<b>3,94</b>	<b>8</b>	<b>2,87</b>	<b>12</b>	<b>4,301</b>	<b>7</b>	<b>2,51</b>	<b>0</b>	<b>0</b>
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
<b>2017 total</b>	<b>39</b>	<b>12,62</b>	<b>32</b>	<b>10,36</b>	<b>6</b>	<b>1,94</b>	<b>20</b>	<b>6,472</b>	<b>16</b>	<b>5,18</b>	<b>3</b>	<b>0,97</b>
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>

Supplement Key Performance Indicators 2019

**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	4,37	9	4,37	0	0	2	0,97	2	0,97	5	2,43
Hamburg	3	7,14	2	4,76	1	2,38	0	0	3	7,14	0	0
Lübeck	0	0	0	0	0	0	0	0	0	0	0	0
<b>2016 total</b>	<b>12</b>	<b>4,30</b>	<b>11</b>	<b>3,94</b>	<b>1</b>	<b>0,36</b>	<b>2</b>	<b>0,72</b>	<b>5</b>	<b>1,79</b>	<b>5</b>	<b>1,79</b>
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
<b>2017 total</b>	<b>9</b>	<b>2,91</b>	<b>8</b>	<b>2,59</b>	<b>1</b>	<b>0,32</b>	<b>4</b>	<b>1,29</b>	<b>1</b>	<b>0,32</b>	<b>4</b>	<b>1,29</b>
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>

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

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

	Total	m	f
<b>2016</b>	<b>9</b>	<b>5</b>	<b>4</b>
Lauenburg	5	3	2
Hamburg	4	2	2
<b>2017</b>	<b>12</b>	<b>9</b>	<b>3</b>
Lauenburg	8	7	1
Hamburg	4	2	2
<b>2018</b>	<b>9</b>	<b>7</b>	<b>2</b>
Lauenburg	5	4	1
Hamburg	3	2	1
Lübeck	1	1	0
<b>2019</b>	<b>4</b>	<b>4</b>	<b>0</b>
Lauenburg	3	3	0
Hamburg	1	0	1

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

Total number of employees, parental leave by gender:

	Total	m	f
<b>2016</b>	<b>9</b>	<b>5</b>	<b>4</b>
Lauenburg	5	3	2
Hamburg	4	2	2
<b>2017</b>	<b>11</b>	<b>8</b>	<b>3</b>
Lauenburg	7	6	1
Hamburg	4	2	2
<b>2018</b>	<b>6</b>	<b>4</b>	<b>2</b>
Lauenburg	3	2	1
Hamburg	3	2	1
<b>2019</b>	<b>4</b>	<b>3</b>	<b>1</b>
Lauenburg	3	3	0
Hamburg	1	0	1

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



Supplement Key Performance Indicators 2019

**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>2016</b>					
<b>Lauenburg</b>	9 Injuries of which 3 notifiable 7 occupational accidents, 2 commuting accidents	2244,5 Hours downtime 0,672% Injury rate	0	8	1
<b>Lübeck</b>	2 Injury rate of which 2 notifiable 2 occupational accidents	218,92 Hours downtime 0,424% Injury rate	0	2	0
<b>Hamburg</b>	1 notifiable commuting accident	123,2 Hours downtime 0,173% Injury rate	0	0	1
<b>2017</b>					
<b>Lauenburg</b>	7 Injuries (+ 1 overarching from 2016) of which 5 notifiable 6 occupational accidents, 2 commuting accidents (1 overarching from 2016)	1207,05 Hours downtime 0,331% Injury rate	0	7	1
<b>Lübeck</b>	2 occupational accidents, both notifiable	84,38 Std. Ausfallzeit 0,153% Verletzungsrate	0	2	0
<b>Hamburg</b>	0	0	0	0	0
<b>2018</b>					
<b>Lauenburg</b>	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
<b>Lübeck</b>	0	0	0	0	0
<b>Hamburg</b>	3 commuting accidents of which 3 notifiable	377,9 Hours downtime 0,405 % Injury rate	0	1	2
<b>2019</b>					
<b>Lauenburg</b>	11 occupational accidents of which 7 notifiable	585,91 Hours downtime 0,127% Injury rate	0	11	0
<b>Lübeck</b>	1 occupational accident notifiable	1.378,74 Hours downtime 1,897 % Injury rate	0	1	0
<b>Hamburg</b>	0	0	0	0	0

**403-2c:** The set of rules used for recording and reporting accident statistics: Internal time recording program.