

Worlée-Chemie • Postfach 74 08 07 • DE-22098 Hamburg

Worlée-Chemie GmbH

Grusonstraße 26
DE-22113 Hamburg

☎ +49 (0)40 733 33-0
☎ +49 (0)40 733 33-1170

Worlee-Chemie@worlee.de
www.worlee.de

An unsere Anspruchsgruppen

15. April 2021

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 legen wir das zweite Supplement zu unserem im Jahr 2019 veröffentlichten Nachhaltigkeitsbericht vor, der unser Engagement für nachhaltige Entwicklung und Unternehmensführung darstellt. Im Supplement berichten wir Kennzahlen in Übereinstimmung mit den GRI Standards Option Kern für die Jahre 2017 – 2020.

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 and 2020

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.

With this supplement some important key performance indicators for 2019 and 2020 added.

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

GRI-Standards	Title	Page
102-45 to 102-56	GRI Content Index Supplement Key Performance Indicators 2020	1
Economy	Solid foundation	
102-9	Supply Chain: EcoVadis Planitum medal	2
204-1, 308-1, 308-2, 414-1, 414-2	Procurement practices	2
204-1	Proportion of local suppliers	2
Ecology	High quality and environmental compatibility	
301-1, 301-2, 301-3	Materials	3
302-1, 302-3, 302-4, 303-1, 303-2, 303-3	Energy and water	3-4
305	Management approach climate protection: 10 years	1
305-1, 305-2, 305-4	Emissions	4
306-1 bis -5	Sewage and waste	5
308-1, 308-2	Environmental assessment of suppliers	2
Social	Fairness in our relationships	
401-1, 401-2, 401-3	Employment	6, 7
403-1, 403-2, 403-3, 403-4	Occupational health and safety	8
405-1, 405-2, 406-1	Diversity and equal opportunity, equal treatment	6
407-1, 408-1, 409-1, 412-1, 412-2	Human rights and responsibility	1
414-1, 414-2	Social assessment of suppliers	2



For ten years, Worlée-Chemie has been a member of the Germany-wide Climate Protection Companies Initiative. With its inclusion in the Excellence Initiative in 2010 during the first application campaign under expert assessment Worlée-Chemie was the first German chemical company to join this renowned association of German companies. Since then, Worlée-Chemie has been committed to ambitious goals in climate protection as well as energy and resource efficiency and actively implements corresponding measures as a pioneer for the German economy. With its long-standing membership in Klimaschutz-Unternehmen e.V.,

Worlée-Chemie illustrates its corporate commitment to sustainability and, through the implementation of climate protection projects, makes an important contribution to achieving Germany's climate policy goals and successfully shaping the energy transition.

Klimaschutz-Unternehmen e.V. forms a nationwide, cross-sector network for climate protection and energy efficiency, which was founded on the initiative of the Federal Ministry for the Environment, the Federal Ministry of Economics and the DIHK. All members have proven in a demanding admission procedure that they have been particularly committed to increasing internal energy efficiency in an innovative way in the past and commit themselves to doing so in the future as well. There is a lively exchange within the network - new projects and technical issues are discussed at regular meetings. The member companies want to show that climate protection and energy efficiency can be economically worthwhile and also sensitize other companies to these issues. The climate protection companies are in close contact with politicians and make their expertise and experience available to politicians and interested companies.

In addition to its own commitment, Worlée-Chemie also supports other initiatives that are particularly committed to climate protection. This year, for example, the company is supporting the [Plant-for-the-Planet initiative](#) with a substantial amount. In addition to training and promoting children and young people as ambassadors for climate justice, the initiative's goal is to mobilize humanity to plant 1,000 billion new trees.

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
2017	227	165	72,7 %
2018	227	163	71,8 %
2019	284	192	67,6 %
2020	247	164	66,4 %

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
2017	199	44	22,1 %
2018	195	45	23,1 %
2019	198	52	26,3 %
2020	204	85	41,7 %

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

Until 31.12.2020 we asked 55,39 (2019: 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 the results 68.14% of the invited suppliers are available.

Status of the assessed suppliers:

- 34 % „advanced“
- 56 % „confirmed“
- 10 % „partial“
- 0 % „unsufficient“



In 2020 Worlée-Chemie belongs again to the TOP 1 % of all companies assessed by this international CSR platform.

The assessment is based on 21 CSR-criteria performance in the areas environment, labor and human rights, ethics and sustainable procurement.

KEY PERFORMANCE INDICATORS Ecology

301-1, -2, -3 Material

Total weight of used materials	Value 2017	Value 2018	Value 2019	Value 2020
non-renewable raw materials [t]	26.952	22.690	20.620	21.967
renewable raw materials [t]	17.002	16.499	15.118	16.190
Portion of recycled raw materials [kg/kg]	0,028	0,028	0,024	0,022
Total	43.954	39.189	35.738	38.157

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 2017	Value 2018	Value 2019	Value 2016
Fuel consumption from nonrenewable sources (calorific value) [kWh]	23.539.729	22.191.039	21.834.088	20.148.585
Fuel consumption from renewable sources (calorific value) [kWh]	0	0	0	0
Annual electricity consumption [kWh]	9.019.395	9.356.759	9.016.825	8.708.503
Annual heating energy consumption [kWh]	504.128	1.173	0	512.090
Total annual energy consumption [GJ]	119.028	113.576	111.063	105.729
Energy intensity quotient [kWh/kg]	0,575	0,605	0,654	0,564

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 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

Supplement Key Performance Indicators 2019 and 2020

303-1, -2, -3 Water

Water extraction by source	Value 2017	Value 2018	Value 2019	Value 2020
Rainwater (Annual amount) [m³]	1.901	996	1.445	1.283
Portable water consumption [m³]	46.060	44.715	45.554	45.750
Total	47.961	45.711	46.999	47.033

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 2017	Value 2018	Value 2019	Value 2020
Direct (Scope 1) Gross volume, [t]	5.064	4.753	4.818	4.286
Indirect (Scope 2) Gross volume, [t]	41,04	34,19	33,36	36,60
Specific Intensity of GHG emissions Intensity quotient Annual amount of GHG emissions/ Annual production volume [kg/kg]	0,089	0,092	0,103	0,083

The calculation of direct CO2 emissions includes all fuels with their CO2 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.

Supplement Key Performance Indicators 2019 and 2020

306-1 bis -5 Sewage and waste

Annual volume of sewage	Value 2017	Value 2018	Value 2019	Value 2020
Sewage discharge by quality and point of discharge [m³]	28.681	27.082	29.334	27.613
Annual volume of waste				
Waste, total Waste by type and disposal method Hazardous waste - total weight [t]	8.207	7.627	6.868	6.789
Hazardous waste for recycling Waste by type and disposal method Hazardous waste Recycling [t]	2.092	2.273	1.900	2.020
Hazardous waste recovery Waste by type and disposal method Hazardous waste Recovery, including Energy recovery [t]	2.134	1.916	1.877	1.642
Non-hazardous waste Waste by type and disposal method Non-hazardous waste - total weight [t]	320,8	325,7	259,4	264,3
External disposal - recycling Waste by type and disposal method Hazardous waste Waste incineration [t]	3.886	3.353	3.014	2.773
External disposal - removal Waste by type and disposal method Hazardous waste Landfill [t]	94,9	127,3	76,8	354,3
Transported hazardous waste [t]	5.752	5.426	4.731	4.883

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.

On 15th May, 2020 there was a fire incident at the site Lauenburg. Due to well-working fire protection equipment, well-trained behavior of our employees and fast and coordinated intervention of the fire brigade the fire was successfully restricted to a part of the plant. The consequences are limited to property damages, there were neither physical injuries nor direct damages to the environment. We will report about the arised quantities of waste and disposal like extinguishing water, product disposal and dismantled production plant in our next sustainability report. As this was an extraordinary event, these quantities are not included in the a.m. data.

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	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
2017 total	309	227	73,46	82	26,54	59	19,09	141	45,63	109	35,28
% 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
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		43,37		54,34	

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

Supplement Key Performance Indicators 2019 and 2020

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

401-3-a bis e:

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

	Total	m	f
2017	12	9	3
Lauenburg	8	7	1
Hamburg	4	2	2
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

401-3-a bis e:

Total number of employees,
parental leave by gender:

	Total	m	f
2017	11	8	3
Lauenburg	7	6	1
Hamburg	4	2	2
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

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

Supplement Key Performance Indicators 2019 and 2020

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
2017					
Lauenburg	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
Lübeck	2 occupational accidents, both notifiable	84,38 Std. Ausfallzeit 0,153% Verletzungsrate	0	2	0
Hamburg	0	0	0	0	0
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

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

*On 15th May, 2020 there was a fire incident at the site Lauenburg. Due to well-working fire protection equipment, well-trained behavior of our employees and fast and coordinated intervention of the fire brigade the fire was successfully restricted to a part of the plant. The consequences are limited to property damages, there were neither physical injuries nor direct damages to the environment.

8 out of the mentioned 10 notifiable occupational accident were not physical accidents but psychological stress in the aftermath of the fire incident which also constitute the majority of hours downtime.