

# Sustainability Report 2020



**werfen**



*'The greatest threat  
to our planet is the  
belief that someone  
else will save it.'*

## **Robert Swan**

The world's first person to walk  
to both the North and South poles.

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# Letter from the President

I am delighted to present the 2020 Werfen Sustainability Report, the second since becoming a signatory member of the United Nations Global Compact in 2020.

In this edition you will read about all the new actions we carried out in 2020 and our achievements. Combined, they demonstrate our team's unwavering commitment to sustainability, even when faced with the challenges of COVID-19.

We are more dedicated than ever to world development, contributing to sustainable social and economic growth in the countries where we operate within the framework of Environmental Social Governance.

The UN Global Compact principles are aligned with our core values and our mission to improve laboratory medicine worldwide. Our second sustainability report represents our renewed commitment to a better world.

I would like to end this letter by expressing my sincere thanks to all our employees and partners who have made this possible, and I encourage everyone to participate in this exciting project.

Sincerely,



**Marc Rubiralta**  
President

# Towards a more sustainable future

## Werfen joins the UN Global Compact

In 2020, Werfen officially became a signatory member of the UN Global Compact.

The UN declared this decade a decade of action to deliver its Sustainable Development Goals (SDGs) by 2030. As a leader in our industry, we responded to this call.

Werfen supports the UN Global Compact as an integral part of our company values in favor of world development and as a differentiator for our customers, employees and partners.



## Ten Principles of the UN Global Compact

We adhere to the same principles promoted by the UN Global Compact. We commit to implementing the Ten Principles of this initiative, and to make them part of our strategic vision, organizational culture and day-to-day operations.

### 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.

### Labor

**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 labor.

**Principle 5:** The effective abolition of child labor.

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

### Environment

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

**Principle 8:** Undertake initiatives to promote greater environmental responsibility.

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

### Anti-corruption

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

## We commit to the UN Social Development Goals (SDGs)

The UN SDGs establish a framework for building a more inclusive and sustainable world. They also provide Werfen with the opportunity to deepen our collaboration with our stakeholders.

We are uniquely positioned to achieving the SDGs by:

- Proactively managing our internal operations and supply chain;
- Launching Corporate Social Responsibility programs;
- Diversity and Inclusion practices;
- The products, solutions, systems and services we offer our customers.

### Our stakeholders

Owners, employees, authorities, citizens, customers, internal customers, banks, regulatory bodies / health authorities, end-users, suppliers.

### Prioritizing the SDGs

All 17 UN SDGs are important to Werfen and we prioritize them in line with the expectations of our stakeholders. Below are the 14 SDGs we worked toward in 2020.



# Our approach to Sustainability

We have an obligation to our employees, our customers, our partners, our communities and the environment to drive our business sustainably.

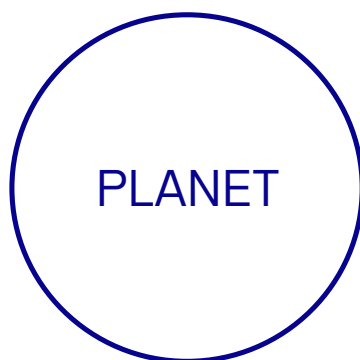
## The 3 P's of sustainability

We are focused on three areas, all equally important and interconnected:



### **Social equality**

Our commitment to human rights, security, equality, inclusion and diversity in all respects.



### **Environmental protection**

Our impact on the environment including CO<sub>2</sub> emissions, waste management or biodiversity.



### **Economic development**

Our economic growth and our efficiency using resources like energy or materials.

How do we understand Sustainability?

**Sustainability is operating our business satisfying the needs of our employees, partners and customers, now and in the future, without compromising the needs of our planet and future generations, while remaining profitable.**





## Our sustainability principles

- ✎ We believe in the importance of sustainability for people (socially), our planet (environmentally) and our profitability (economically).
- ✎ Our Senior Leaders are responsible for enabling employees to contribute to our sustainability objectives and to implement our corporate policy.
- ✎ Specifically, we support the Ten Principles of the UN Global Compact on: human rights, labor, environment and anti-corruption. We intend to implement these principles.
- ✎ We are committed to making the UN Global Compact and its principles part of our values, strategy, culture and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the UN, particularly the SDGs.
- ✎ We make a clear statement of this commitment in our annual sustainability report to stakeholders and the general public.

# An overview of Werfen

Werfen is a specialized diagnostics company committed to providing innovative diagnostic solutions for hospitals and commercial laboratories for the improvement of patient care. Our business lines are Hemostasis, Acute Care Diagnostics, Autoimmunity and Original Equipment Manufacturing (OEM). We also work in the Medical Devices field.



## Total Sales

2020 **€1.7 billion**

↗ **17.3% growth**  
over 2019 in constant  
currency terms

## People working at Werfen

2020 **5,501 employees**



## Patient samples tested around the world with our reagents and systems

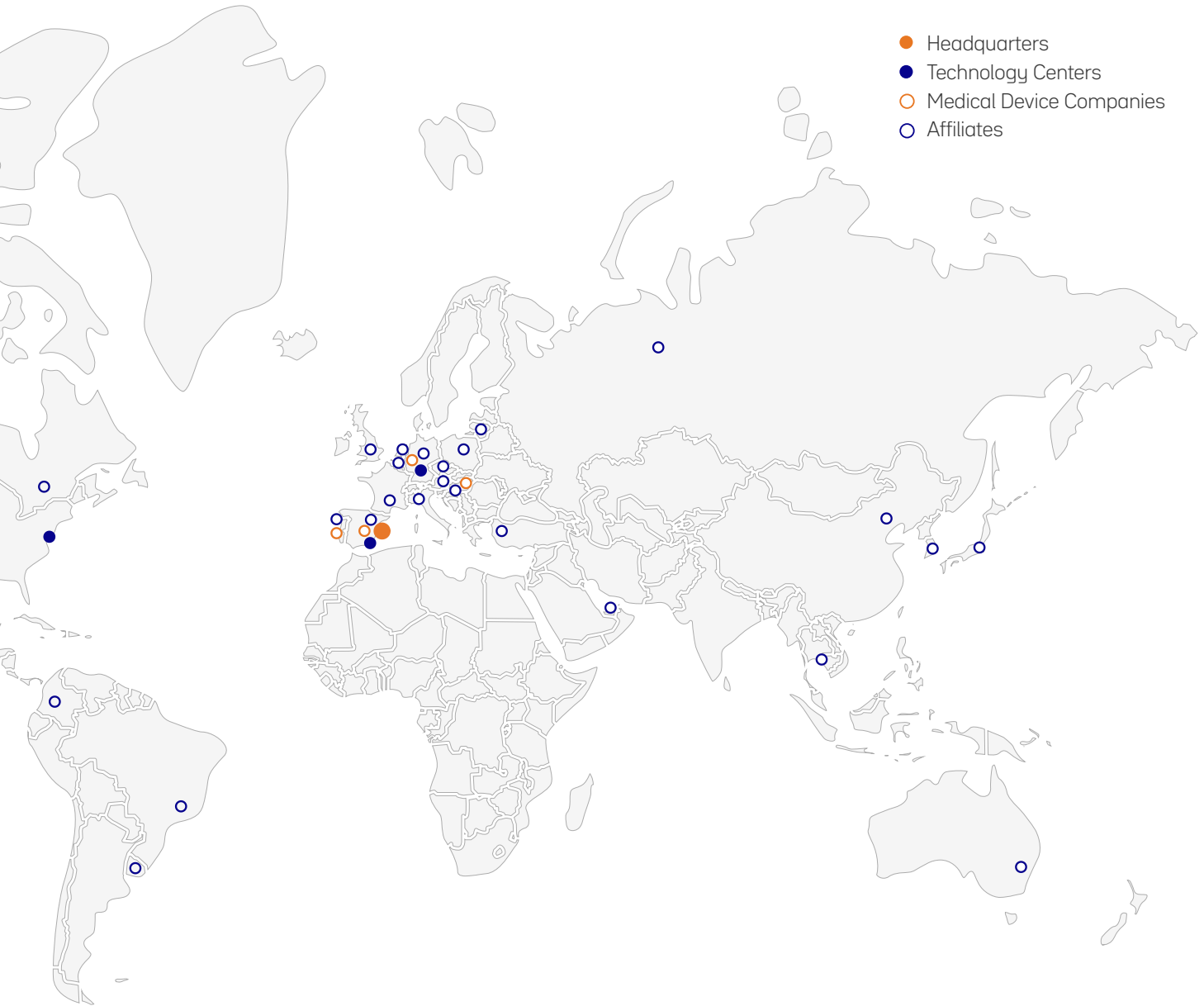
Every day **1.8 million samples**

“Werfen’s main contribution to society is achieved through its advanced diagnostics equipment and solutions which serve customers and patients in a unique way.”

**Marc Rubiralta**  
President

Private, family-owned, innovative company  
**founded in 1966** in Barcelona, Spain.

We offer professional opportunities to thousands of people around the world. Through prudent management, we generate the financial resources needed to invest for the long-term in new solutions that enhance patient care and customer effectiveness.



## Werfen around the world

### Headquarters

Barcelona, Spain

### Hemostasis and Acute Care Diagnostics

#### Headquarters and Technology Center:

Bedford, MA, USA

#### Technology Centers:

Hemostasis and Blood Gas Reagents  
Orangeburg, NY, USA

Whole Blood Hemostasis  
San Diego, CA, USA

Patient Blood Management  
Munich, Germany

### Autoimmunity

#### Headquarters and Technology Center:

San Diego, CA, USA

### Original Equipment Manufacturing

#### Technology Center:

Barcelona, Spain

### Medical Device Companies

Izasa Medical  
Izasa Scientific  
Leventon  
MC Medical  
Nicolai  
Comesa Hungary

### Affiliates

Mexico	Czech Republic
Colombia	Poland
Brazil	Russia
Uruguay	Lithuania
Canada	Turkey
Portugal	Austria
Spain	UAE
Italy	India
France	Thailand
UK	China
Belgium	Korea
Netherlands	Japan
Germany	Australia
Hungary	



2020  
A year  
of action

With each of the UN SDGs in mind, we set out specific objectives for 2020 and planned actions to meet them. What follows is a detailed report on our achievements for each of our objectives, with a deep-dive into all our Corporate Social Responsibility (CSR) initiatives around the world.

In 2020 we marked a milestone in our journey towards a more sustainable future by joining the UN Global Compact. It means that we commit to implementing its far-reaching Ten Principles, covering: Human Rights, Environment and Anti-Corruption.

## Together we can make a difference

The COVID-19 pandemic highlighted the need for social responsibility and the importance of working locally to alleviate poverty and hunger and give comfort to those in need.

Thanks to our *Together We Can Make a Difference* campaign, developed by our Global Human Resources department, Werfen magnified every employee contribution by a factor of ten.

This campaign began prior to COVID-19, when our people generously donated time and energy giving back to the community. In September 2020 however, while employees also faced the effects of the global pandemic, they made voluntary contributions from their paychecks to organizations that were making a significant difference. With 24% of our employees making donations, their funds were matched 10-fold, and donated mainly to foodbanks and organizations that support families, those on their own and the elderly.

### Contributions made to foundations and non-profit organizations

2020	11.7 € millions	2019	5.9 € millions
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*Please read on and learn about our initiatives in 2020.*



↘ Objective in 2020:

To undertake specific actions to tackle poverty in at least three different countries.

↘ Result:

Achieved. In 2020 we carried out actions in six different countries.

1 NO POVERTY



# SDG 1.

## No poverty

End poverty in all its forms everywhere

## SDG 1. No poverty

End poverty in all its forms everywhere



### Christmas Campaign – Spain

Our team in Lliçà d'Amunt, the town where our OEM Technology Center is located close to Barcelona, helped local families at risk of social exclusion by organizing a food collection, as well as a toy collection campaign called *No child without a gift*.

Employees were able to donate new toys or gifts that a child had asked for in their letter to the Three Kings (the Three Kings bring presents to children in Spain on January 6). Our employees sponsored a total of 40 children's letters.

### Orphanage in Tuzha – Russia

Our colleagues in Russia selected an orphanage in Tuzha, in the Kirov region about 800 km east of Moscow, where we donated computers and other hardware so that the 12 children living there could connect to the internet, participate in remote learning sessions and be ready for the digital challenges of 2020. In December, we also sent wireless headphones, sweets and Christmas and New Year gifts to the orphanage.

The team in Russia is planning more initiatives like this in the future.

### Strava Challenge – United Kingdom

Our team in the UK created the Strava Challenge, donating £1,000 to the charity selected by the team who completed more miles either running, walking, cycling or swimming. In 2020, we completed a total of 18,473.4 miles and the money was donated to Shelter, a housing and homelessness charity. We will continue this challenge in the coming years.

In addition, Werfen will support any other local initiatives suggested by employees by contributing another £1,000. And at every Christmas Meeting, the company will sell tickets for a basket and whoever wins it decides to which charity we donate the money collected.



Donated computers and hardware to an orphanage in Tuzha (Russia).



Children from the orphanage in Tuzha.



# SDG 1. No poverty

End poverty in all its forms everywhere

## Pane Quotidiano Milan – Italy

In September, seeing the social and economic havoc wreaked by COVID-19, the EEMEAI team decided to take action and help the local community. Our attention turned to *Pane Quotidiano* and its free food delivery point which is close to our headquarters in Milan.

*Pane Quotidiano* ('Daily Bread' NGO) was founded in Milan in 1898 as a non-religious, non-political, non-partisan and non-profit organization, whose primary objective is the distribution of free food packages and comfort goods to the most in need sections of the community and anyone who drops in to its premises.

As a first step, the team donated funds usually earmarked for half term meeting dinners and, starting in September, collected non-perishable food items and second-hand clothes to be delivered monthly to its headquarters.

Employees donated €1,889.50 to the cause. This amount was matched ten-fold by Werfen for a total of €18,889.



Pepe Zamora, Jordi Llorens and Mariella Scuderi of Werfen, with *Pane Quotidiano*'s vice president, Luigi Rossi on November 2, to present this initiative.



Delivering food and clothes in Milan with *Pane Quotidiano*.





## SDG 1. No poverty

End poverty in all its forms everywhere



### Delivering Happiness project in Palermo – Italy

In January 2020, we started the *Delivering Happiness* project, building a playground for a community of mothers and children in need in Palermo. In July, we sent them a swimming pool, to bring joy and summer fun to the children in the community.



The *Delivering Happiness* project: building a new playground in Palermo.



### ShoeBox project – Brazil

In 2020, we participated in a project called *ShoeBox for Christmas*. We packed more than 100 shoeboxes with gifts such as toys, school supplies or hygiene items, to send to impoverished kids in Brazil.





- Objective in 2020:  
To collaborate in at least two projects to tackle hunger.
- Result:  
Achieved. In 2020 we participated in six initiatives.



# SDG 2.

## Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

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End hunger, achieve food security and improved nutrition and promote sustainable agriculture



### The Charity Food Bank – Spain and Portugal

Team members from Spain (230) and Portugal (65) collected a total of €70,177 which was donated to the Charity Food Bank. Personal donations from employees were multiplied by 10 by the company.

### Hemostasis and Acute Care Diagnostics – United States

The *Together we can make a difference* campaign raised \$63,965 in the United States. Each of our Hemostasis and Acute Care Diagnostics facilities, in San Diego, CA; Orangeburg, NY; and Bedford, MA selected a local food bank for their donations. These organizations provide much needed, and greatly appreciated, nourishment to people in their communities.

- *The Merrimack Valley Food Bank, Inc.*  
Employees from Bedford, MA donated \$36,729 to this worthy organization. Located in Lowell, MA, the Merrimack Valley Food Bank has been transporting, storing and distributing food to disadvantaged members of the community since 1991. The food is accessed by food pantries, shelters and meal programs and feeds 65,000-70,000 individuals monthly.
- *Feeding San Diego*  
One in six people in San Diego County (California) now face hunger, and this statistic continues to grow in the community. In 2020, we donated \$13,926 to *Feeding San Diego*. As the COVID-19 pandemic hit, *Feeding San Diego* remained more committed than ever to serving people facing hunger across the county. They are working diligently to protect the health and safety of those they serve.
- *People to People*  
In 2020, we donated \$13,310 to *People to People*, the primary hunger relief organization in Rockland County (NY) that helps nearly 4,000 struggling Rocklanders put food on their tables every month.



The Feeding San Diego initiative



## SDG 2. Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

### Supporting children in need during COVID-19 – Germany and Austria

In the turmoil which visited all of our lives in 2020, our teams in Germany and Austria opted to donate funds to *Deutsches Kinderhilfswerk e.V.*, a charity providing Corona Emergency Aid Packages, consisting of Tutoring, Balanced Nutrition and Digital Learning elements. An example of the work it does is providing nutritious food for children in schools and after hours daycare.

In addition, its Digital Learning package provides families in need with digital learning equipment, including computers and desks. Its Tutoring package meanwhile, includes meetings between private tutors and children, obviously with self-distancing measures in place.

The donations from December 1, 2020 until January 15, 2021 totaled €4,577. Now, more than ever, this money is vital for families in need, especially if the pandemic continues apace.



*Deutsches Kinderhilfswerk e.V.*

### Autoimmunity gives back – United States

Our Autoimmunity business line has a history of supporting the San Diego, CA community in a variety of ways. Given the devastating impact the COVID-19 pandemic had on San Diego's community and economy, Autoimmunity employees put a priority on giving back during the 2020 holiday season.

The Autoimmunity Events team organized the Autoimmunity Gives Back initiative, supporting a San Diego Food Bank. The Jacobs & Cushman San Diego Food Bank is the largest hunger-relief organization in San Diego County. Last year, the food bank distributed 28 million pounds of food. It serves, on average, 350,000 people per month throughout the county.

This local initiative aligned with our global initiative *Together We Can Make a Difference*. Working together, we supported the San Diego Food Bank in three ways. Throughout November and December, we collected hundreds of pounds of non-perishable food to provide to those in need. In December, a team of Autoimmunity employees volunteered at the Food Bank's distribution warehouse, preparing food packages. Working together, they prepared 12,334 meals for families across San Diego County. Finally, 107 employees, along with Werfen's donation match, were able to provide the San Diego Food Bank with a check for almost USD 12,000. For the many San Diego families struggling through the pandemic, our employees embraced these many opportunities to work together to make a difference in our community.

### Rebost Solidari – Spain

The 2020 Bryan Landgraf Award for best employee, which totals €2,000, was donated in its entirety to the Rebost Solidari initiative in Lliçà d'Amunt to collect food to support local vulnerable families. Lliçà is the town where our OEM Technology Center is located, close to Barcelona.







↳ Objective in 2020:

To develop at least two initiatives to improve health and well-being in our communities.

↳ Result:

Achieved. We developed 11 health and well-being initiatives.

3 GOOD HEALTH  
AND WELL-BEING



# SDG 3.

## Good health and well-being

Ensure healthy lives and promote well-being  
for all at all ages

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Helping St. Damien Hospital – Haiti

We donated €72,172 to the Nuestros Pequeños Hermanos (NPH International) for the fight against COVID-19 in the pediatric St. Damien hospital in Haiti. We wanted to help the Haitian children facing this enormous challenge.

St. Damien hospital is located in Tabarre, 15 minutes from Port-au-Prince, and provides healthcare to 3 million people in the surrounding area. It is the only pediatric hospital in Haiti and the only healthcare center specializing in the treatment of children's respiratory diseases.



Doctors at St. Damien hospital in Haiti.

### Clinical instrumentation donation – China

In 2020, the China team donated 72 GEM® Premier 3500 Blood Gas Analyzers (an Acute Care medical instrument) to hospitals in Wuhan. More than 30,000 healthcare specialists were on the frontline taking care of patients and protecting the population.

The GEM Premier 3500 was a key piece of equipment on the clinical frontline, the emergency and intensive care units. Once delivered, the units were installed quickly thanks to our local distributor.



GEM Premier 3500 Blood Gas Analyzers in hospitals in Wuhan.

### Movember – Australia

Movember is an annual charity event involving the growing of moustaches during the month of November to raise awareness of men's health issues such as prostate cancer, testicular cancer, or men's suicide.

The Movember Foundation runs the event, and our Australia team collected A\$1,575 for this initiative in 2020.

### Donating to PM CARES – India

In 2020, all our colleagues in India contributed a day's salary to the *Prime Minister Citizen Assistance and Relief in Emergency Situations* (PM CARES) Fund, created for COVID-19. The contribution, which was matched by Werfen, raised €4,948 for the fund.

### Donating PPE – México

We donated protective personal equipment (PPE) consisting of surgical masks and safety suits, valued at MX\$48,000, to the Mexican Red Cross.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Bambini Cardiopatici nel Mondo ONLUS – Italy

*Bambini Cardiopatici nel Mondo* (Cardiopathic Children in the World) is an Italian association that works to reduce mortality in children affected by congenital heart diseases by providing high quality treatments and heart surgeries all over the world, especially in poor and developing countries.

Our commitment to saving children's lives around the world is stronger than ever. In March 2020 our EEMEAI team, together with *Bambini Cardiopatici nel Mondo*, sponsored the first successful mission to Egypt: A team of doctors from Italy traveled to Egypt for a week to train doctors on-site and to perform heart surgery on the more complex cases.

Congenital cardiac deformities are the leading cause of death among children. All over the world more than 6 million children suffer from heart disease, and 800,000 out of 1 million newborns affected by one of these deformities typically do not survive. This organization is working to improve those odds.

A second mission in Romania is being planned with the same team of doctors.

### Donating to Hogar Santa Rita – Colombia

Employees in Colombia made a donation of €500 to Hogar Santa Rita de Cascia-Bogotá in 2020. The charity provides comprehensive care to about 60 handicapped kids and teenagers who have sadly been abandoned by their families in hospitals.

### Solidary hot chocolate – Spain

Colleagues from our OEM Technology Center in Llicà d'Amunt (Barcelona) organized a solidary breakfast, a hot chocolate feast, to raise funds for the new Children's Cancer Hospital in St Joan de Déu (Barcelona). We raised €1,700.



Professor Alessandro Frigiola and Werfen colleagues Pepe Zamora and Stefano Fialà in Egypt.



Dr. Mauro Cotza and Professor Alessandro Frigiola during heart surgery training.





## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Sterilizing masks – Spain

With the increased demand for PPE to fight COVID-19, a group of 60 volunteers in Vallromanes (close to Barcelona) sewed 9,000 masks, 1,000 medical gowns and 800 caps for small local hospitals, care-homes and other healthcare institutions. They needed a company who could sterilize some of the sewn items. The town hall in Vallromanes contacted us and in 2020 we took on the challenge.

At our OEM facilities in Llicà d'Amunt (Barcelona), we sterilized more than 5,000 units of PPE.

### Sewing PPE: The It's Sew IL! initiative – United States

During the initial stages of the COVID-19 pandemic, when there was a high demand for personal protective equipment (PPE) in hospitals, a group of 12 volunteers from our teams in Bedford, Orangeburg, San Diego and the field sewed face masks, scrub caps and headbands with buttons (ear-savers). These were sent to some of our customers (hospitals and labs), local shelters and other hospitals.

This effort resulted in 1,320 adult masks, 355 children masks, 329 scrub caps and 144 headbands.

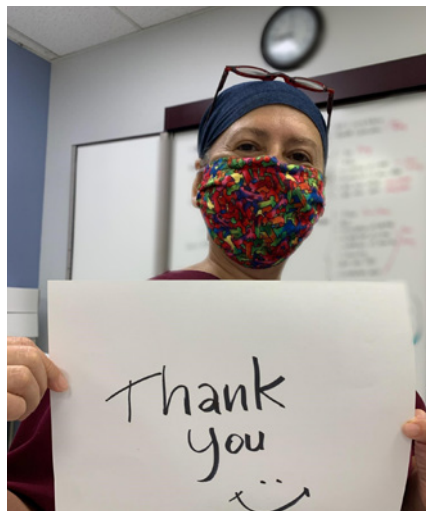
### Donating fruit to local hospitals – Spain

For a few years now, our OEM Technology Center has been supplying fruit to our employees in the facilities. The company Refruiting comes around twice a week and provides fruit baskets in our coffee corners. In 2020, due to the pandemic, this service stopped for health and safety reasons and we decided to give the equivalent of a month's consumption (520 kg of fruit) to various local hospitals and health centers.

Here are the hospitals we supported: Hospital Sant Pau, Hospital Campaña Sant Pau (Centro deportivo CEM Guinardó), Hotel Pacientes Sant Pau (COVID-19) (Ilunion Barcelona), Hotel Profesionales Sant Pau (LIMPIO) (Ilunion Bell art), Cap Gran Sol Badalona, Residencia Alchemika de Fundación Pere Mata Social, Hospital Psiquiátrico Benito Menni CASM.



Werfen colleagues in our OEM Technology Center donating fruit to local hospitals.



Thank you from our customer at Jackson Memorial Hospital in Florida, wearing one of our hand-made masks.



Finished masks ready to be shipped!



↘ Objective in 2020:

To carry out at least two educational activities outside Werfen, and to incorporate at least 500,000 hours of internal training.

↘ Result:

Achieved. We carried out three external actions and performed 557,676 hours of internal training.



# SDG 4.

## Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

## SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



### Building a kindergarten – Burkina Faso

Our team in Italy donated €25,580 to the Wend Barka association to build a kindergarten in Boussé, a town about 50 km from that region's capital of Ouagadougou. The school for young children will be built within a compound managed by the Apostles of the Sacred Heart (SASC) which also contains a medical center that Wend Barka has supported with various interventions throughout the years.

The goal is to provide a few hundred young children with access to education, food and health support, in order to fight malnutrition and social exclusion. Werfen has direct contact with the construction company building the school, which is estimated to be ready in 2021.

The World Food Programme (WFP) has confirmed that, in Burkina Faso, the intensification of violence and rebel incursions in 2020 coincided with a tripling of the number of people suffering from critical levels of malnutrition in the country.

Wend Barka is an international solidarity non-profit organization founded in 2009 to promote and support aid and development actions in Third World countries, promoting educational and health care for minors, without religious, ethnic or other distinctions.

### Continuous Education Program with the Ministry of Health – Kingdom of Saudi Arabia

Continuous medical education is key for health practitioners to update their clinical knowledge and acquire new skills to remain up-to-date with the latest developments in their field.

Werfen partnered with the Abdulla Fouad for Medical Supplies and Service Company (AFMS) who partnered with the Saudi Ministry of Health to co-develop a Continuous Education Program, a two-year plan (2019 – 2020) for continuous education, covering the main four areas of the country: Central, Western, Eastern and Southern. It is the first educational program that the Ministry of Health has ever granted to a commercial company. The co-developed program was designed to provide healthcare professionals with access to live continuous education courses to improve patient care and management. Topics covered were Werfen solutions in Hemostasis, Acute Care and Autoimmunity.

In each of the four regions, AFMS arranged half-day sessions specializing in each one of the three topics.

These courses were accredited by the Saudi Health Association and supported by external speakers, who delivered purely scientific talks without any commercial references.

Approximately 50 attendees joined each one of the basic level sessions, which were offered in the first year of the plan. The same number attended the advanced sessions, in the second year.

Feedback from attendees was very positive. This successful experience has led us to arrange further sessions in the regions where education related to Hemostasis, Acute Care and Autoimmunity is still needed. Because of COVID-19, these are currently running online.

### Middlesex Community College Scholarships – United States

Since 2019 Werfen has donated \$10,000 annually to help deserving students who have completed a significant portion of the coursework required to earn their associate degree from Middlesex Community College (MCC), but are struggling financially to continue their studies. This scholarship is granted to two MCC students each year.

Additionally, in 2020, we donated a GEM Premier 3500 and an ACL TOP 300 to the MCC for educational purposes.

### Werfen's continuous internal training and education

At Werfen we believe training is key for the continuous development and engagement of our people. In 2020, despite all the challenges brought on by the COVID-19 pandemic, we were able to carry out a total of 12,201 sessions, offering an estimated 557,000 hours of training. In 2019, we carried out 21,318 sessions and more than 593,000 hours of training.

#### Hours of internal training

2020 **557,000** est. hours



### Objective in 2020:

Increase the % of women employees towards equality.

### Result:

Achieved. We now have 44.9% women employees, representing a 0.2% increase.




We promote non-discrimination of our employees by reason of gender, as well as equality of opportunity.

We share formal values that foster equality, respect and counter discrimination. We have various formal action protocols to protect employees in the event of any kind of harassment. In this respect, the Werfen Code of Ethics describes the standards all of our employees are expected to meet, at all times.

In 2020, we continued implementing actions regarding equality between women and men, to comply with local laws and to facilitate universal accessibility to people with disabilities.

In 2019 female employees at Werfen comprised 44.7% of our workforce; and in 2020 we increased that figure to 44.9%.

#### Female employees

2018	2256	
2019	2349	
2020	2474	



# SDG 5.

## Gender equality

Achieve gender equality and empower all women and girls

# SDG 7.

## Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

Werfen is committed to increasing our consumption of clean energies that minimize the global impact of CO<sub>2</sub> emissions.

Our total worldwide consumption of electrical power in 2020 was 42,369,178 kWh, of which 41% was from clean energy sources (e.g. solar, hydraulic or aeraulic energy).



### Total mt Co<sub>2</sub> Clean Energy

41%

#### ↘ Objective in 2020:

To increase to 30% the kWh of clean energy across all Werfen companies.

#### ↘ Result:

Achieved. We increased our clean energy to 41% of our total energy consumption.



↘ Objective in 2020:

To incur fewer than 242,674 hours of absence from work.

↘ Result:

Achieved. We recorded 214,713 hours of absence in 2020.

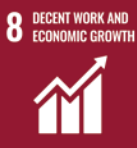
The most critical and significant aspects of our colleagues' safety, health and well-being are the catalyst for all of our planning and development activities. The following statements from Werfen's Code of Ethics on health and safety at work demonstrate our strategic and unwavering commitment:

- Developing actions aimed at complying with local legislation in this regard.
- Ensuring that any potential risk situation that may affect employees or safety in our facilities is notified, assessed and managed as efficiently as possible.
- Striving to maintain a risk-free working environment by integrating occupational risk prevention and measures to protect and promote health and well-being into our business management.

Absence from work

2020

214,713 man hours



# SDG 8.

## Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

# SDG 9.

## Industry innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



We have R&D departments at all of our technology centers, and consider this is one of the most important processes in the lifecycle of our products.

Our R&D budget in 2018 was €93 million, increasing to €103 million in 2019 and to €106 million in 2020.

### R&D Investment

2018 93 € millions

2019 103 € millions

2020 106 € millions

- Objective in 2020:  
To increase our investment in R&D.
- Result:  
Achieved.





↘ Objective in 2020:

To receive zero complaints at the internal Ethics Channel and to launch an external coaching scheme.

↘ Result:

Achieved. We received zero inequality-related complaints and we developed one external coaching project.

10 REDUCED INEQUALITIES



# SDG 10.

## Reduced inequalities

Reduce inequality within and among countries



## SDG 10. Reduced inequalities

Reduce inequality within and among countries



### Werfen's approach to inequality

We promote non-discrimination by reason of birth, race, gender, sexual orientation, religion, opinion or any other circumstance, personal or social condition of our employees. We also promote equality of opportunity, paying special attention to diversity, and the inclusion of people with disabilities.

We have in-house processes which encourage all employees to apply for internal vacancies regardless of gender. These processes foster diversity and the transfer of talent among our companies. We have shared formal values that promote respect and counter discrimination. There are also various formal action protocols that protect employees in the event of any kind of harassment. Werfen's Code of Ethics describes the standards all employees are expected to meet.

In the framework of our commitments in the area of diversity, our goal is to remove physical barriers to facilitate effective integration of employees with disabilities. In 2020, the average number of Werfen employees worldwide with some form of disability was 29.

Since 2016, Werfen has had an Ethics Channel in place as an additional mechanism of risk control. This method of direct, confidential communication is available for all employees to enquire about matters of compliance or report possible breaches of the Code of Ethics or the internal policies we develop.

No inequality-related complaints were received in 2020.



Young students being coached by Werfen volunteers in Spain as part of the Fundación Exit coaching project.

### Foundation Exit – Spain

In February 2020, seven volunteers from our team in Spain joined the Fundación Exit in a coaching project that lasted for two months.

In October 2020, we did the same with another 14 volunteers. The main objective of this project was to improve the personal development of young students who are in situations of social exclusion. Each volunteer coached a teenager over the course of two months, sharing their professional and personal experience so that they could explore the student's ambitions, strengths and talents. We support them in their quest to realize their dreams, whatever these may be.



↳ Objective in 2020:

To comply with all our eleven consumption goals for the year.

↳ Result:

Each goal is detailed on the next page.



# SDG 12.

## Responsible consumption and production

Make cities and human settlements inclusive, safe, resilient and sustainable

## SDG 12. Responsible consumption and production

Make cities and human settlements inclusive, safe, resilient and sustainable



	Objective	Result	
01	Keep the <b>waste ratio</b> (kg/Delivery Note x 100) in our Iberia distribution hub at 85% or lower.	81%	<input checked="" type="checkbox"/>
02	Keep <b>electricity consumption</b> in KWh/m <sup>2</sup> x delivery note to under 0.00032 in our distribution center in Spain.	0.00031	<input checked="" type="checkbox"/>
03	Keep <b>water consumption</b> in in m <sup>3</sup> /m <sup>2</sup> x employee under 0.0010 in our distribution center in Spain.	0,0004	<input checked="" type="checkbox"/>
04	Perform an <b>assessment of transportation suppliers</b> in our distribution center in Italy, including environmental aspects.	Done	<input checked="" type="checkbox"/>
05	<b>Conserve water</b> by repairing and/or replacing at least two components of the fire water supply system at our Hemostasis and Acute Care Headquarters and Technology Center in Bedford, MA.	Done	<input checked="" type="checkbox"/>
06	Divert at least 5% of the baseline weight of <b>food waste</b> generated in at least one office-break area to composting, in Bedford, MA.	Done	<input checked="" type="checkbox"/>
07	Replace polystyrene cups with a <b>greener alternative</b> in cafeteria and break areas in Bedford, MA.	Styrofoam cups were replaced by paper cups in the cafeteria and break areas.	<input checked="" type="checkbox"/>
08	Continuously improve <b>employee awareness regarding environmental issues</b> and status of company initiatives in our Bedford facilities.	In December, we communicated how we achieved our environmental goals, and provided tips to reduce packaging while online shopping, efficient fuel usage and winter energy-saving at home.	<input checked="" type="checkbox"/>
09	Target: <b>100,000 lbs of waste</b> sent to conversion facility from our Orangeburg, NY plant.	As of June 2020, our Orangeburg facilities had converted 139,015 lbs of waste to energy.	<input checked="" type="checkbox"/>
10	<b>Building addition energy conservation:</b> Reduce the overall impact of building addition on the environment, at our Orangeburg facility.	All of the applicable codes have been built into the building plans.	<input checked="" type="checkbox"/>
11	<b>Eliminate plastic packaging</b> for fruit and plastic water bottles from the canteen, at our headquarters in Barcelona, Spain.	We now provide whole pieces of fruit without packaging, and purified water in glass bottles in the canteen of our headquarters.	<input checked="" type="checkbox"/>

↘ Objective in 2020:

To implement at least two initiatives to reduce our CO<sub>2</sub> footprint.

↘ Result:

Achieved. We implemented six CO<sub>2</sub>-reducing initiatives.

13 CLIMATE ACTION



# SDG 13.

## Climate action

Take urgent action to combat climate change and its impacts

## SDG 13. Climate action

Take urgent action to combat climate change and its impacts



### A dry ice tank

We installed a dry ice tank in our distribution hub in Spain to produce the dry ice needed for refrigerated product shipments. In comparison with the previous outsourced dry ice supply this is estimated to cut down almost 14 metric tons of CO<sub>2</sub> emissions per year.

### Promoting LPG vehicles

In South Korea, we are promoting the use of Liquid Petroleum Gas (LPG) vehicles by granting higher allowances to this type of vehicle for both company and private cars. Using LPG cars contributes to the reduction of greenhouse gases and the improvement of urban air quality. LPG vehicles have a significantly lower carbon footprint—up to 15% less—than other fossil fuels. Currently, most of our company car fleet in Korea is composed of this type of vehicles.



A dry ice tank in our distribution hub in Spain.

### Investing in hybrid and all-electric company vehicles

#### Japan and Poland

80.5% of the company vehicles in Japan and 15% of those in Poland, are hybrid vehicles, which reduces our CO<sub>2</sub> footprint drastically when driving in an urban environment.

#### UK

In the UK, our company car selection options were altered to promote the use of hybrid and all-electric vehicles (EVs), with a positive differential in the budget. In addition, we are currently evaluating deployment options from multiple providers for EV charging solutions at our UK office location to prepare for the increased usage of EVs for 2021 and beyond.

#### Germany

In 2020, we installed an electric charging station at our Munich office, and we plan to install two more in 2021. We have three hybrid company cars.

#### Italy

In Italy, we selected company cars with low CO<sub>2</sub> emissions, and since 2020, we've included hybrid cars as an option.



↘ Objective in 2020:

To develop at least one initiative to improve life on land.

↘ Result:

Achieved.

## Castelldefels Dunes – Spain

A group of 17 volunteers cleaned and recovered the dunes located in Castelldefels [Barcelona].

Together with an environmental specialist, our volunteers cleaned out invasive plants which are displacing the native species. Once removed, the volunteers planted the original flora to regenerate the dunes.



# SDG 15.

## Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss

# SDG 16.

## Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

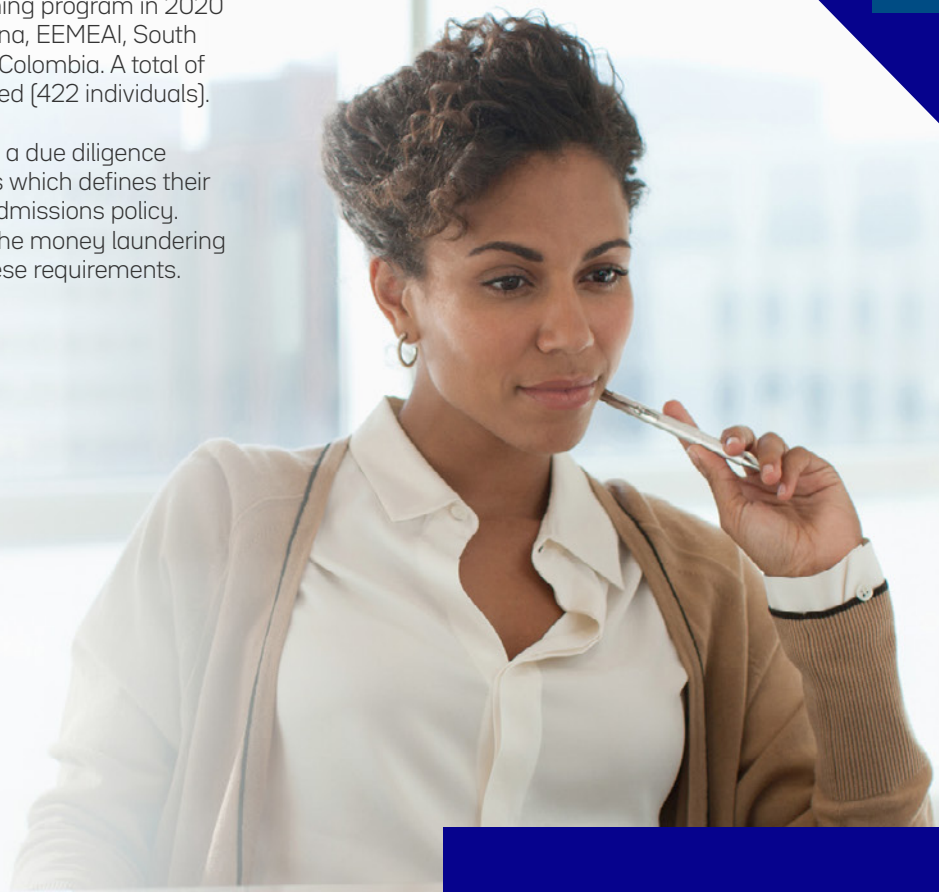


In 2020, Werfen offered an online compliance course to all employees, as well as specific corruption prevention training sessions to those teams with most exposure to this risk.

Werfen seeks to ensure that ethical and legal commitments regarding corruption are also adopted by all third parties that we collaborate with.

To foster an ethical culture, good business practice and corruption prevention among our partners, Werfen launched an online training program in 2020 for various distributors from China, EEMEA, South Korea, India, Mexico, Brazil and Colombia. A total of 191 distributors have been trained [422 individuals].

Since 2016, Werfen has applied a due diligence procedure for business partners which defines their obligations and the company admissions policy. The anti-corruption policy and the money laundering prevention policy expand on these requirements.



### ↳ Objective in 2020:

To design and implement an anti-corruption internal and external training plan.

### ↳ Result:

Achieved.



- Objective in 2020:  
To join the UN Global Compact as a signatory member
- Result:  
Achieved.

17 PARTNERSHIPS  
FOR THE GOALS



# SDG 17.

## Partnerships for the goals

Strengthen the means of implementation  
and revitalize the global partnership  
for sustainable development



# SDG 17. Partnerships for the goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development



## Werfen signs up to the UN Global Compact

In 2020, Werfen officially became a signatory member of the United Nations Global Compact. The UN declared this decade a decade of action for delivery of its SDGs by 2030. As a leader in our industry, we responded to this call.

Werfen supports the UN Global Compact as an integral part of our company values, in favor of world development and as a differentiator for our customers, employees and partners.



**United Nations**  
Global Compact

The UN Global Compact, the world's largest, voluntary corporate responsibility initiative with more than 13,000 participants in 160 countries, supports UN efforts to end extreme poverty, fight inequality and address climate change. The Werfen Values fully support its spirit and goals.





A sneak  
peek at  
2021

In 2021, our sustainability initiatives are continuing with renewed vigor. These are designed to integrate social, environmental and economic considerations into our core values, our culture, our decision-making, our strategy and our day-to-day operations.

By being transparent and accountable, we believe that we will develop more effective and efficient business practices to improve society.

We are fully committed to this program and many of our employees are active participants. We continue to encourage all local action and support numerous activities from fund raising to fighting rare diseases to offering educational support to NGOs and local philanthropic activities.

New for 2021, we are pulling out the stops to instill sustainability internally in our culture, and embodying it in our behaviors.



### **Sustainability policy**

In 2021, we launched a Sustainability policy which sets out the principles that govern our business operations.

## **Sustainability**seeds

As part of an internal campaign, in 2021 we launched *Sustainability Seeds*, a video series that presents some insight into the program, sustainability, our efforts and commitments.



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