



UNITED NATIONS  
GLOBAL COMPACT

Communication on Progress  
Report 2021

SEMIKRON Group

# Communication on Progress Report 2021

Company Name: SEMIKRON Group  
Address: Sigmundstrasse 200, 90431 Nuremberg  
Country: Germany

Membership: since 2012/05/04  
Employees: Approximately 3000  
Sector: Power Electronics

Management: Karl-Heinz Gaubatz, Chief Executive Officer & Chief Technology Officer  
Peter Sontheimer, Chief Sales Officer  
Bernd Enser, Chief Operating Officer

Website: [www.semikron.com](http://www.semikron.com)  
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## **Brief description of business**

SEMIKRON is one of the world's leading manufacturers of power modules and systems primarily in the medium output range (approx. 2 kW up to 10 MW). It offers a broad product portfolio, ranging from chips, discrete, diode, thyristor and IGBT power modules to systems and stacks. They are used in modern energy efficient motor drives and industrial automation systems. Further application areas also include power supplies, renewable energies (wind and solar power) as well as electrification of vehicles (private cars, vans, buses, lorries, forklift trucks) and urban transport equipment.

SEMIKRON's innovative power electronic products enable customers to develop smaller, more energy efficient power electronic systems. These systems in turn reduce the global energy demand.

The family-owned enterprise which was founded in 1951 has its headquarters in Nuremberg, Germany. It has approximately 3,000 employees worldwide. An international network of 22 subsidiaries with production sites in Germany, Brazil, China, France, India, Italy, Korea, Slovakia as well as the USA ensures rapid and comprehensive services for local customers.

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## Statement of continued support

SEMIKRON joined the UN Initiative Global Compact in May 2012. Since then, our commitment to human rights and the environment, our compliance with anti-corruption principles, as well as our employment policy have been monitored by the UN Initiative Global Compact.

We are committed to making the Global Compact and its principles part of our company's strategy, culture and daily business. This letter underscores our intent to endorse these principles within our sphere of influence.

At the same time, SEMIKRON is involved in projects which help promote the more broadly defined development aims of the UN. The implementation of such projects calls for the invariable support from the management in the form of ongoing activities and partnerships, as well as the company's clear willingness to learn and to be proactive.

We are pleased to confirm our continued support of the Ten Principles of the UN Initiative Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Karl-Heinz Gaubatz  
CEO & CTO

Peter Sontheimer  
CSO

Bernd Enser  
COO

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## Human Rights

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

Principle 2: Businesses should ensure that they are not complicit in human rights abuses.

**Respecting human rights is obligatory for all SEMIKRON subsidiaries worldwide. Furthermore, we do not tolerate any discrimination related to gender, race, nationality, handicap, social background and sexual orientation and we promote equal opportunities.**

### Measures & Progress:

In addition to the existing measures, the following progress has been achieved in 2021:

- ❖ Final introduction of an internationally recognized and applicable grading system at the Nuremberg site for person-independent, fair and transparent assessment of jobs based on standard criteria. The international roll-out in the other SEMIKRON subsidiaries has been prepared in 2021.
- ❖ To promote women in technical professions, SEMIKRON launched for the first time the Women's Bachelor Award in the Department of Electrical Engineering at the University of Erlangen-Nuremberg in 2021.
- ❖ Preparation of further CSR (Corporate Social Responsibility) activities and definition of the responsibility.

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## Labour Standards

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

Principle 4: Businesses should support the elimination of all forms of forced and compulsory labour.

Principle 5: Businesses should support the effective abolition of child labour.

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

**We strictly condemn and reject child labour and abide by the laws and regulations regarding minimum age. Apart from that, we reject forced labour and physical punishment, threatening and harassing male and female employees. We respect the freedom of assembly and cooperate with employee representation organizations while maintaining a trustful relationship with them. Wages, social benefits and working hours at SEMIKRON completely fulfill the legal standards in the corresponding countries. We protect our employees from occupational hazards and support health promoting measures.**

**These issues are binding for all SEMIKRON subsidiaries worldwide. The best possible maintaining of health and the creation of ergonomic and safe workplaces is a task that remains with all employees. By means of preventive and corrective measures safety at work is constantly improved.**

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## Measures & Progress:

In addition to the existing measures, the following progress has been achieved in 2021:

- ❖ Mandatory online compliance training for all employees has been introduced in 2021.
- ❖ Conclusion of a company agreement at the Nuremberg site on mobile working.
- ❖ Initial in-house COVID-19 vaccination campaign was offered to all employees at Nuremberg site. Further vaccination dates followed at the end of 2021.
- ❖ During the COVID-19 pandemic, protective measures were generally taken at all sites, such as maximization of home office possibilities, offering of masks and other hygienic materials as well as performance of COVID-19 tests in the company.
- ❖ Insurance for all employees at the site in Italy in the event of hospitalization because of a COVID-19 infection, as this is not covered by their basic insurance there.

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## Environment

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

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

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

**We protect the environment by economic use of energy, materials and resources, by keeping emissions as low as possible, a high degree of recyclability and lowest possible amounts of harmful substances in our products and materials. Our products help to save energy and to generate energy in an environmentally sound manner without harming anybody. We comply with all valid and applicable laws regarding environmental protection and occupational safety.**

**Thanks to our functional and integrated environment management we are able to continuously improve our processes and to reduce ecological damage as far as possible. The most important production sites in Germany, Slovakia and Italy have already received the ISO 14001 certification. Our largest production site in Germany has also received the environmental management registration according to the European standard EMAS.**

**For our German production sites all related measures and results are published annually in our environmental report.**

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## Environment

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### Measures & Progress:

In addition to the existing measures, the following progress has been achieved in 2021:

#### ➤ Germany:

- ❖ Successful surveillance audit according to ISO 14001:2015 and EMAS III.
- ❖ 13.2% reduced energy consumption for production equipment in relation to production volume compared to the reference year 2013.
- ❖ 15.0% reduced energy consumption for facilities in relation to building area compared to the reference year 2013.
- ❖ 36.8% reduced water consumption in relation to production volume compared to the reference year 2013; 58.4% of water consumption covered by recycling.
- ❖ 11.8% reduced chemical consumption for production processes in relation to production volume compared to the reference year 2013.

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### Measures & Progress:

#### ➤ Slovakia:

- ❖ Successful surveillance audits according to EN ISO 14001:2015 and ISO 45001:2018.
- ❖ Exchange of mercury lights with LED lighting in production hall B2 with 38% less energy consumption compared to the past.
- ❖ The environmental goal - keeping isopropanol consumption per product at or below 0.5g - was met: consumption 0.432g per product was 0.0046g less compared to 2020.
- ❖ The legal limits for biological oxygen consumption, chemical oxygen consumption, insoluble substances, tin and nickel for the discharge of wastewater after treatment into the WWTP have been adhered to. The new WWTP in the production of power hybrids will also meet the limits.
- ❖ Legal emission limits were adhered to all measured points of air emissions.

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### Measures & Progress:

#### ➤ Slovakia:

- ❖ In the new production of power hybrids, the emissions of organic solvent in carbon filters were captured and their saturation is controlled by a detector measuring the concentration of butyl acetate behind the filters, in order not to exceed the legal limit.
- ❖ Legal targets for paper recycling (68%), plastic packaging waste recycling / energy recovery (48%) and wood packaging recycling (35%) were exceeded.
- ❖ SEMIKRON Slovakia is involved in a plan to reduce CO2 and achieve carbon neutrality by 2050.

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### Measures & Progress:

#### ➤ Italy:

- ❖ Successful surveillance audit of Environmental Management System according to ISO 14001:2015.
- ❖ 12% reduction of electricity consumption/pcs compared to 2013.
- ❖ 54% reduction of water consumption/pcs compared to 2013.
- ❖ 36% reduction of methane for heating consumption/pcs compared to 2013.
- ❖ 53% reduction of waste production/pcs compared to 2013.
- ❖ 14% reduction of CO2 consumption/pcs compared to 2013.

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## Anti-Corruption

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

**SEMIKRON does not tolerate corruption, bribery and extortion and actively works against it. We ensure a high level of abidance by the laws through our Internal Regulations for the Management of the SEMIKRON Group, our basic principles, our internal control system and yearly financial and quality audits. Business partners and Suppliers are requested to adhere to our principles. Together with our partners we continuously support the UN Convention Against Corruption.**

### Measures & Progress:

In addition to the existing measures, the following progress has been achieved in 2021:

- ❖ Set-up of a new dedicated SEMIKRON compliance organization and appointment of a **Global Compliance Officer** as well as **Local Compliance Officers** in each SEMIKRON subsidiary.
- ❖ Introduction of a standard **Online Compliance Training** for all employees at the Nuremberg site. The international roll-out in other SEMIKRON subsidiaries is planned for the following years and generally prepared.
- ❖ Further development and communication of the SEMIKRON **whistleblowing system** to internal employees as well as external business partners. The legal requirement of whistleblowing system principles have been met. Furthermore, the process of handling diverse compliance incidents reported by whistleblower have been defined and standardized.
- ❖ Outline and preparation of further development of SEMIKRON **Compliance Management System**.

# Contact

## SEMIKRON Group

Sigmundstrasse 200  
90431 Nuremberg

Germany



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

We welcome feedback on its contents.