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An unsere Anspruchsgruppen

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## 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 den Nachhaltigkeitsbericht der Worlée-Chemie für die Jahre 2018 bis 2020 vor, der im Dezember 2021 veröffentlicht wurde. Der Bericht wurde in Übereinstimmung mit den GRI Standards Option Kern verfasst und gibt einen umfänglichen Überblick über unser Engagement für nachhaltige Entwicklung und Unternehmensführung.

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

# WORKING TOGETHER FOR SUSTAINABLE DEVELOPMENT



## CONTENTS

# CONTENTS

## PROTECT TODAY, PRESERVE FOR TOMORROW

We think long-term. This applies to our company development as well as to our products and our supplier relationships. Long-term objectives require careful attention in the here and now. We can influence the future with our developments today.

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For the sake of readability, the masculine form has been primarily used in this report. In principle, it is addressed to all persons of any gender.



# REPORT PROFILE

**This is Worlée-Chemie's third Sustainability Report. It predominantly covers the years 2019 and 2020. To demonstrate the continuity of our development, we have also included key figures from 2018 that were already included in the previous Sustainability Report.**

We are reporting about the sustainability activities of Worlée-Chemie in the areas of economy, ecology and social issues in accordance with the Global Reporting Initiative Standards: Core Option. We make use of the GRI content index to document points in the report where information concerning the respective GRI requirements is to be found.

The members of the steering group "Sustainability" carried out an internal review of the report. The decision was made to forego an external audit.

Unless otherwise indicated, the information and key figures in this report refer to our production sites in Lauenburg and Lübeck as well as to our Hamburg location, where the headquarters of Worlée-Chemie GmbH as well as our Traded Products and WorléeCosmetics divisions are to

be found along with a small-scale production facility. The activities of Worlée-Chemie GmbH & Co. KG, which operates as a joint venture with Worlée-Chemie GmbH at the Lauenburg location, are also included in the report.

The issues that we consider to be most essential are determined on the basis of a regularly updated materiality matrix and the stakeholder analysis of Worlée-Chemie. We also look to the 17 sustainability goals of the United Nations for guidance.

We plan to publish a comprehensive sustainability report every two years. The key figures are updated and published annually on our website.

We look forward to your feedback on this report. If you have any questions or suggestions, please contact:

**Worlée-Chemie GmbH**

**Barbara Eschke**

BEschke@worlee.de

Manager Integrated management systems  
sustainability management, Worlée-Chemie



# FOREWORD TO THE SUSTAINABILITY REPORT 2021

We are pleased to present you with our third Sustainability Report, which will once again acquaint you with the progress that has been made in all of Worlée-Chemie's company divisions. As a family company, for which the sixth generation is now preparing to move into a leadership position, the topic of "sustainability" is naturally of particular importance to us. Indeed, we do not think in terms of short-term profit maximization cycles, but rather strive for long-term improvement of all of our processes and products.

To this end, we brought together our entire workforce in three separate workshops at the beginning of September 2021 to develop common values for our company based on our mission statement. In the months to come, these will be tested and further developed into generally applicable management and behavioural principles to be used as guidelines.

This Sustainability Report offers a welcome addition to this process as it accompanies us all in our efforts to make our work more sustainable. At the same time, we consider the economic success of our endeavours to be at least as important as ecological adaptation to the growing demands of the population and the legislature. We take the objective of achieving 65% less CO<sub>2</sub>



Reinhold von Eben-Worlée  
Managing Partner



# FOREWORD TO THE SUSTAINABILITY REPORT 2021



by 2030 based on our 2005 emissions very seriously and have set ourselves the goal of producing climate-neutrally by that time (Scope 1, 2). However, we can only achieve this target if the relevant goals are set correctly both inside and outside our company, and if the available resources can be generated in sufficient quantities or are made available by the government. According to current estimates, the German economy alone will not be able to achieve the goal of climate neutrality by 2045. Likewise, Worlée-Chemie will need the support of the federal and state governments in addition to considerable efforts on its own part in order to be able to set up its Lauenburg and Lübeck plants for climate-neutral operation.

Three basic principles that are decisive for this process:

- 1) A sufficient amount of “green”-generated electricity must be made available, and the corresponding line capacity must be adequate for this purpose.
- 2) Furthermore, the hydrogen infrastructure needs to be expanded in such a way that changing over its heat budget to hydrogen heating systems also becomes a feasible alternative for Worlée-Chemie.
- 3) In the meantime, we are working intensively on the development of climate-neutral synthetic resins and additives that are based on domestic renewable raw materials. Here, too, we rely on close cooperation with our raw material suppliers and their climate-neutral raw material production.

Thanks to the entrepreneurial spirit prevailing in our company as well as the creativity and flexibility of our employees, we are optimistic that we can work with their support to achieve the goal of climate neutrality. You can read about our relevant measures in this direction within this report.

To our great regret, the east tower of our Lauenburg plant caught fire in May 2020, resulting in the complete destruction of the production facilities within that structure. We are grateful that no employees were harmed thanks to our security concept. Due to the extraordinary performance of our employees, we were largely able to maintain production capacities at a comparable level in the undamaged West Production Tower and in our Lübeck plant, for which I would like to thank all of the parties involved once again.

The reconstruction of the affected part of the factory gives us the opportunity to make plans using the latest technology in an energy-saving way, placing us in an excellent position as we look to the future.

Reinhold von Eben-Worlée  
Managing Partner



# COMPANY PROFILE

**Worlée-Chemie develops, produces and sells binders and additives as well as other chemical raw material specialties. This report includes the activities of**

**Worlée-Chemie GmbH,**  
**Grusonstraße 26, 22113 Hamburg**  
 with the ChemieHandel (Traded Products) and WorléeCosmetics business divisions at the same location and production facilities in Lauenburg and Lübeck as well as

**Worlée-Chemie GmbH & Co. KG,**  
**Worléestraße 1, 21481 Lauenburg/Elbe,**  
 which forms a joint company with Worlée-Chemie GmbH at the Lauenburg location. The majority of the production and ancillary facilities as well as warehouses are located there.

To ensure close customer contact around the globe, our German locations are supplemented by ten sales branches and 48 representatives worldwide who provide technical and commercial advice as well as dedicated sales teams.

Approximately half of our sales are generated within Germany, while the remaining half comes from export markets. The largest share of our export trade takes place within Europe.

## OUR PRODUCTS AND THEIR APPLICATIONS

Over time, we have not just developed numerous innovative chemical raw materials, but we have also worked continuously to optimize existing products and processes for our customers. Decades of product knowledge and industry experience are reflected in our products and in every single one of our application recommendations. Our product manufacturing combines sustainability with the highest quality. We are now producing more and more binders based on renewable raw materials. In order to pursue a differentiated path, we have seven R&D teams working in diverse fields of application and technologies to develop the additives and binders of the future. Our partnerships with universities and research institutions give us access to the latest scientific knowledge for the sustainable further development of our products.

Our current standard range of products includes, to name just a few, water-based, solvent-based and solvent-free acrylate, alkyd and polyester resins, polyester polyols, epoxy esters, amine hardeners and various additives. Our products are used in paints, building paints and varnishes, industrial and powder coatings; in construction chemicals; in printing inks, wood coatings, adhesives and in many special applications. In addition, we develop individual product applications for our customers.



Aerial views of Hamburg location (top) and of Lübeck location (centre)

Administration building in Lauenburg (bottom)

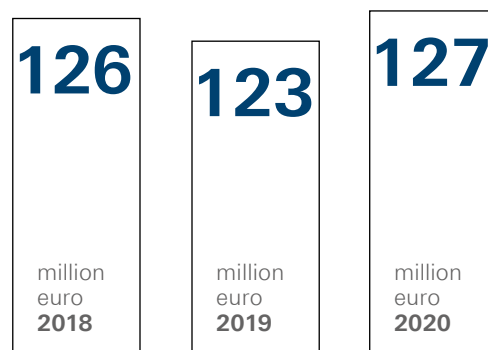


# COMPANY PROFILE



## TOTAL SALES

Worlée-Chemie generated the following total sales during this reporting period



As a successful chemical distributor, we market a broad portfolio of binders, additives and pigments from other well-known manufacturers in addition to our own products. These serve to expand and supplement our sales program.

Solutions and systems for the cosmetics industry are provided by our Cosmetics division. Our innovative range of Worlée-Chemie products is supplemented by selected other commercial brands. Using our state-of-the-art application laboratory, we provide support to our customers in the selection of applications for our innovative cosmetic raw materials (taylormade).

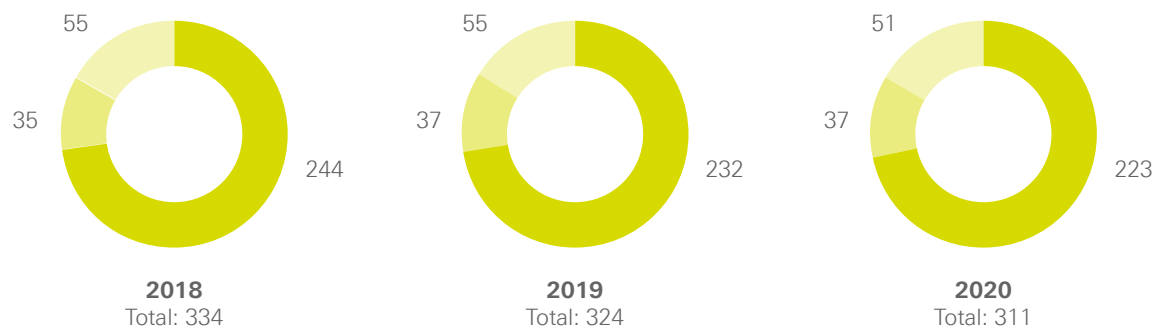
Our cosmetic raw materials are produced at the Lauenburg and Lübeck sites and at our other partner companies in accordance with the highest quality and safety standards. Our technological knowledge of polymer and particle technology as well as pigment systems is extensive and far-reaching. A new, expanded production facility will begin operations in Lauenburg in 2022.

GRI 102-8

## WORKFORCE SIZE

(specified as number of individuals)

■ Lauenburg  
■ Lübeck  
■ Hamburg





# PRINCIPLES AND GUIDELINES, ETHICS AND INTEGRITY

## THE VALUES THAT GUIDE OUR ACTIONS

Since 1851, the year our company was founded, the principle of sustainability including its three core themes of economy, ecology and social issues has been at the centre of our corporate philosophy. As a family company, Worlée-Chemie is dedicated to social and societal responsibility as well as fair treatment of its business partners and employees.

We are committed to forward-looking and prudent environmental protection and to preventive and comprehensive occupational health and safety as a corporate goal.

We are convinced that the natural goods water, air and soil must be treated carefully as a part of our responsible business practices. In this way, the ecosystem in which we live can be preserved as the basis of life for future generations as well. This particularly applies to the economical and efficient use of energy and natural resources.

We stand by our responsibility to provide safe and secure production, storage and transport. We ensure that our products are handled conscientiously along the entire value-added chain.

We are mindful that our corporate mission statement is both a commitment and a responsibility. All Worlée-Chemie employees are obliged to observe our principles of conduct and management. With their own objectives and personal practices, our managers and employees all work equally to implement our mission statement into their everyday work and to further develop our company.

Compliance with human rights due diligence is a matter of course for our company. We believe that integrity, fairness, responsibility and a high level of transparency form the basis for a trustful and long-term business relationship. Our suppliers further down the supply chain are expected to adhere to these principles as well and to accept our code of conduct for suppliers or to present equivalent guidelines.

## THE INTEGRATED MANAGEMENT SYSTEMS THAT GUIDE OUR WORK

Integrated management systems for quality, environment, energy and occupational health and safety with certifications in accordance with ISO 9001:2015, 14001:2015, 50001:2018 and 45001:2018; a safety management system in accordance with the Hazardous Incident Ordinance for our Lauenburg plant, the regulations of which we also voluntarily apply to the Lübeck plant; and a comprehensive company health management system based on DIN SPEC 91020 form the basis of our sustainability management and contribute to the continuous positive development of our company through constantly ongoing improvement processes.



# PRINCIPLES AND GUIDELINES, ETHICS AND INTEGRITY



## STANDARDS AND INITIATIVES WE SUPPORT

We are committed to the **UN's Universal Declaration of Human Rights** and to the **ILO's Fundamental Principles and Rights at Work**.

Since 2017, we have been a signatory to the **UN Global Compact**, whereby we pledge continuing active support and promotion of the ten principles for human rights, labour standards, environmental protection and the fight against corruption.

The **17 Sustainable Development Goals** of the United Nations provide us with impetus and guidance as we strive to continually improve our sustainable business development. The following six objectives are of particular relevance to our business. These Goals are reflected not just in our objectives, measures and projects, but also in long-established business procedures:



We support the twelve sustainability guidelines for the German chemical industry of the **Initiative Chemie<sup>3</sup>**, which we have actively supported since its very beginning.

For ten years, Worlée-Chemie has been a member of the federal **Klimaschutz-Unternehmen (Companies for Climate Protection)** initiative. Having been accepted into this "excellence initiative" with a successful first application in 2010, under expert scrutiny of numerous application documents, Worlée-Chemie became the first chemical company to join this renowned association of German companies.

Since then, Worlée-Chemie has committed itself to ambitious goals regarding climate protection as well as energy and resource efficiency, and the company is actively implementing relevant measures in order to serve as a trailblazer for the German economy. With its long-standing membership in the Companies for Climate Protection e.V., Worlée-Chemie has clearly affirmed its unwavering commitment to sustainability. Furthermore, through the implementation of climate protection projects, the company is making an important contribution towards achieving Germany's climate policy goals and planning for a successful energy system transition.

We support the **Responsible Care Initiative** and have regularly been successful participants in its competitions. During the period covered by this report, we were awarded 1st place in the 2018 Responsible Care competition from VCI Nord and in the nationwide Responsible Care competition for the project "Building a value chain based on sustainably and domestically produced growing raw materials" with its focus on UN Target 12: "sustainable consumption".





# MEMBERSHIPS IN ASSOCIATIONS

## MEMBERSHIPS IN ASSOCIATIONS

Worlée-Chemie is a member of numerous industry, trade and professional associations, and its employees hold diverse positions on the boards and committees of these associations.

Association	Membership
AGA Unternehmensverband Großhandel, Außenhandel, Dienstleistung e. V.	Member of the Presidium
Arbeitgeberverband Chemie	Member
Arbeitgebervereinigung Lübeck-Schwerin e. V.	Member
Ministry of Energy, Agriculture, the Environment, Nature and Digitization for the Federal State of Schleswig-Holstein (MELUND)	Member
BGA – Federation of German Wholesale, Foreign Trade and Services e. V.	Member Environmental Committee
Biorizon	Member
Bürgerstiftung (Community Trust) Lauenburg Region	Member of the Board of Trustees
CEFIC – European Chemical Industry Council (Association of the European Chemical Industry)*	Member
DECHEMA e.V.	Advisory Board Member of the expert group Industrial Usage of Renewable Raw Materials
Deutsche Gesellschaft für Wissenschaftliche und Angewandte Kosmetik e.V.	Supporting Member
Die Familienunternehmer e. V.	President, Member of the Energy, Tax and Order Policy Commission
Forschungsforum Schleswig-Holstein e. V. (Jugend forscht)	Member
Forschungsgesellschaft für Pigmente und Lacke e. V.	Member and Research Advisory Board
Friends and Supporters of the Helmut-Schmidt-Universität (HSU) Hamburg	Member
Friends and Supporters of the Hamburg School of Business Administration (HSBA)	Member
FRT– European Cleaning and Hygiene Technology Research Association	Member and Research Advisory Board
Hidden Champions Institute (HCI) an der ESMT Berlin	Member of the HCI
IHK zu Lübeck (Chamber of Industry and Commerce)	Member of the Environment and Energy Committee
Industrieverband Hamburg e. V. (BDI state representative for Hamburg)	Member
Jürgen Ponto Stiftung	Member of the Board of Trustees
Klimaschutz-Unternehmen e. V.	Member and Council Member
Künstlerhaus Lauenburg	Supporting Member

Association	Membership
Netzwerk Oberfläche NRW e. V.	Member
Neue Philanthropische Gesellschaft e. V.	Member
SCI – Society of Chemical Industry	Member
SEPAWA e. V.	Supporting Member
Stiftung Herzogtum Lauenburg	Member of the Board of Trustees
Stiftung Treibhausgasneutralität	Founder and Managing Director
Studien- und Fördergesellschaft der Schleswig-Holsteinischen Wirtschaft e. V.	Board Member, Member
Übersee-Club e. V.	Vice President
UmweltPartnerschaft Hamburg	Partner/Member
UVNord – Vereinigung der Unternehmensverbände in Hamburg und Schleswig-Holstein e. V. (BDI-Landesvertretung Schleswig-Holstein)	Vice President
VCI - German Chemical Industry Association**	Member of the Presidium and Chairman of Pension Funds Member Member Member Associated Member
· Deutsche Bauchemie e. V. · Industrieverband Klebstoffe e. V. · TEGEWA e. V. · Verband der deutschen Lack- und Druckfarbenindustrie e. V.	
Verband der Chemischen Industrie e. V. Landesverband Nord	Member of the Board Deputy Chairman Environmental Committee Member of the Energy and Climate Working Group
Verband der Südhösteinischen Wirtschaft	Member
Versammlung Eines Ehrbaren Kaufmanns zu Hamburg e. V.	Board Member
VILF – Verband der Ingenieure des Farben- und Lackfaches	Board
VSW – Verband und Serviceorganisation der Wirtschaftsregionen Holstein und Hamburg e. V.	Member
Wasserstoffgesellschaft Hamburg	Member
Wirtschaftsrat (Economic Advisory Board)	Member of the Federal Commission on Energy Policy
WTSH – Wirtschaftsförderung und Technologietransfer Schleswig-Holstein GmbH	Member

\* Member of the Association as well as the following trade association: Solvent Resin Manufacturer (SRM). \*\* Membership in the Chemical Industry Association as well as the trade unions listed in the chart.

# CORPORATE GOVERNANCE

The managing directors specify the strategic direction of the company and are supported by the management. Implementation takes place in close coordination with the shareholders and the advisory board, which constitutes the highest advisory body. Different staff units support the managing directors and the management.

Sustainability management has been established as a management staff unit. The responsibility for it rests with the management while its operational implementation falls into the purview of the staff units and the respective area specialists.

## Managing Directors Worlée-Chemie GmbH

- Dr. Albrecht von Eben-Worlée
- Reinhold von Eben-Worlée
- Joachim Freude

## Managing Directors Worlée-Chemie GmbH & Co. KG

- Reinhold von Eben-Worlée
- Joachim Freude

## Management

- Human resources management
- Plant management
- Sales management, DACH
- Sales manager for exports worldwide
- Digitization, innovation and resource efficiency
- Purchasing management
- R&D management

From left: Reinhold von Eben-Worlée, Dr. Albrecht von Eben-Worlée (Managing Partners), Johanna von Eben-Worlée (Shareholder)



From left: Joachim Freude (General Manager), Andreas Jaschinski (Director Sales DACH), Dr. Stefan Mansel (Global Sales Director), Worlée-Chemie



# MANAGEMENT APPROACH

ECONOMY | ECOLOGY | SOCIAL ISSUES

Worlée-Chemie is committed to sustainable development from a perspective that is not just economic and social but also ecological.

Our economic activity focuses on long-term value development, which is more important to us than short-term profit maximization. When investing in the expansion and renovation of our buildings, systems and technical facilities, we pay particular attention to environmental compatibility, energy efficiency and resource conservation. Our efforts here often go beyond the legal requirements. These high levels of investment pay for themselves over the years, both ecologically and economically.

We support regional, national and international economic structures with both our northern German locations in Hamburg, Lauenburg and Lübeck, at which we operate production facilities, research and development facilities and technical marketing departments, and our Traded Products and WorléeCosmetics business units in Hamburg. Our products are innovative and sustainable, and we seek to offer attractive solutions for the future as well.

We closely consider the environmental impact of our products, production processes and systems in our business decisions. Beyond our compliance with relevant laws, regulations and voluntary commitments, Worlée-Chemie operates a continuous improvement process to protect people and the environment. We voluntarily set ourselves ambitious goals in the areas of climate protection and energy.

Development of environmentally-friendly, sustainable products is the focus of our research and development department at the manufacturing plants in Lauenburg and Lübeck as well as at WorléeCosmetics in Hamburg.



# MANAGEMENT APPROACH

ECONOMY | ECOLOGY | SOCIAL ISSUES



With our products, we protect the environment and support our customers in meeting the requirements of the constantly tightening legal framework. Through our partnerships with universities and research institutions, we can put the latest scientific findings to use for the sustainable continuing development of our products. It is our aim to use more renewable raw materials and to develop primarily water-based resins.

We also expect our suppliers to comply with all applicable environmental laws and standards and to practice preventive and forward-looking environmental protection in the production and handling of their products. This applies to all stages of the process: from development to manufacturing and transport to disposal. In addition, we expect respect for labour and human rights, compliance with social standards and fair treatment along the entire value-added chain. We strongly oppose any kind of corruption.

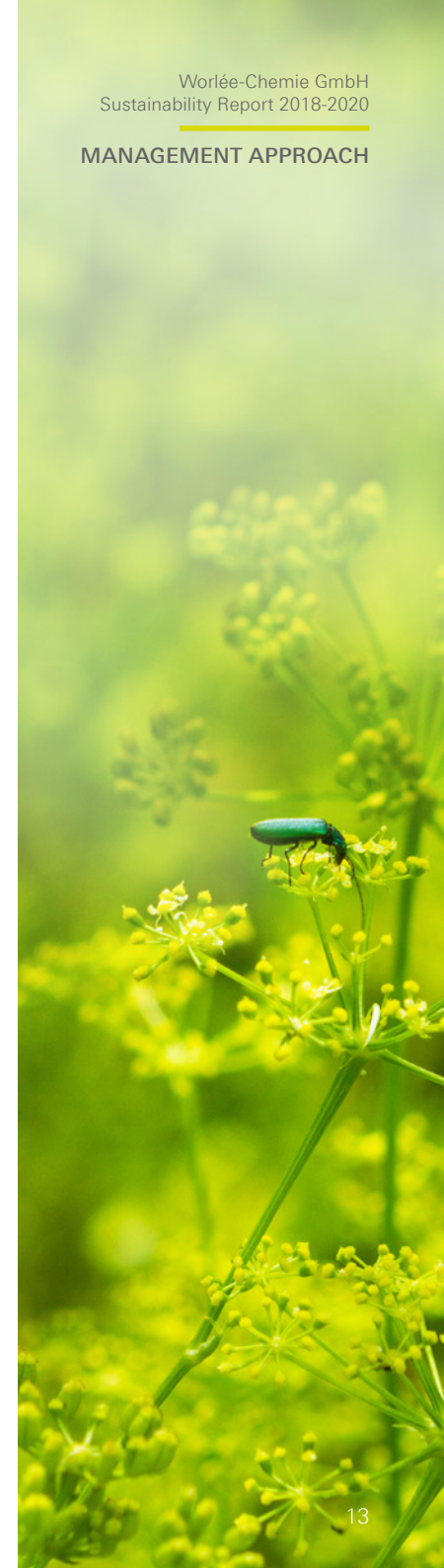
We comply with human rights due diligence by having our suppliers' sustainability performance in the areas of environment, labour and human rights, ethics and sustainable procurement evaluated on a regular basis. The **CSR-platform EcoVadis** is our method of choice for this purpose. Furthermore, we have set up a complaints mechanism.

Worlée-Chemie cares about the sustainable development of the company and long-term safeguarding of the jobs in the company as well. The active involvement, experience and creativity of our employees are essential components of our sustainable corporate success. A good and healthy working environment is needed to inspire innovation and new ideas. Attractive working conditions, monetary security in the event of illness, occupational disabilities or the need for long-term care along with a familiar atmosphere and personal appreciation are very important to us. Wages that are determined by collective bargaining and exceed the statutory minimum wage are standard with us.

Additional voluntary social benefits also help us retain our employees for the long term. We are proud that men and women from many nations work for us and contribute their respective experiences and ideas in team-oriented work. This is supported by an extensive company suggestion scheme. Whenever possible, we recruit locally, seeking employees and managers with knowledge of the structural and cultural customs of their region.



## MANAGEMENT APPROACH





# MANAGEMENT APPROACH

ECONOMY | ECOLOGY | SOCIAL ISSUES



This forward-looking and employee-oriented human resources strategy is an important cornerstone of sustainable corporate management. With long-term, comprehensive planning and prudent action, Worlée-Chemie ensures attractive working conditions at its locations. This approach to personnel strategy works to support the achievement of our qualitative and quantitative corporate goals.

As a part of our integrated management systems for environment, quality, energy, occupational safety and plant safety, we set long-term strategic and extensive operational goals and implement measures with responsibilities and time frames. The goal attainment process is regularly monitored and reported in various discussion groups; when objectives have not been achieved, corrective measures are discussed and implemented. The effectiveness of our integrated management systems is reviewed regularly by means of internal and external audits.



## MANAGEMENT APPROACH

### Important elements of our human resources policy include:



occupational safety



appreciation, tolerance and respect for all employees in a prejudice-free work environment, regardless of gender, age, sexual orientation, identity, ethnic origin or ideology



attractive and secure working conditions to strengthen employee satisfaction and employee loyalty



flexitime and flexible working time models



contracts based on collective agreements



health management



friendly attitudes towards families



cooperation based on trust between management and works council



extensive additional company services



education and training, trainee programs



company suggestion scheme



modern workplaces and ergonomically designed office workspaces

# STAKEHOLDER INVOLVEMENT

Our essential stakeholders include customers, employees, business partners and suppliers, companies, associations, neighbours and authorities, legislators, NGOs, educational institutions, press and media. These parties are of interest in many ways to the dealings of our company and also exercise their own influence on us.

Transparency and open dialogues with these various interest groups are important to us. Our contact with them takes many forms, for example, via video conference at product presentations, in person at trade fair shows, in various engagements and lectures at trade unions as well as through customer support.

Regular exchanges with municipal bodies and local institutions are just as much a part of these connections as open exchanges with our employees, their claims and ideas.

We regularly open our doors to visitors and interested groups. We also hold regular open houses for our neighbours and other interested visitors. On 22 September 2018, we were able to welcome more than 650 guests to our Lauenburg plant.

In recent years, such events had to be cancelled due to the restrictions caused by the COVID-19 pandemic.





# LOCAL COMMUNITIES

## LOCAL COMMUNITIES

To date, it has not been necessary to carry out environmental compatibility evaluations in either Lauenburg or in Lübeck due to the minimal influence on the environment from planned investments and plant modifications.

In 2018, the measured protective distance of the Lauenburg plant's operating area was determined according to the provisions of the amended Hazardous Incident Ordinance.

In compliance with the requirements of this decree, "information for the neighbourhood" is distributed in Lauenburg at regular intervals to local residents living within a radius of 0.5 kilometer. This brochure is also available on our website. For inquiries and suggestions, the following contact point has been established at that location:

**service@worlee.de, Tel.: +49 (0)4153 596 0.**

On 15 May 2020, fire broke out at our plant in Lauenburg. Thanks to the trained, professional behavior of the employees at the facility, no one was injured, while the fast, coordinated intervention of the emergency services was able to confine the fire to the production tower on the eastern side. The ancillary buildings, in which the power facilities, the technical centre and the

R&D are located, were left unharmed. The condition of the damaged production tower has allowed for reconstruction. The construction site was professionally cleaned by specialist companies. Measures such as the enclosure of the tower using a shrink film also ensure that no particles escape into the environment during windy weather conditions.

At the Lübeck site, odour-intensive substances are occasionally used in the course of production. These odour emissions have always remained below permitted levels and frequency thresholds. Nevertheless, we seek an open dialogue with the neighbourhood and are always open for feedback. By voluntarily implementing additional measures such as frequent filter changes and the installation of additional exhaust filters, we do everything we can to further minimise odour emissions.

An open dialogue with neighbours and other stakeholders is very important to us. This is our way of encouraging regular contact with the widest variety of interest groups, for example with NGOs or politicians at the federal, national, district and local level; likewise, we are very pleased to talk with visiting groups. Regularly scheduled open houses provide us with excellent opportunities to present our production sites and laboratories. In September 2018, for example, we opened the gates of our Lauenburg

plant to more than 650 visitors. In September 2019, on the occasion of the federal "Week of Industry", we took the opportunity to welcome numerous visitors to our plant in Lübeck with guided tours and specialist lectures.

In 2020, unfortunately, visitor groups could not be received due to the pandemic, but we very much hope to be able to return to this fine tradition again soon.

At all of our locations, the works councils are involved in every one of the committees and teams that deal with issues regarding environment, occupational safety and sustainability. These include, for example, a committee for environmental and energy planning, a committee for occupational safety and the sustainability steering team. Furthermore, the works councils at our locations are naturally important members of the pandemic team as it considers and implements safety measures in the midst of the COVID-19 situation.

**As part of our very well-received company proposal system, we are pleased to review employee suggestions on all aspects of sustainability.**



# LOCAL COMMUNITIES

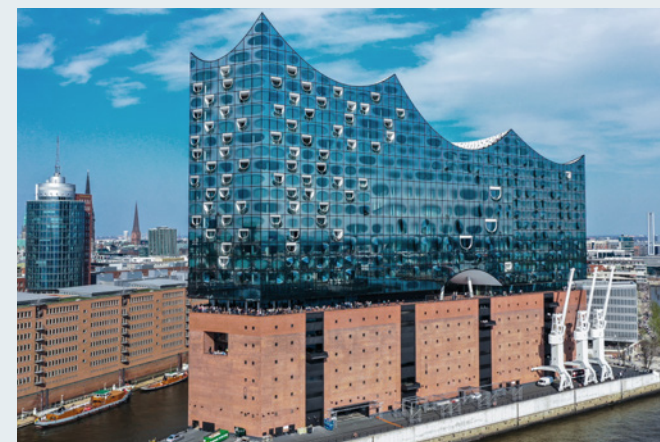


At our Lauenburg location, Worlée-Chemie is one of the largest local employers, taxpayers and social security contributors. At all three of our northern German locations, we promote cultural events and social facilities, e.g.

- museum work through memberships in museums' circles of friends, such as the Museum of Hamburg History, the MARKK (formerly Folklore Museum), the Foundation for Hamburg Art Collections (SHK), the Deichtorhallen, the New Buddenbrookhaus Lübeck, the Gottorf Castle or the Geesthacht industrial museum with its Krümmel water tower.
- representation by memberships in the Elbphilharmonie Circle and Elbphilharmonie Foundation, thereby we are supporting the extensive music program in these concert halls. In addition, Worlée is one of the friends and supporters of the Hamburg Philharmonic and the National Youth Orchestra of Schleswig-Holstein, while it also enjoys a connection with the Lauenburg breakdance group "G-Breaker".
- membership in numerous organizations, such as the Overseas Club, in which a company shareholder serves as vice president, the Anglo-German Club, the Hanse Lounge or the New Philanthropic Society.
- in Schleswig-Holstein, Worlée is also associated with the Kulturring society for the study and support of culture, for which a company shareholder actively participates in the awarding of the Artists' Prize of the federal state of Schleswig-Holstein and in the selection of the sculptures for the Gottorf Baroque Garden.
- in the Duchy of Lauenburg, we support the Cultural Summer on the Canal, the Lauenburg Midsummer or the Lauenburg Kultur- und Kneipennacht event as well as activities with the Herzogtum Lauenburg Foundation and the St. Pauli Theater in Hamburg.



Buddenbrookhaus in Lübeck (left)  
Elbphilharmonie in Hamburg (bottom)

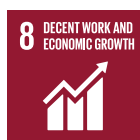


# MATERIALITY MATRIX

Worlée-Chemie GmbH / Worlée-Chemie GmbH &amp; Co. KG

## MATERIALITY MATRIX

The following table presents Worlée-Chemie's key issues from a company and stakeholder standpoint. The order of the topics does not reflect their comparative level of importance. These key issues have been organized according to the relevant UN sustainability goals.



### Decent work and economic growth

- Social partnership
- Collective agreements
- Pension schemes
- Working time models
- Diversity / Equality
- Assurance of social standards (in high-risk countries)
- Economic figures

### Good health and well-being

- Human resources policy
- Age- and generation-appropriate work process design
- Education and training
- Specialist procurement
- Employee retainment
- Compatibility of family and job / work-life balance
- Participation processes for employees and works councils / feedback systems for employees
- Occupational safety and health protection
- Health management
- Product-related compliance
- Product related communication and customer information
- Safety for people and the environment

### Industry, innovation and infrastructure

- Research and development
- Increasing resource efficiency
- Privacy

### Partnerships for the Goals

- Sustainability in the supply and value-added chains
- Partnership-like customer relationships
- Sales, complaints management, customer feedback
- Stakeholder dialogue, feedback system, communication
- Partnerships with business partners and stakeholders
- Social commitment in the local area
- Neighbourhood dialogues
- Local / regional business relationships

### Responsible consumption and production

- Safety for people and the environment
- Emergency plans
- Environmental protection
- Waste management

### Climate action

- Reduction of greenhouse gas emissions

### Management and corporate culture

#### Integration of sustainability into company strategy

#### Sustainability management and sustainable business processes

#### Sustainability information

Demographic analysis  
Expertise security and safety  
Internal stimulus systems  
Qualifications

Strategy for increasing value retention  
Business and investment plan



# HIGHLIGHTS

## Continuing to develop together and setting goals

- 1. Company mission statement EMILIA
- 2. Implementation of the SDGs
- 3. Due Diligence Act
- 4. Climate neutrality
- 5. Sustainable products / product development
- 6. Traded Products
- 7. New Cosmetics building in Lauenburg
- 8. Cosmetics sustainable product development
- 9. Continuing education: Worlée Academy
- 10. Continuing education: INSIGHT
- 11. Extraordinary events: COVID-19 pandemic

The world never stands still, and all of us at Worlée are also continually changing in every way, from our new, jointly developed corporate philosophy to our sustainable product development in chemistry and cosmetics to the ongoing continuing education of our employees.

Many developments has been implemented and jump-started during the last two years. For example, we are on our way towards the goal of becoming a climate-neutral company. We are also working more and more in line with the Sustainable Development Goals and have successfully managed pandemic issues with our pandemic teams.

# EMILIA

## A MISSION STATEMENT FROM US AND FOR US

### A MODERN IMPERATIVE

In order to meet the challenges of these modern times and to achieve sustainable corporate development that satisfies the current requirements of our employees, suppliers and customers, we at Worlée want to work together with all of our employees to develop and establish our corporate philosophy.

This undertaking has been primarily driven by the ever more quickly growing pressure to innovate faced by us all. This particularly applies to sustainability issues (environment and climate protection), but also to changing legal requirements, digitization and demands on the work environment (New-Work-Movement).

### THE PROJECT EMILIA

To confront these challenges while giving close consideration to social issues, a cross-company project called EMILIA was initiated for the entire Worlée company. On the basis of the vision developed by the shareholders and a mission derived from this, the managing directors worked together to develop a set of guidelines for the entire company group. The project was named EMILIA after Emil Heinrich Worlée, who founded the Worlée company 170 years ago. We chose to use "Emil" from our founder's name to build upon our origins and past. This heritage will

always be a cherished part of Worlée. The feminine version symbolizes the continuing evolution of our corporate culture with the involvement of the entire team.

The first steps of the EMILIA project consisted of workshops for the shareholders and managing directors. The basis of our mission statement emerged from this process along with a proposal for the vision and mission of the Worlée Group.

The EMILIA pilot group was then established to build upon these results. An internal application process and subsequent lottery yielded 18 members for this pilot group which, as a cross-section of all employees, was intended to represent the various Worlée locations and companies in the best possible way. In a total of three workshops over seven days, the pilot group got acquainted with the mission and vision developed by the management and the shareholders. These sessions were then used to further develop the ideas and check whether the everyone could relate to the content. In the process, the pilot group was divided into smaller groups in which the various topics were analysed. Results were then critically questioned and discussed in large groups until everyone was able to identify with them. The conclusions

### EXCURSION – WHAT IS A MISSION STATEMENT?

A mission statement should provide orientation in such a way that it brings about a guiding and motivating effect on the company and its employees. This serves to emphasize the company's purpose and create a framework for its daily activities.

#### The mission statement arises

- **from a vision** (where do we want to go in the future?),
- **from a mission** (who are we and what can we do today?),
- **from values** (which values guide our everyday life?)
- **and from behavioural and leadership principles** (how do we treat one another?).

Strategies and goals can be derived from the mission statement.



were then presented to the shareholders and managing directors, critically questioned and approved for larger group presentations.

Accordingly, the planning for presentations to the entire Worlée Group was a result of the efforts of the pilot group. For one thing is clear to all of us: every employee is a part of Worlée and should be given the opportunity to help shape its mission statement. And so we look back with pleasure on these fruitful sessions involving so many colleagues from all parts of the company.

### THE BEGINNING OF SOMETHING GREAT

At the beginning of September 2021, we took this process one step further. In three workshops, common values were discussed and specified, and agreement was reached about generally binding principles of conduct for all managers and employees.



# SUSTAINABLE DEVELOPMENT GOALS

## IMPLEMENTATION IN OPERATIONAL PRACTICE

As a signatory of the UN Global Compact, we also want to promote the implementation of the 17 Sustainable Development Goals, which further build on the Compact's 10 Principles in the areas of human rights, labour standards, environment and anti-corruption. With the objective of integrating and implementing our connection to the Sustainable Development Goals in a practical way for our day-to-day business, we took part in a series of workshops for the Chemie<sup>3</sup> Initiative in 2019 to create a guide entitled "SDG Navigator". This provided us with an excellent introduction to this topic.

## WHAT SPECIFIC APPROACH WAS TAKEN?

At the very beginning, it is important to identify the sustainability issues relevant to a company with the help of a materiality analysis. In our case, performing our first materiality analysis in the form of the Chemie<sup>3</sup> sustainability check in 2014 was truly our starting point in the establishment of an integrated sustainability management system.

Another very important aspect of such an undertaking involves working out sustainability issues along the value-added chain. Our supply chain management is a very helpful resource in this process as it provides us with systematic assessments of the sustainability performance of our suppliers.

In the next step, we assessed the relevance of each individual sustainability goal for our company.

Barbara Eschke,  
Head of integrated  
Management Systems  
Sustainability Management,  
Worlée-Chemie



It is very helpful here to include the sub-goals for the 17 SDGs, as these are formulated in a much more concrete and tangible manner than the 17 goals themselves.

Not all goals have the same relevance for every company. Our analysis has demonstrated that our business activities have neither positive nor negative effects on Goals 10 "Reduced inequalities" and 11 "Sustainable cities and communities".

On the other hand, we have worked out that the following goals are particularly relevant to our business activities and are prioritized by us:

### SDG 3

Good health and well-being

### SDG 8

Decent work and economic growth

### SDG 9

Industry, innovation and infrastructure

### SDG 12

Responsible consumption and production

### SDG 13

Climate action

### SDG 17

Partnerships for the goals

This prioritisation is also reflected in our current materiality analysis (see page 18, GRI 102-44).





# SUSTAINABLE DEVELOPMENT GOALS

Umsetzung in die betriebliche Praxis



In the course of carrying out more in-depth analysis, we determined that we are already doing quite a lot to contribute to the implementation of these SDGs. In addition, we have set ourselves specific corporate goals. The following table presents several examples:

## WE ARE CURRENTLY PARTICIPATING IN THE GERMAN-DANISH INTERREG-PROJECT SARA.

SARA stands for Sustainable Development Goals (SDG), Adaptable Indicators and Methods, Regional Development and Active Implementation. The two-year study involves setting up a network for small and medium-sized companies from the Southern Denmark region and Schleswig-Holstein to support them in establishing measures to implement the SDGs and to run their companies more sustainably. By participating in the SARA project, we can exchange information and ideas with companies and experts across the region, thus enabling us to work together on the implementation of the SDGs and also providing us with interesting inspiration and momentum for our own further sustainable development.

	 3 GOOD HEALTH AND WELL-BEING	 8 DECENT WORK AND ECONOMIC GROWTH	 9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	 13 CLIMATE ACTION
Examples of implemented measures	<ul style="list-style-type: none"> <li>– Comprehensive company health management</li> <li>– Voluntary social benefits, e.g. supplementary health insurance, disability pensions, fitness incentives, health days and much more</li> <li>– ISO-45001 certification</li> <li>– Last minute risk analyses</li> <li>– Sustainable supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>– education and training</li> <li>– trainee programs</li> <li>– continuing education opportunities</li> <li>– collective bargaining agreements</li> <li>– sustainable supply chain management</li> <li>– sustainable investments</li> </ul>	<ul style="list-style-type: none"> <li>– numerous measures for resource conservation and resource efficiency</li> <li>– establishment of a sustainable value-added chain (camelina oil project)</li> </ul>	<ul style="list-style-type: none"> <li>– establishment of a sustainable value-added chain (camelina oil project)</li> <li>– environmentally-friendly and sustainable products</li> <li>– material recycling</li> </ul>	<ul style="list-style-type: none"> <li>– outstanding achievements in climate protection -&gt; member of the Companies for Climate Protection e. V.</li> <li>– ISO-50001 certification</li> <li>– numerous measures to increase energy efficiency</li> </ul>
Examples of current company goals	<p>Strategic goal at all sites: “0 work-related accidents” with a range of operational goals and specific measures, e.g.</p> <ul style="list-style-type: none"> <li>– a variety of offers for health promotion</li> <li>– health and safety days</li> <li>– workshops on “Motivation Leadership and Responsibility”</li> <li>– and much more</li> </ul>	<p>Operational goal: subject all relevant raw material suppliers to a CSR assessment:</p> <ul style="list-style-type: none"> <li>– onboarding of suppliers whose assessment is still pending</li> <li>– further integration of the process into internal workflows</li> </ul>	<ul style="list-style-type: none"> <li>– a range of development goals for environmentally-friendly, sustainable products</li> </ul>	<ul style="list-style-type: none"> <li>– a range of development goals for environmentally-friendly, sustainable products</li> <li>– diverse goals to avoid waste</li> <li>– even greater use of renewable raw materials</li> </ul>	<ul style="list-style-type: none"> <li>– greenhouse gas neutrality Scope 1 Lauenburg plant and Scope 1 and Scope 2 Lübeck by 2030</li> <li>– climate neutrality of the Lauenburg and Lübeck plants by 2050 (or by 2045)</li> <li>– construction of a photovoltaic system at the Lauenburg plant</li> <li>– various measures to further increase energy efficiency</li> </ul>

# OUR WAY TO FULFIL DUE DILIGENCE ALONG OUR SUPPLY CHAINS

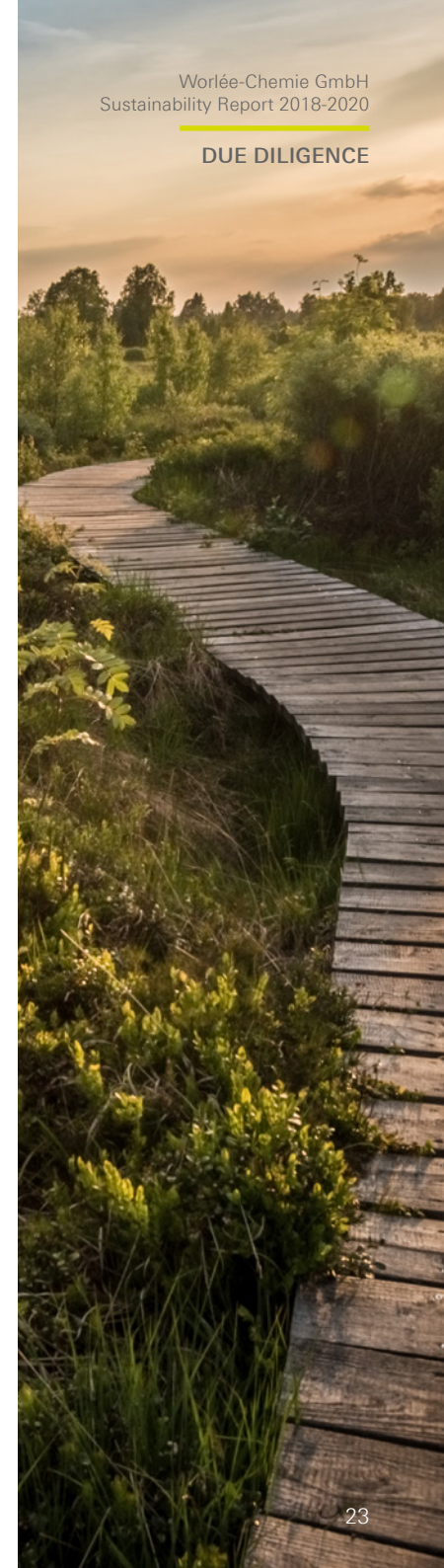
For our company, sustainability has always been a self-evident and important part of our corporate philosophy and corporate strategy. The social and ecological structure of our supply chains as well as human rights due diligence are therefore issues of particular importance.

Long before legal regulation was first brought up for debate in Germany, we had already taken steps to voluntarily fulfil the requirements of the German Federal Government's National Action Plan for Business and Human Rights.

As discussed above, we utilized the support offered by the Chemie<sup>3</sup> Initiative and served as one of 10 pilot companies to develop and test the Chemie<sup>3</sup> guidelines for sustainable supply chain management. As a part of this process, we im-

plemented specific measures for sustainable supply chain management in our business processes as early as 2017, thereby fulfilling the requirements of the 5 core elements of the National Action Plan for Business and Human Rights (NAP):

- Declaration of principles on human rights
  - We have been a signatory to the UN Global Compact since 2017 and publicly support its 10 principles in the areas of human rights, labour, the environment and corruption prevention.
  - We maintain an internal code of conduct as well as a code of conduct for suppliers; this information is communicated regularly and openly, and adherence to it is expected from the relevant groups.
- With our codes, we commit ourselves to the UN Universal Declaration of Human Rights and the 10 principles of the UN Global Compact as well as the ILO basic principles and core labour standards, of which the following are particularly relevant:
  - Prohibition of child and forced labour
  - Protection of the right to organize and the right to collective bargaining -
  - Freedom from discrimination in employment and occupation
  - Fair and reasonable wages and working hours



# OUR WAY TO FULFIL DUE DILIGENCE ALONG OUR SUPPLY CHAINS



- We use the international CSR\* platform EcoVadis to determine actual and potential adverse effects on human rights through a procedure that is at once qualified, reliable, credible and yet manageable for our relatively small teams in the relevant business processes. In this way we can carry out our risk analyses in the supply chain and guarantee that effective risk management is the outcome.
- When necessary, we can use this CSR platform to develop remedial and action plans together with our suppliers and then manage and monitor them from our side. As a preventive measure, we can supervise the development of our direct suppliers with regard to their performance in the areas of labour and human rights, the environment, ethics and sustainable procurement.
- We report on our approach and successes in our annual progress reports for the UN Global Compact and through our regular sustainability reports (See key figures on "Procurement Practices" and "Supply Chain", GRI\*\* 102-9, 308-1, -2, 414-1, -2).

- We have established a complaints office and determined a procedure for dealing with such complaints. To date, no complaints – neither internal nor from the supply chain – have been brought to us.

With these procedures and measures, we are complying with the requirements of the Due Diligence Act passed by the German Bundestag on June 11, 2021.

Even though we fall well below the thresholds relevant to this legislation (as of 2023, companies with 3,000 employees or more; as of 2024, 1,000 employees or more), we are well prepared for the expected upcoming obligations that will be required along the supply chain by larger customers.

Since 2016, we have had EcoVadis assessments carried out annually to evaluate our own sustainability performance. The outcomes of these appraisals have been highly favourable right from the start.

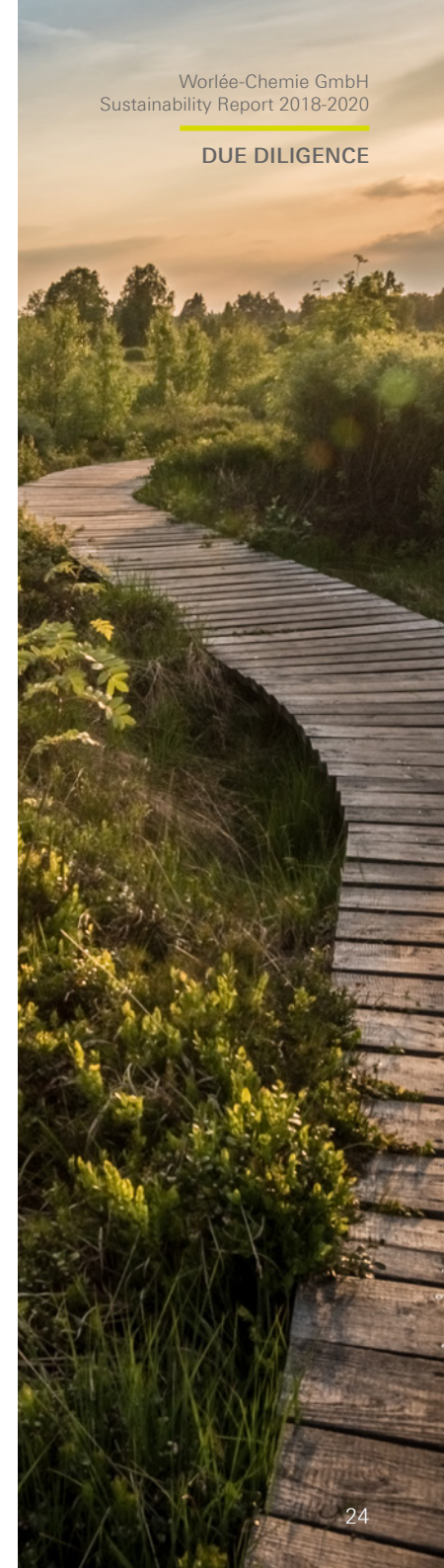


We are proud that our current rating - a platinum medal – earns us a place in the Top 1% of the more than 75,000 companies evaluated worldwide.

In spring 2020 we were honoured to receive a prize for our efforts, namely, the EcoVadis Sustainability Leadership Award among Small- and Medium-Size Enterprises as Best Performer in the Heavy Manufacturing category. The awards program recognizes outstanding achievements in the areas of sustainability and sustainability procurement in the following categories: Stakeholder Engagement, Supplier Engagement, Supplier Portfolio Improvement, CSR Performance, Program Leadership, and Regional Performance. The nominees were evaluated in terms of strategy and approach, procurement integration, scale and coverage as well as program results.

This great success is a clear confirmation of Worlée Chemie's systematic and integrated view of all stages of the supply chain.

\*Corporate Social Responsibility \*\* Global Reporting Initiative





# OUR WAY TO CLIMATE NEUTRALITY

Climate change poses a global threat for the generations to come. Limiting the rise in temperature to less than 2° requires decisive and effective action from today's decisionmakers.



The EU Green Deal is focused on combating climate change. With its amendment to the Climate Protection Act, the German legislature has determined a path for the reduction of greenhouse gas emissions that goes above and beyond the European targets.

As Worlée-Chemie has been committed to the goals of climate protection for many years, we applied to be a part of the "Klimaschutz-Unternehmen" ("Companies for Climate Protection") excellence initiative, a project of the National Climate Protection Initiative, in 2010. After a demanding expert review of our previous accomplishments regarding increasing energy efficiency at our production sites, we became the first chemical company to be included in this

initiative, which was transferred to a self-managed and self-financed association in 2013 after the project came to an end. Jan Eschke, who was responsible for energy and environmental management at Worlée at the time, was elected to the position of first chairman.

In addition to the motivation that stems from corporate responsibility, the Germany's highest energy price levels when compared internationally have generated additional pressure to take action.

Due to European and domestic CO<sub>2</sub> pricing, the cost of fossil fuels continues to rise. This is quite intentional with the aim of providing an incentive via prices for more energy efficiency or the switch to renewable energies.



# OUR WAY TO CLIMATE NEUTRALITY



Accordingly, we have already implemented numerous measures to improve energy efficiency in our systems and processes over the past 20 years, e. g.



- acquisition of process heat from a biogas CHP
- improving thermal plant insulation
- optimization of the thermal oil network
- optimization of the generation and distribution of compressed air and nitrogen
- sourcing of green electricity
- process optimization
- heat recovery from compressors and ventilation systems
- refurbishment of a steam generator with steam storage



Further projects are in the preparation phase, including optimization of the cooling water supply and a large photovoltaic system to meet in-house demand.

Decarbonization of the heat supply poses a particular challenge. Technically, complete electrification of the plants' heat generation would be feasible at any time. However, this approach is currently failing due to a lack of network capacity and the high price of electricity. In this regard, the state is called upon to bring about the neces-

sary structural, regulatory and economic prerequisites for such a transition.

Worlée-Chemie has set itself the goal of making its production sites climate-neutral with regard to energy-related greenhouse gas emissions (Scopes 1 and 2) by 2030.

In our production, we use raw materials and solvents in addition to both biogenic and fossil carbon. Our development department is working to find substitutions to replace individual raw materials from the petrochemical industry with products from renewable sources. Decarbonization in the supply chain (Scope 3), however, remains a challenging task that can only be solved together with our suppliers.

Another aspect of this issue concerns the supply shortages and associated increases in the price of raw materials based on petrochemicals that are expected to develop when refinery capacities are reduced in Europe. The transition to sustainable energy sources will bring about such changes as the demand for fossil fuels falls because these raw materials are frequent by-products or co-products from refineries.

However, the supply of renewable raw materials can also be put at risk if cultivation areas are lost due to climate change.

Protection against such climate risks is also part of forward-looking climate protection.

In order to systematically consider these complex relationships and ultimately develop several alternative decarbonisation paths, Worlée-Chemie is participating in the "Paths to a climate-neutral company" project run by Klimaschutz-Unternehmen e.V.. The Institute for Environmentally-Friendly Products and Processes (upp) at the University of Kassel is accompanying the project and contributing its scientific expertise.

The transformation process into a competitive, greenhouse gas-neutral industry also represents a major challenge for Worlée-Chemie. The accomplishment of such a transition demands not just innovative solutions and suitable long-term legislative frameworks but also plenty of financial capacity. Medium-sized companies in particular need state research and investment funding programs in order to remain competitive and maintain jobs in Germany.

Worlée-Chemie is rising to this challenge, for there is no alternative and there is no second chance.



**Jan Eschke,**  
Head of Digitization Innovation and Resource Efficiency, Worlée-Chemie







# SUSTAINABLE PRODUCT DEVELOPMENT AT WORLÉE

We have been involved with developing sustainable products for a very long time. Even without legal or social pressure, we have always felt driven to be able to offer better products and solutions for a wide range of applications.

In particular, one of our primary focuses has been the development of products with a long-lasting protective effect, high-quality water-based alkyd emulsions for a wide range of applications and products based on renewable raw materials for e.g. high-quality wood coatings since the 1980s.

Development of high-quality products in cooperation with customers has always been our priority. To this end, our various research and development departments deal with different subject areas and technologies. For targeted development, the application technology departments test the products for technical suitability in formulations that are typical for today's markets.

These teams are supplemented by our global technical sales force, which maintains direct access to our customers and the markets.

The resulting multidisciplinary teams form a strong axis for the development of the additive and binder technologies of the future.

In regular workshops, mixed teams work together with other departments, suppliers or customers to develop many of the product ideas that will gradually find their way into our delivery range.

Maintaining partnerships with other raw material suppliers, research partners and research institutes is also an important mainstay for us in the further development of our products. We particularly value partnerships during the very early development stages of innovative raw materials, even if these may still be years away from being introduced into the market.



# SUSTAINABLE PRODUCT DEVELOPMENT AT WORLÉE



In addition to our customers, product quality is of primary importance to us. Even if a product could potentially become more sustainable, we refuse to compromise when it comes to quality requirements. Only a technically good and more sustainable product will ultimately establish itself in the market.

In particular, the development of water-based alkyd emulsions featuring a long shelf life that are also based on renewable raw materials and suited for a wide range of applications including high-quality wood coatings has been a priority for us since the 1980s.

Over the decades, with the development of various resin technologies based on different raw materials, we have been able to gain a great deal of experience from a variety of different perspectives about how to make products more sustainable.

Sustainable product development must ultimately benefit the environment and society, but also take economic aspects into account. The entire supply chain must benefit. Even in our most tried and true areas of development, we can take many of these different aspects into account to make resins and additives more and more sustainable.

Paints and coatings are age-old environmental protection mechanisms, as they preserve value by protecting materials from weathering or decay. In fact, we began importing natural resin raw materials 170 years ago, when solutions were needed to protect steam engines from corrosion and wood from decay. After World War II, alkyd resins began their triumphant sweep through the markets; even today, they are predominantly composed of renewable fatty acids and oils. During this time, acrylate resins based on mineral raw materials also made their breakthrough. In the 1980s we began developing silicone-modified alkyd resins with significantly improved resistance properties. These feature a significantly longer shelf life as compared to unmodified systems while making a significant contribution to resource protection. The course of time has seen the development of a colourful array of different resin systems and application areas, and we work constantly to further perfect them.

Another major focus point concerns the use of renewable raw materials. Since the more one uses, the less petrochemical raw materials one needs, this naturally reduces CO<sub>2</sub> emissions. Alkyd resins generally form a good basis in this case, as they are built up directly on vegetable oils. On the other hand, some of the various necessary oil crops are also suitable for human consumption. The increasing use in various alkyd

resins of by-products such as the biomass waste yielded by olives, maize and sunflowers does not conflict with food output, consumes available resources and reduces waste. Today we can also combine different sustainability issues, as we have impressively demonstrated when building a complete camelina oil value-added chain. For this product, we have established a supply chain from the farmer to the oil extraction processor to us as the binder manufacturer and on to the paint manufacturer. In addition, we have implemented mixed crop cultivation or cropping gaps, which increases both biodiversity and the food supply for pollinating insects.

We have also been applying ourselves for a long time to the objective of forgoing or exchanging raw materials that pose a high health and environmental hazard. To this end, we have developed a technology that enables the formulation of fast-drying, high-solid and highly resistant paints without the need to bring in paint isocyanates. As early as the 1980s, complete binder systems had already been developed that abstained from using solvents that contained aromatic compounds. At about this time, we took the process a further step further and developed water-based, internally emulsified and PU-modified alkyd emulsions that are in no way inferior to solvent-based systems in terms of their application properties. In addition, we also developed cobalt-free siccatives (drying agents) to catalyse

the oxidative drying of alkyd resins and oxime-free anti-skinning agents to optimize storage stability.

With our creative departments in research and development, we are technologically well-positioned for further orientation in the direction of sustainable products in cooperation with our customers and partners. Each new development is related to sustainability factors such as climate change and resource conservation.



**Lars Ossenschmidt,**  
Head of Technical  
Marketing Lab,  
Worlée-Chemie



**Dr. ir. Toine Biemans,**  
Head of Research &  
Development,  
Worlée-Chemie

# SUSTAINABLE PRODUCT DEVELOPMENT: WORLÉECOSMETICS

Our development priorities are in line with our sustainability goals in the tradition of our family business: namely, the development of environmentally-friendly and sustainable products.

To date, polymers have been chiefly manufactured from petrochemical raw materials. Our objective is the production of polymers that are mainly composed of renewable raw materials such as sugar, starch and oils without sacrificing important application properties. We are focused on producing and optimising water-based products as well as reducing or avoiding the use of mineral solvents. Petrochemical acrylates can be replaced by monomers based on renewable raw materials.

With the development of new cellulose systems, we will be able to offer solutions for natural suspension agents in future rinse-off-(shower-Gel-)products. These cellulose systems can also be adapted for numerous other areas of application.



For our decorative cosmetics division, we are developing film formers made from renewable raw materials with a Natural Origin Index of at least 0.5 (in accordance with ISO 16128). Our film formers are used for eyeliners, foundations, eye shadows and other high-quality products.

As product adaptation has already been completed for our WorléeSoft Beads products, they can now be used in the field of natural cosmetics. Almost all products in this series are COSMOS validated and help our customers in the formulation of natural, sustainable high-quality products.



Mario Winterstein,  
Head of WorléeCosmetics



Florian Preuß,  
Head of Application  
Technology Development  
Cosmetics



# MORE SPACE FOR INNOVATION: NEW FACILITY FOR COSMETIC PRODUCTION IN LAUENBURG

WorléeCosmetics is relocating its production site from Hamburg to Lauenburg and began building the new production area in Lauenburg at the beginning of the year.

The first innovative cosmetic raw materials will be produced there as early as this autumn. The new production facility offers a modern working environment and plenty of room for the latest technologies. Our research and development will enjoy an expansion of its working space while the application department will have its own area as well. Starting in November, these extended research and development laboratories will make it possible to research new applications and ideas thanks to their broader techni-

cal laboratory capacities. We have set ourselves the goal of supplying our customers with raw materials while they are developing new products. New formulations will be developed with our raw materials, as we can work together with our customers to support them in formulating their own products.

WorléeCosmetics raw materials are in demand around the world and are used in numerous branded products. Particular emphasis is placed on good biodegradability and the use of renewable natural raw materials. Examples of this include pigment pastes, exfoliating particles and active ingredient carriers. With the relocation of our production to Lauenburg, Worlée is making a sustainable investment in the future.





# TRADED PRODUCTS - SUSTAINABLE SUPPLY CHAINS THROUGH STRONG PARTNERS



**Thorsten Adebahr,**  
Head of Traded Products,  
Worlée-Chemie

## SUPPLIERS OF DISTINCTION:

90%

90% OF THE PRODUCTS WE  
PURCHASE COMES FROM  
SUPPLIERS WHO HAVE EARNED  
AT LEAST BRONZE STATUS,  
AND THIS TREND IS INCREASING.

Trading in paint and coating resins is truly the “nucleus” of Worlée-Chemie in its entirety, going all the way back to the beginnings of the Worlée Group.

Worlée signed its first distribution contracts in the 1960s, when it began acting as an official distributor for producers of chemical raw materials. Even today, the area of trade/distribution, in addition to the development and manufacture of our own products, is an essential part of our business. We sell more than 500 products to over 1,000 customers in more than 40 countries. However, the distribution of chemical raw materials at Worlée is by no means limited to purely commercial/logistical aspects: our customers particularly appreciate our expert technical and application advice as well as the support from our employees. Our laboratories develop guide

formulations, support our customers with technical challenges and help them improve their formulations. This all takes place in close cooperation with our principals, for whom Worlée is an important partner, in order to make highly technical chemical raw materials accessible to a broad customer base.

Worlée’s partners, suppliers and principals in the area of distribution are well-known companies from the chemical industry, including both medium-sized companies and international corporations, with whom we have long-term and often decades-long partnerships. In a world that is changing more and more quickly, we are clearly focused on developing and maintaining long-term and sustainable business relationships as opposed to carrying out short-term “trading” with varying supply sources. This is

why we rely on reputable partners who, like ourselves, place a greater emphasis on sustainability. To evaluate various sustainability performance aspects along the supply chain in the area of Traded Products, we use the CSR-platform EcoVadis.

An analysis of the EcoVadis status of our suppliers has been completed as part of the sustainability assessment of our supply chains in the area of distribution. More than half of all of our suppliers are already registered with EcoVadis. 90% of the products we purchase comes from suppliers who have earned at least Bronze Status, and this trend is increasing.



# CONTINUING EDUCATION

WORLÉE-AKADEMIE



**Helmut Grahl,**  
Human Resources Manager,  
Worlée-Chemie

The Worlée-Akademie is a product from the e-learning portfolio created by Haufe Academy, with which Worlée has established a diverse digital learning platform that is available to all employees of the Worlée Group. The Worlée Academy offers learning modules and seminars that can be completed online quickly, easily and anywhere.

The Academy is composed of many subject areas. These include assistance and office management, business administration, law, accounting and controlling, management and leadership, intercultural com-

petence, personnel management, personal and social competence, project management, sales and marketing, Compliance College and digitalization. There are currently over 100 e-learning courses available such as stress management or bolstering personal strengths as well as health courses including back training, how to run correctly or digital detox.

The available learning content is constantly being expanded and will also be supplemented in the future by self-produced training content, such as training videos via INSIGHT, our new intranet.



## INSIGHT

In November 2020 INSIGHT became a part of the Worlée Group, providing us with our new social intranet, which is available to all employees and an increasing number of external representatives. With INSIGHT, we want to get all of our colleagues involved by means of viral information distribution and keep them up-to-date at all times by publishing regular news.

INSIGHT also offers a range of tools that simplify work processes in order to develop teams' full potential. Over an extended period of time, our employees have been given the opportunity to attend various training modules in order to familiarize themselves with the full range of INSIGHT's resources, thus allowing them to use the system optimally. In the meantime, the platform

has established itself very well in our colleagues' regular work routine and offers a high level of added value, especially in times of home office.

# SAFE THROUGH THE CORONA PANDEMIC

Protecting our employees from all health risks takes the highest priority. It was a matter of course for us to implement effective pandemic management at a very early stage.

With our pandemic staff, which includes representatives from all important areas of the company, we track the development of infection figures continuously and in regular meetings; implement currently valid and recommended hygiene rules, occupational safety rules and ordinances specified at the federal, state and municipal level; and establish internal measures for the company itself.

Our employees are always kept up-to-date with our "List of COVID-19 protective measures", which includes a diverse range of measures - from "A" for "allgemeine"/general hygiene rules to "W" for "Wartung"/maintenance and repair rules for employees from external service providers - along with regular employee messages, notices and posters.

We have prepared risk assessments for all working areas, adapted them to the relevant current requirements and discussed them with our employees.

We regularly consult with our company doctors and safety specialists about our measures.

By offering mobile work, separate workspaces, installation of protective barriers and other protective measures, we have succeeded in making Worlée-Chemie's working spaces safe for our employees even during the pandemic.

We are very pleased that no infections have been transmitted within the company.

Long before employers were required to offer tests in the workplace, one of our employees received qualified training as part of his volunteer work at the local fire brigade to carry out rapid tests. This made it possible for us to offer employee tests at an early stage and thus provide a bit more security in unclear situations.



We are very pleased that we were able to offer COVID-19 vaccinations from a company doctor in the summer. Thanks to this offering, all colleagues willing to receive a vaccine were able to receive full vaccination protection by the beginning of September.

We will continue to proceed cautiously and prudently so as not to give any future virus mutations the chance to spread as we seek to protect our employees as effectively as possible.

## COVID-19 PROTECTION MEASURES



Wash hands thoroughly on a regular basis

Maintain a safe distance of at least 1.5 meters



Wear a medical face mask

Ventilate regularly



Stay at home in case of a fever or cough



Required key figures 2018, 2019, 2020

# KEY FIGURES

ECONOMY | ECOLOGY | SOCIAL ISSUES

# GRI CONTENT INDEX

This Sustainability Report by Worlée-Chemie has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2016, Core Option. An external audit was not carried out. The following GRI Content Index lists all essential categories of management approaches and key figures with the corresponding GRI standards and page numbers in this report.

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# KEY FIGURES ECONOMY

GRI 102-9, 204-1, 308-1, -2, 414-1, 414-2

## PROCUREMENT PRACTICES

It is important to us to create a social and ecological design for our supply chains that takes due diligence regarding human rights into account. The inclusion of the highest possible proportion of local suppliers along with continuous assessment of their performance in the areas of the environment, labour and human rights, ethics and sustainable procurement are important components of our sustainable supply chain management.

## SUPPLY CHAIN

Most of the raw material suppliers whose products we process or trade come from Europe. These are supplemented by suppliers from America and Asia. Since 2017, we have used EcoVadis assessments to systematically and continuously review the sustainability practices of the raw material suppliers.

### 102-9 Entire supply chain:

Suppliers purchasing raw materials/packaging from the Lauenburg and Lübeck plants and Worlée-Chemie Hamburg

Calendar year	Number of direct suppliers	Estimated number of suppliers in the total supply chain	Estimated net present value of payments to suppliers
2018	211	441	79,5 m €
2019	198	474	68,6 m €
2020	204	476	68,9 m €

### 204-1 Local suppliers

Our local suppliers come from the northern half of Germany and are based in Schleswig-Holstein, Hamburg, Lower Saxony, Bremen and Mecklenburg-Western Pomerania.

#### Technical suppliers to the Lauenburg and Lübeck plants

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

#### Suppliers purchasing raw materials / packaging from the Lauenburg and Lübeck plants and Worlée-Chemie Hamburg

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

### 308-1, -2, 414-1 Supply Chain, Procurement Practices, Environmental Assessment, Supplier Social Assessment

By May 31, 2021, 62.75% (2019: 36.36%) of our active suppliers for raw materials and packaging had been asked to undergo an EcoVadis assessment to assess their sustainability performance in the areas of the environment, labour and human rights, ethics and sustainable procurement. We have obtained the results for 78.13% of the companies requested. The following table displays which percentage of the rated suppliers of Worlée-Chemie were able to achieve which level. Conclusion: in all areas, the average performance achieved by our suppliers is significantly higher than that of the more than 75,000 companies evaluated by EcoVadis worldwide. None of our suppliers has achieved an "unsatisfactory" result; accordingly, we have not needed to request any remedial action plans.

Achieved Score Category by x % Worlée Suppliers	Advanced (Score 65–100)	Confirmed (Score 55–64)	Confirmed (Score 45–54)	Partial (Score 25–44)	In-sufficient	Average Score Worlée suppliers	Benchmark EcoVadis
Overall Score	34 %	54 %	54 %	11 %	0 %	58 %	43,2 %
Environment	44 %	22 %	26 %	8 %	0 %	62 %	43,4 %
Labour	31 %	33 %	26 %	10 %	0 %	60 %	45,8 %
Ethics	27 %	26 %	23 %	24 %	0 %	55 %	41,1 %
Sustainable Procurement	17 %	14 %	29 %	40 %	0 %	50 %	36,0 %



# KEY FIGURES ECOLOGY

## 301-1, -2, -3 MATERIALS

Total weight of materials used	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
share of recycled raw materials [ kg/kg ]	0,028	0,028	0,024	0,022
<b>Total</b>	<b>43.954</b>	<b>39.189</b>	<b>35.738</b>	<b>38.157</b>

The materials in question are composed only of raw materials. Auxiliary and operating materials are not included. The quantities given are based on measurements. Packaging materials are not recorded by weight. Recycled used packaging is used to the greatest extent possible as compatible with quality considerations. Raw material packaging and packaging used for internal purposes is largely returned for processing (reconditioning).

All raw materials are obtained from external suppliers.

## 302-1, -3, -4 ENERGY

Energy consumption within the organization	Value 2017	Value 2018	Value 2019	Value 2020
Fuel consumption from non-renewable 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
Annual total 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, automobile fuel for company cars and the resin-solvent mixture (HLMG) from cleaning processes used in thermal post-combustion. Due to a lack of analyses and the constantly changing composition of the material, the calorific value given for the HLMG is that of heavy heating oil.

The calorific value of the natural gas used was taken from information provided by the supplier. The conversion factors for determining the calorific value of other fuels have been derived from the Allocation Ordinance of 2012 (UBA).

Heating energy consumption only includes useful heat drawn from outside. At the Lauenburg site, the amount of process heat obtained from a biogas plant increased again after technical problems had been eliminated.

Energy intensity only includes the total energy consumption within the organization and relates to the production volume.

# KEY FIGURES ECOLOGY



## 303-1, -2, -3 WATER

Water usage by source	Value 2017	Value 2018	Value 2019	Value 2020
Rainwater (Annual volume) [ m³ ]	1.901	996	1.445	1.283
Drinking water [ m³ ]	46.060	44.715	45.554	45.750
<b>Total</b>	<b>47.961</b>	<b>45.711</b>	<b>46.999</b>	<b>47.033</b>

No water is extracted from surface water or groundwater. At the Lauenburg site, rainwater is collected on roof surfaces and used as cooling water.

Drinking water is used for sanitary purposes and, after treatment (softening), as cooling water, boiler feed water and as a solvent for products.

Cooling water is re-cooled after use and reused. How many times the cooling water is reused cannot be determined. Evaporation and desalination losses in the cooling towers are replaced by rainwater and treated drinking water.

## GRI 304-1, -2, -3 BIODIVERSITY

We are very much aware of the central importance of biodiversity for nature and human life, and we want to protect the environment and biological diversity. Protective measures for the environment at all of our sites are effective in preventing occurrences of contamination by fuels, oil or chemicals. During the reporting period, there was no such pollution at any of our locations. Our Lauenburg plant is located in the Elbe river valley floodplain. We are aware of the special value of this landscape and its protected areas, and we are very careful not to damage it in any way, even though our facility does not lie within the designated protection territory. By minimizing our emissions, we can protect the soil and groundwater and keep any impact on this area as low as possible. To compensate for past or future operations in natural habitats, several compensatory areas have been acquired in the area around the Lauenburg plant.

## 305-1, -2, -4 EMISSIONS

THG 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 the GHG emissions intensity quotient Annual amount of GHG emissions / annual production amount [ kg/kg ]	0,089	0,092	0,103	0,083

All fuel types are included in the calculation of direct CO<sub>2</sub> emissions with their CO<sub>2</sub> equivalent. The various production processes do not generate any GHGs. Worlée-Chemie is not subject to emissions trading.

The emission factor for heavy heating oil has been used as the HLMG emission factor. The emission factors for the other fuels have been taken from the Allocation Ordinance 2012 (UBA) and the UBA publication "CO<sub>2</sub> emission factors for fossil fuels" from 2016.

Since 2017, electricity has mainly been obtained from renewable sources. Only small auxiliary connections are supplied with grey electricity. The specific GHG emissions are calculated as the sum of the GHG emissions Scope 1 and Scope 2 and relate to the production volume.

# KEY FIGURES ECOLOGY

## KEY FIGURES ECOLOGY



306-1 bis -5

### SEWAGE AND WASTE

Annual sewage quantity	Value 2017	Value 2018	Value 2019	Value 2020
<b>Sewage discharge</b>				
according to quality and discharge location [ m³ ]	28.681	27.082	29.334	27.613

Annual waste quantity	Value 2017	Value 2018	Value 2019	Value 2020
<b>Waste, total</b>				
Waste by type and disposal method				
Hazardous waste – total weight [ t ]	8.207	7.627	6.868	6.789
<b>Hazardous waste for recycling</b>				
Waste by type and disposal method				
Hazardous waste, recycling [ t ]	2.092	2.273	1.900	2.020
<b>Hazardous waste recovery</b>				
Waste by type and disposal method				
a. Hazardous waste				
iv. Recovery, including energy recovery [ t ]	2.134	1.916	1.877	1.642
<b>Non-hazardous waste</b>				
Waste by type and disposal method				
Non-hazardous waste – total weight [ t ]	320,8	326,9	259,4	264,3
<b>External disposal – recovery</b>				
Waste by type and disposal method				
Hazardous waste, incineration [ t ]	3.886	3.353	3.014	2.773
<b>External disposal – removal</b>				
Waste by type and disposal method				
Hazardous waste, landfill [ t ]	94,9	127,3	76,8	354,3
<b>Transported hazardous waste</b>				
[ t ]	5.752	5.426	4.731	4.883

All wastewater is fed to the municipal sewage treatment plants for the respective locations. Quantity determination included subtraction from the freshwater consumption of the quantities of water that evaporate in the cooling towers or are used as solvents for products.

At the Lauenburg site, beyond sanitary wastewater, only salted water from water softening is discharged. No other industrial wastewater comes from the Lauenburg facility.

All waste is disposed of in accordance with the applicable laws and regulations. No waste is exported abroad.

No harmful substances were released in any significant quantities during the reporting period.



On May 15, 2020, fire broke out at the Lauenburg plant. Thanks to the well-functioning fire protection equipment, the practiced behavior of the employees and the quick and coordinated intervention of the fire brigade, the fire was limited to only one part of the plant.

The consequences of the fire were limited to property damage with no physical injuries or direct environmental damage. As a part of the fire damage removal, 386 t of product and dismantled production facilities were disposed of as hazardous waste in 2020. Since this was an extraordinary event, this amount is not included in the above figures.



# KEY FIGURES SOCIAL ISSUES

GRI 201-1, 201-3, 102-41

## ECONOMIC PERFORMANCE

Salary and wage payments at Worlée-Chemie are notably higher than statutory minimum wage levels. Compensation is handled in accordance with the collective agreements of the German chemical industry (Lauenburg and Lübeck locations) or those of the Wholesale and Foreign Trade (Hamburg). In addition, executives and top performers receive further salary augmentations that are not regulated by collective agreements.

Our employees and executives abroad also find themselves in an elevated income category. Of course, there are no gender differences in remuneration. Leadership positions in our international locations are, whenever possible, filled by locally recruited executives. Our subsidiaries in India, Malaysia and China exclusively employ locally recruited executives.

In all of our German locations, our employees receive attractive subsidies for adding to their pension scheme. In this context, they can choose between making deposits to a provident fund or a pension fund, or they may opt to invest in a direct insurance plan instead. We have chosen a reputable provider that reinsures all retirement funds through life insurance policies. Furthermore, these benefits are secured through the Pension Insurance Association. Employees receive annual information on the current state of their pension scheme.

GRI 401-1, -2, -3

## EMPLOYMENT

Due to our collective bargaining agreements, we do not differentiate between salaried and unsalaried employees. All employees are graded according to tariff groups. All Worlée employees participate in all contractual services without differentiation between full-time or part-time. Temporary workers cannot participate in contractual retirement benefits, sickness benefit insurance or disability insurance.

GRI 402-1

## LABOUR/MANAGEMENT RELATIONS

The works council is always involved in any changes in operating procedures; they are informed and consulted in a timely and comprehensive manner. Direct information, team meetings, company meetings, leaflets, personal letters and e-mails are used to inform employees of intended changes quickly and within legal deadlines.

GRI 403-1, -2, -3, -4

## OCCUPATIONAL HEALTH AND SAFETY

Each location's respective "Committee on Safety and Health at Work" meets four times a year. The employees are represented by members of the works council and security representatives selected from the workforce. The work of the committee covers all activities and jobs of all our employees and therefore applies to 100% of the workforce. We are unaware of any risk or increased occurrence of any particular diseases due to activities within the company.

Benefits related to health and social issues as agreed to with trade unions are governed by the collective agreements to which Worlée-Chemie has acceded.

In addition, we operate a certified occupational safety management system according to ISO-45001 and an extensive operational health management system in accordance with DIN SPEC 91020 that includes many voluntary social benefits. We are constantly working to achieve our goal of "0 work accidents" and carry out a series of measures each year to achieve this goal.

GRI 404-1, -2, -3

## EDUCATION AND CONTINUING EDUCATION

We devoted 15 h per employee per year to training measures, without gender-specific differentiation and independent of employee category, in the years 2018, 2019 and 2020, respectively.

GRI 405-1, -2

## DIVERSITY AND EQUAL OPPORTUNITY

The abilities and active involvement of every employee is essential to us. We therefore oppose inequality or degradation for any reason. All employees are remunerated according to collective bargaining agreements without gender-specific differentiation.

# KEY FIGURES SOCIAL ISSUES



## KEY FIGURES SOCIAL ISSUES

### 102-8:

Percentage of employees per employee category in each of the following diversity categories: Gender, Age group: under 30 years old, 30 to 50 years old, over 50 years old

### 405-1a, 406-1:

Percentage of individuals within the organisation's governance bodies in the above-named categories

	Employees Status 31/12	m	Rate	f	Rate	<30	Rate	30-50	Rate	> 50	Rate
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		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		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		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
<b>2020 total</b>	<b>311</b>	<b>222</b>	<b>71,38</b>	<b>89</b>	<b>28,62</b>	<b>45</b>	<b>14,47</b>	<b>154</b>	<b>49,52</b>	<b>112</b>	<b>36,01</b>
% in management		72,29		27,71		1,2		43,37		54,34	

# KEY FIGURES SOCIAL ISSUES



## KEY FIGURES SOCIAL ISSUES

### 401-1a:

Total and rate of new employees by age group, sex and region. The rate is in proportion to the respective total employment of the region

	New Employees	Rate	m	Rate	f	Rate	<30	Rate	30-50	Rate	> 50	Rate
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>
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
<b>2020 total</b>	<b>5</b>	<b>1,61</b>	<b>3</b>	<b>0,96</b>	<b>2</b>	<b>0,64</b>	<b>3</b>	<b>0,96</b>	<b>1</b>	<b>0,32</b>	<b>1</b>	<b>0,45</b>



# KEY FIGURES SOCIAL ISSUES



## KEY FIGURES SOCIAL ISSUES

### 401-1b:

Total and rate of employee fluctuation during the reporting period by age group, gender and region. The rate is in proportion to the respective total employment of the region

	Job exits	Rate	m	Rate	f	Rate	<30	Rate	30-50	Rate	> 50	Rate
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>
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
<b>2020 total</b>	<b>18</b>	<b>5,79</b>	<b>13</b>	<b>4,18</b>	<b>5</b>	<b>1,61</b>	<b>1</b>	<b>0,32</b>	<b>6</b>	<b>1,93</b>	<b>11</b>	<b>3,54</b>

# KEY FIGURES SOCIAL ISSUES



## 401-3-a to e:

Total employees with entitlement to parental leave according to gender:

	Total	m	f
<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
<b>2020</b>	<b>12</b>	<b>10</b>	<b>2</b>
Lauenburg	8	8	0
Hamburg	3	1	2
Lübeck	1	1	0

## 401-3-a to e:

Total employees who have taken parental leave according to gender

	Total	m	f
<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
<b>2020</b>	<b>8</b>	<b>6</b>	<b>2</b>
Lauenburg	5	5	0
Hamburg	3	1	2
Lübeck	0	0	0

All employees have since returned from parental leave.

# KEY FIGURES SOCIAL ISSUES



## 403-2a:

Type of injury, injury rate, occupational disease rate, lost day rate, absentee rate and work-related fatalities for all employees (salaried and unsalaried), with a breakdown by: (i) region (ii) gender

## 403-2c:

The system of rules applied in recording and reporting accident statistics: internal timekeeping program

\* On May 15, 2020, fire broke out at the Lauenburg plant. Thanks to the well-functioning fire protection equipment, the practiced behavior of the employees and the quick and coordinated intervention of the fire brigade, the fire was limited to only one part of the plant. The consequences of the fire were limited to property damage with no physical injuries or direct environmental damage.

Eight of the 10 reported work-related accidents in 2020 at the Lauenburg plant were not physical injuries, but rather psychological strains in the aftermath of the fire incident; these also make up a large part of the downtime.

## KEY FIGURES SOCIAL ISSUES

	Type of injury	Injury rate	Occupational Illness	m	f
<b>2017</b>					
Lauenburg	7 accidents (+1 carried over from 2016) of which 5 required reporting 6 occupational accidents, 2 commuting accidents (1 carried over from 2016)	1,207.05 hrs. downtime 0.331 % injury rate	0	7	1
Lübeck	2 occupational accidents, both required reporting	84.38 hrs. downtime 0.153 % injury rate	0	2	0
Hamburg	0	0	0	0	0
<b>2018</b>					
Lauenburg	4 occupational accidents (+1 carryover), of which 3 required reporting, 1 commuting accident, not requiring reporting (+ 1 carried over from 2016)	630.08 hrs. downtime 0.157 % injury rate	0	5	2
Lübeck	0	0	0	0	0
Hamburg	3 commuting accidents of which 3 required reporting	377.9 hrs. downtime 0.405 %	0	1	2
<b>2019</b>					
Lauenburg	11 occupational accidents of which 7 required reporting	585.91 hrs. downtime 0.127 % injury rate	0	11	0
Lübeck	1 occupational accident requiring reporting	1,378.74 hrs. 1.897 % downtime	0	1	0
Hamburg	0	0	0	0	0
<b>2020</b>					
Lauenburg	11 accidents of which 10 required reporting* 11 occupational accidents	3,367 hrs. downtime* 0.773 % injury rate	0	11	0
Lübeck	3 accidents of which 3 required reporting 3 occupational accidents	1,216 hrs. downtime 1.662 % injury rate	0	3	0
Hamburg	0	0	0	0	0



# COMPLIANCE

in the areas of anti-corruption, anti-competitive behavior, environmental protection laws and regulations, discrimination, labour and human rights, data protection, customer health and customer safety, product information and labelling, marketing and communication, socio-economic compliance and political donations.

	2018	2019	2020
<b>GRI 205-3</b> Number of corruption incidents	0	0	0
<b>GRI 206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0	0	0
<b>GRI 307-1</b> Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	0	0
<b>GRI 406-1</b> Total number of incidents of discrimination	0	0	0
<b>GRI 407-1, 408-1, 409-1</b> Significant risks for incidents threatening rights involving freedom of association, child labour, forced or compulsory labour	0	0	0
<b>GRI 415-01</b> Contributions to political parties	0	0	0
<b>GRI 416-1, -2</b> Incidents of non-compliance concerning the health and safety impacts of our products	0	0	0
<b>GRI 417-1, -2</b> Incidents of non-compliance concerning product and service information and labelling	0	0	0
<b>GRI-417-3</b> Incidents of non-compliance concerning marketing and communications	0	0	0
<b>GRI 418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0
<b>GRI 419-1</b> Complaints regarding Non-compliance with laws and regulations in the social and economic area	0	0	0



# COMPLIANCE



GRI 205-01, 205-2

## ANTI-CORRUPTION AND ANTI-COMPETITIVE BEHAVIOR

Worlée-Chemie is committed to combating all forms of corruption, bribery, and anti-competitive conduct. Business practices involving illegitimate means are not tolerated. Gifts and invitations for business gatherings are only permitted so long as these exchanges are appropriate and cannot have an impact on the decision-making process. This principle is enshrined in our code of conduct, the content of which is regularly communicated to all employees; likewise, it is also included in our suppliers' code of conduct dated 17 December 2018. We have also informed every member of our supply chain about the establishment of a complaints office.

Our German sites as well as our seven subsidiaries worldwide are regularly assessed for corruption risks. According to the CPI-Corruption Perceptions Index 2020, the various countries are subject to the following risk classification:

very small:	3
small:	1
average:	4
high + very high:	0

GRI 412-1, -2

## HUMAN RIGHTS AND RESPONSIBILITY

The reporting requirement regarding failures to comply with the risks in question or violations of prohibitions involving child, forced or compulsory labour does not apply to the main business locations of Worlée-Chemie in northern Germany since we naturally comply with the comprehensive relevant German and European legislation.

Our seven worldwide subsidiaries work closely with and are subject to the supervision of the business management in Germany. Violations of the above-mentioned basic principles have not been identified.

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## GRI CONTENT INDEX Supplement Key Performance Indicators 2021

The Worlée-Chemie Sustainability Report for the years 2018 - 2020 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 2021 are 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
<b>Economy</b>	<b>Solid foundation</b>	
102-9	Supply Chain: EcoVadis Planitum medal 2021	1
204-1, 308-1, 308-2, 414-1, 414-2	Procurement practices	2
204-1	Proportion of local suppliers	2
<b>Ecology</b>	<b>High quality and environmental compatibility</b>	
301-1, 301-2, 301-3	Materials	2
302-1, 302-3, 302-4, 303-1, 303-2, 303-3	Energy and water	3
305-1, 305-2, 305-4	Emissions	4
306-1 bis -5	Sewage and waste	4. 5
308-1, 308-2	Environmental assessment of suppliers	2
<b>Social</b>	<b>Fairness in our relationships</b>	
401-1a, 401-1b, 401-3a-e	Employment	6, 7
403-2 a, 403-2c	Occupational health and safety	7
405-1, 405-2, 406-1, 102-8	Diversity and equal opportunity, equal treatment	5
407-1, 408-1, 409-1, 412-1, 412-2	Human rights and responsibility	1, 2
414-1, 414-2	Social assessment of suppliers	2



Worlée-Chemie was once again awarded a platinum medal in the EcoVadis Sustainability Rating in autumn 2021. This result reflects excellent performance in the areas of environment, labor and human rights, ethics and sustainable procurement.

With its result, Worlée-Chemie is among the top 1% of the more than 95,000 companies assessed worldwide.

## 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
2018	227	163	71,8 %
2019	284	192	67,6 %
2020	247	164	66,4 %
2021	314	214	68,2 %

### 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
2018	195	45	23,1 %
2019	198	52	26,3 %
2020	204	58	28,4 %
2021	209	52	24,9 %

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

Until 31.12.2021 we asked 62.68% (2020: 55.39%) 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 74.81% of the invited suppliers are available.

Status of the assessed suppliers:

36 % „advanced“  
54 % „confirmed“  
10 % „partial“  
0 % „unsufficient“

## KEY PERFORMANCE INDICATORS Ecology

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

Total weight of used materials	Value 2018	Value 2019	Value 2020	Value 2021
non-renewable raw materials [t]	22.690	20.620	21.967	21.710
renewable raw materials [t]	16.499	15.118	16.190	16.308
Portion of recycled raw materials [kg/kg]	0,028	0,024	0,022	0,040
<b>Total</b>	<b>39.189</b>	<b>35.738</b>	<b>38.157</b>	<b>38.418</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.

Supplement Key Performance Indicators 2021

All raw materials are sourced from external suppliers.

**302-1, -3, -4 Energy**

Energy consumption within the organization	Value 2018	Value 2019	Value 2020	Value 2021
Fuel consumption from nonrenewable sources (calorific value) [ kWh ]	22.191.039	21.834.088	20.148.585	18.013.155
Fuel consumption from renewable sources (calorific value) [ kWh ]	0	0	0	0
Annual electricity consumption [ kWh ]	9.356.759	9.016.825	8.708.503	8.402.366
Annual heating energy consumption [ kWh ]	1.173	0	512.090	1.387.546
Total annual energy consumption [ GJ ]	113.576	111.063	105.729	101.711
Energy intensity quotient [ kWh/kg ]	0,605	0,654	0,564	0,537

Fuel consumption includes natural gas, heating oil, liquefied petroleum gas, car fuels of company cars and the solvent resin mixture (HLMG) from cleaning processes, which is incinerated in our thermal post-combustion unit. Due to the lack of analyses 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

**303-1, -2, -3 Water**

Water extraction by source	Value 2018	Value 2019	Value 2020	Value 2021
Rainwater (Annual amount) [ m³ ]	996	1.445	1.283	1.393
Portable water consumption [ m³ ]	44.715	45.554	45.750	36.989
<b>Total</b>	<b>45.711</b>	<b>46.999</b>	<b>47.033</b>	<b>38.382</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.



Supplement Key Performance Indicators 2021

305-1, 2, 4 Emissions

GHG Emissions	Value 2018	Value 2019	Value 2020	Value 2021
<b>Direct (Scope 1)</b> Gross volume, [ t ]	4.753	4.818	4.286	3.731
<b>Indirect (Scope 2)</b> Gross volume, [ t ]	34,19	33,36	36,60	17,65
<b>Specific</b> Intensity of GHG emissions Intensity quotient Annual amount of GHG emissions/ Annual production volume [ kg/kg ]	0,092	0,103	0,083	0,071

The calculation of direct CO<sub>2</sub> emissions includes all fuels with their CO<sub>2</sub> equivalent. The production processes produce no GHG. 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 minor site 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 2018	Value 2019	Value 2020	Value 2021
<b>Sewage discharge</b> by quality and point of discharge [ m³ ]	27.082	29.334	27.613	17.474
<b>Annual volume of waste</b>				
<b>Waste, total</b> Waste by type and disposal method Hazardous waste - total weight [ t ]	7.627	6.868	6.789	6.860
<b>Hazardous waste for recycling</b> Waste by type and disposal method Hazardous waste Recycling [ t ]	2.273	1.900	2.020	2.740
<b>Hazardous waste recovery</b> Waste by type and disposal method Hazardous waste Recovery, including Energy recovery [ t ]	1.916	1.877	1.642	931
<b>Non-hazardous waste</b> Waste by type and disposal method Non-hazardous waste - total weight [ t ]	325,7	259,4	264,3	242,1
<b>External disposal - recycling</b> Waste by type and disposal method Hazardous waste Waste incineration [ t ]	3.353	3.014	2.773	2.859

## Supplement Key Performance Indicators 2021

Annual volume of waste	Value 2018	Value 2019	Value 2020	Value 2021
<b>External disposal - removal</b> Waste by type and disposal method Hazardous waste Landfill [t]	127,3	76,8	354,3	329,6
<b>Transported hazardous waste</b> [t]	5.426	4.731	4.883	5.686

The wastewater 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 from the fresh water supply.

At the Lauenburg site, in addition to sanitary wastewater, only salted water from water softening is discharged. Other industrial wastewater 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	%
<b>Lauenburg</b>	244	190	77,87	54	22,13	53	21,72	108	44,26	83	34,02
<b>Hamburg</b>	55	20	36,36	35	63,64	10	18,18	34	61,82	11	20,00
<b>Lübeck</b>	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>
<b>% in management bodies</b>			93,42		6,68		3,15		40,62		56,23
<b>Lauenburg</b>	232	179	77,16	53	22,84	46	19,83	109	46,98	77	33,19
<b>Hamburg</b>	55	20	36,36	35	63,64	10	18,18	32	58,18	11	23,64
<b>Lübeck</b>	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>
<b>% in management bodies</b>			68,05		31,95		1,38		50,00		48,62
<b>Lauenburg</b>	223	172	77,15	51	22,87	39	17,49	109	58,88	75	33,63
<b>Hamburg</b>	51	18	37,25	32	62,75	2	3,92	35	68,63	14	27,45
<b>Lübeck</b>	37	31	83,78	6	16,22	4	10,81	10	27,03	23	62,16
<b>2020 total</b>	<b>311</b>	<b>222</b>	<b>71,38</b>	<b>89</b>	<b>28,62</b>	<b>45</b>	<b>14,47</b>	<b>154</b>	<b>49,52</b>	<b>112</b>	<b>36,01</b>
<b>% in management bodies</b>			72,29		27,71		1,2		44,37		54,43
<b>Lauenburg</b>	227	170	74,89	57	25,11	37	16,30	112	49,34	78	34,36
<b>Hamburg</b>	40	15	37,50	25	62,50	2	5,00	26	65,00	12	30,00
<b>Lübeck</b>	38	32	84,21	6	15,79	4	10,53	11	28,95	23	60,53
<b>2021 total</b>	<b>305</b>	<b>217</b>	<b>71,15</b>	<b>88</b>	<b>28,85</b>	<b>43</b>	<b>14,10</b>	<b>149</b>	<b>48,85</b>	<b>113</b>	<b>37,05</b>
<b>% in management bodies</b>			65,00		35,00		0		48,33		51,66

Supplement Key Performance Indicators 2021

**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
<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>
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
<b>2020 total</b>	<b>5</b>	<b>1,61</b>	<b>3</b>	<b>0,96</b>	<b>2</b>	<b>0,64</b>	<b>3</b>	<b>0,96</b>	<b>1</b>	<b>0,32</b>	<b>1</b>	<b>0,45</b>
Lauenburg	22	9,84	13	5,73	9	3,96	8	3,52	12	5,29	2	0,88
Hamburg	2	9,65	0	0,00	2	5,00	1	2,50	1	2,50	0	0,00
Lübeck	6	5,0	6	15,79	0	0,00	1	2,63	4	10,63	1	2,63
<b>2021 total</b>	<b>30</b>	<b>15,79</b>	<b>19</b>	<b>6,23</b>	<b>11</b>	<b>3,61</b>	<b>10</b>	<b>4,41</b>	<b>17</b>	<b>5,57</b>	<b>3</b>	<b>0,98</b>

**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
<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>
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
<b>2020 total</b>	<b>18</b>	<b>5,79</b>	<b>13</b>	<b>4,18</b>	<b>5</b>	<b>1,61</b>	<b>1</b>	<b>0,32</b>	<b>6</b>	<b>1,93</b>	<b>11</b>	<b>3,54</b>
Lauenburg	18	7,93	14	6,17	4	1,76	8	3,52	7	3,08	3	1,32
Hamburg	13	32,50	4	10,11	9	22,50	1	2,50	8	20,60	4	10,00
Lübeck	5	13,16	5	13,16	0	0,00	1	2,63	2	5,26	2	5,26
<b>2021 total</b>	<b>36</b>	<b>11,8</b>	<b>23</b>	<b>7,54</b>	<b>13</b>	<b>4,26</b>	<b>10</b>	<b>3,28</b>	<b>17</b>	<b>5,57</b>	<b>9</b>	<b>2,95</b>

Supplement Key Performance Indicators 2021

401-3-a bis e:

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

	Total	m	f
<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
<b>2020</b>	<b>12</b>	<b>10</b>	<b>2</b>
Lauenburg	8	8	0
Hamburg	3	1	2
Lübeck	1	1	0
<b>2021</b>	<b>7</b>	<b>7</b>	<b>0</b>
Lauenburg	6	6	0
Hamburg	1	1	0
Lübeck	0	0	0

401-3-a bis e:

Total number of employees,  
parental leave by gender:

	Total	m	f
<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
<b>2020</b>	<b>8</b>	<b>6</b>	<b>2</b>
Lauenburg	5	5	0
Hamburg	3	1	2
Lübeck	0	0	0
<b>2021</b>	<b>8</b>	<b>7</b>	<b>1</b>
Lauenburg	6	6	0
Hamburg	1	0	1
Lübeck	1	1	0

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

**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>2018</b>					
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
<b>2019</b>					
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
<b>2020</b>					
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
<b>2021</b>					
Lauenburg	35 Injuries or minor injuries of which 5 notifiable 5 occupational accidents	875,28 hours downtime 1.000 man rate 24,88	0		
Lübeck	12 injuries or minor injuries Of which 2 notifiable 2 occupational accidents	1.236,14 hours downtime 1.000 man rate 60,61	0		
Hamburg	0	0	0		