

Over 80 years of  
social responsibility  
and sustainable  
business practices



Reliable Connections



**Sustainability Report 2023**

# Table of contents

## Introduction

CEO Message 3

## Ethics and corporate governance

Ethics and compliance 5

Corporate governance 6

## Advancing social issues

Our people 8

Training and people development 9

Occupational health and safety 10

Employer of choice 11

Our workforce diversity 12

Diversity, equity and inclusion (DE&I) 13

Talent and succession management cycle 14

Parental leave 15

## Protecting our environment

Environmental impact summary 17

Our environmental projects and initiatives 18

Sustainable procurement 19

## Additional data and GRI Index

Environmental scope breakdown 21

Accidents | Lost Time ratio breakdown 22

GRI content index 23

About this report 28





## Message from the CEO



We launched a global initiative to bring a cohesive global approach towards sustainability topics in 2019. Since then, the dedication of global resources and coordination across locations has resulted in significant progress. Efforts over the last 12 months were recently recognized by Ecovadis. I am proud to share that Oetiker earned a bronze medal in recognition of our work. Specifically, we improved our overall score by +10pps, with significant improvements in sustainable procurement. As this is both an important element in being a responsible member of our customers' supply chains and as a mechanism to reduce Scope 3 emissions, we have intensified our collaboration with suppliers.

In addition, our investments in energy efficiency and solar generation to reduce carbon emissions and in labor and human rights topics improved our performance. Our commitment to offering fair and equitable employment and to providing opportunities for professional development was affirmed by our people as part of the global employee engagement survey conducted with Great Place to Work. 8 out of 10 employees felt that Oetiker truly is a Great Place to Work. And, three-quarters would strongly endorse Oetiker to friends and family as a Great Place to Work. I am particularly proud of these results, as our own employees are in the best position to assess our performance.

On the environmental side, we have been progressively expanding our reporting and calculations. We now have the first estimation of our full carbon footprint according to the Greenhouse Gas Protocol. Looking forward, we will focus on launching a training program to enhance internal understanding about Business Ethics topics, related to the global Code of Conduct. We are also further developing programs centered on Diversity, Equity and Inclusion and raw material usage, both topics considered to be material according to the assessment conducted in 2022.

With the full measurement of our carbon footprint, we will seek to complete the Science Based Targets initiative over the next months. We are on the right path, taking a long-term perspective, with steady progress towards our goals. Working in partnership with our employees, our communities, our customers and our suppliers, we can minimize negative impacts on the environment and maximize positive impacts on our people in the communities where we operate.

Dr. Thomas Meier-Bickel, CEO Oetiker Group



# Ethics and corporate governance





## Ethics and compliance

Rooted in our values, the Code of Conduct outlines Oetiker's commitment to responsible business conduct and the behaviors we expect particularly from our leaders and our employees.

The Global Code of Conduct was approved by the Executive Board in its initial release in 2020. It serves as a summary document that provides the foundation for detailed, topic-specific global company policies and local procedures.

Training sessions were conducted by Executive Board members in 2022, reaching over 70% of employees. This training is currently being converted into a web-based format, so that it can be used in onboarding sessions and for employees who may have missed the original training sessions.

There are also plans to move beyond the current topics of health and safety, bribery, harassment, privacy and environment with targeted and dedicated training for anti-trust and unfair competition, anti-corruption and bribery, whistleblowing, conflict of interest, gifts and entertainment and exports and sanctions.

The Oetiker Group has had no (zero) significant instances of non-compliance with laws and regulations during the reporting period. A significant instance would involve the settlement of a legal dispute.



# OETIKER SPEAK UP Misconduct Reporting

Misconduct reporting is managed through the 'Speak-Up' process, which is currently being revised. It will be externally administered by a third-party and now includes reporting by phone message in addition to web-based forms. There were 3 incidents reported in 2023. All three were investigated and the CEO and responsible Executive Board members were informed of the findings.



3 reported incidences of possible misconduct



3 reports investigated for possible misconduct



3 reports closed after thorough investigation

**No misconduct was found and no corrective actions taken**



## Corporate governance

The duties and responsibilities of the Board of Directors (BoD) of Hans Oetiker Holding AG are defined by the Swiss Code of Obligations, the Articles of Incorporation and its associated statutes and the company's Organizational and Management Regulations.

The BoD is responsible for the strategic management of the Group. It advises and decides on a number of topics that relate to the sustainability strategy and the management of impacts:

- **Group strategy, business policies, commercial principles, and corporate planning of the Group, including the establishment of its financing structure and policy**
- **The principles governing corporate governance and compliance**
- **The principles governing the Group's risk policy**
- **Strategic opportunities and risk management**

In 2024, the Articles of Incorporation were amended to give responsibility for the approval of the report on non-financial (ESG) matters to the BoD. Additionally, the General Assembly was granted the power of approval of the report on non-financial (ESG) matters.





**Advancing social issues**







# Global Presence Customer Focused

2000 Employees

32 Countries

13 Manufacturing Facilities

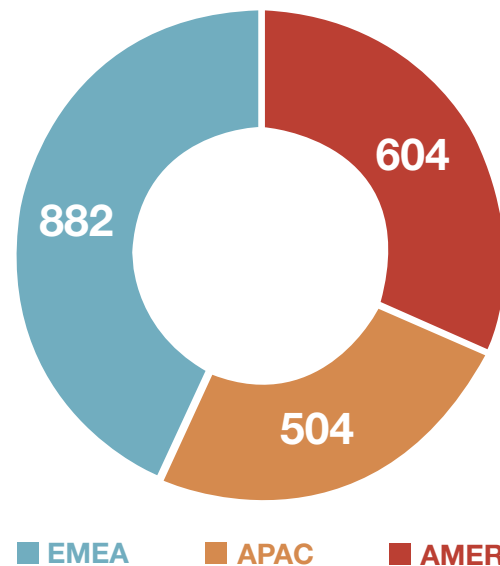
## Our People

Oetiker's workforce remained stable with approximately 2,000 employees in 32 countries.

The majority of employees work on permanent, full-time contracts. The company does not offer employment on a non-guaranteed hours basis or to workers who are not employees.

Oetiker supports apprentices and encourages part-time work, the latter which grew 7% from 2022 to 2023.

Total Employees by Region



Employee headcount by employment type and gender

	2022	2023
Permanent	1290	1288
	643	626
Agency/Temporary	29	22
	11	12
Temporary	24	24
	5	1
Apprentice/Intern	19	14
	5	3
Full time	1248	1225
	594	569
Part time	114	123
	70	73



## Training and people development

People, Talent & Succession Management is a corporate initiative aimed at creating an environment where Oetiker teams can perform at their best to achieve the goals outlined in Strategy 2030.

There are a number of training and leadership development programs designed to upgrade skills and promote career progression.

In addition, Oetiker offers skill development courses through digital formats including LinkedIn Learning, in-person leadership training and language lessons.



### Training Development

 **39,451**

Total training hours globally

 **19.8**

Average number of training hours per employee

 **1.2** Million CHF

Global budget including all programs and licenses

### Skill Development

 **52%**

Employees globally with access to LinkedIn Learning

 **20%**

Increase from previous year in LinkedIn Learning access

 **41%**

Employees globally using LinkedIn Learning

### Leadership Training

 **127**

Employees globally received leadership training (LCP) in the past 2 years

### Quarterly Review Sessions (QRS)

 **52**

Annual Quarterly review sessions held globally

### Internal Mobility and Employee Programs



The Employee Exchange Program is the signature program for internal mobility. Since 2016, 49 employees spent 8-12 weeks working at different Oetiker locations

to develop competency and cross - cultural awareness, improve communication and cooperation across locations, exchange best practices and work seamlessly as a truly global company.

 **49**

Program participants since 2016 launch



## Global management approach to occupational safety

At Oetiker, the health and safety of our employees is how we live our valuing people commitment. We maintain a global health and safety policy that clearly defines the Group-wide approach to occupational health and safety. In 2024, Oetiker Canada and Oetiker China are scheduled to become the first manufacturing sites to achieve the ISO 45001 certification with the goal of certifying the remaining sites by 2030.

Risk assessments completed in 2023 at manufacturing facilities indicate manual material handling, hand tools and machine safeguarding to be the high-risk factors and the company continues to invest in technology and training to eliminate or reduce exposure to these risks.

In 2023, Oetiker expanded the use of a Smart Manufacturing Platform (Leading2Lean) into EMEA and APAC manufacturing facilities, which helps to standardize and improve the visibility of incident and accident reporting. The data drives continuous improvement efforts within the site and across the Group for the early detection of dangerous situations and hazards.

Oetiker monitors the number of incidents such as a near miss or an unsafe act or unsafe condition. Incidents and accidents are reported to line managers, who through the Smart Manufacturing Platform (Leading2Lean) notify appropriate department heads and health and safety representatives.

In 2023, the number of lost time accidents reduced by 47% and restricted work accidents decreased by 67%. The main injury trends being cuts to hands and fingers and strains and sprains to arms and backs. As in previous years, there were no fatalities.



 **8**

Sites participated in Health & safety weeks

 **90**

Near misses, unsafe acts, and unsafe conditions reported

 **35**

Observations corrected from reported safety incidents

 **184**

Risk assessments, work place inspections and GEMBA walks conducted



## Employment at Oetiker

**Value our people** is one of the core values, that summarizes who we are as a company and how we treat each other.

We operate from a foundation of trust in our people by giving them the freedom and responsibility to achieve results, and encouraging them to take on new responsibilities. We support cross - functional and cross - cultural cooperation, with respect for individual and cultural differences.

As a privately held, family-owned company, we take pride in our strong company culture and values. We offer a unique sense of belonging, originating from a familial atmosphere that fosters growth, innovation, and long-term relationships.

Oetiker offers fair pay in line with market conditions and has not found any disparities between male and female employees in the markets where studies were conducted. Compensation ratios are monitored in countries where we have the most employees (50% of total employees). In addition, Oetiker respects and encourages employee rights to associate freely with organizations of their choice, bargain collectively and join workers' councils in accordance with local law as well as to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment.



**19%**

of the workforce is covered by collective bargaining agreements vs 18% in 2022



**8 out of 10** employees felt that Oetiker is truly a Great Place to Work

Our employees also value these aspects of Oetiker, evidenced by the results of the most recent global survey, conducted by Great Place to Work (GPTW). The overall response rate reached 82% globally and six countries met the criteria to be certified a Great Place to Work. Trust index scores exceeded 70%, meaning that employees rated Oetiker positively with respect to credibility, respect, pride, fairness, and camaraderie. 8 out of 10 employees felt that Oetiker is truly a Great Place to Work and three-quarters would strongly endorse Oetiker to friends and family as a Great Place to Work.

**82%**  
response rate

**6**  
countries certified

**70%**  
Trust Index Score

## Our workforce diversity

At Oetiker, Diversity, Equity and Inclusion means actively working towards equality for all.

Our activities focus on equitable compensation, retention, representation, inclusion and improving gender diversity in recruiting.

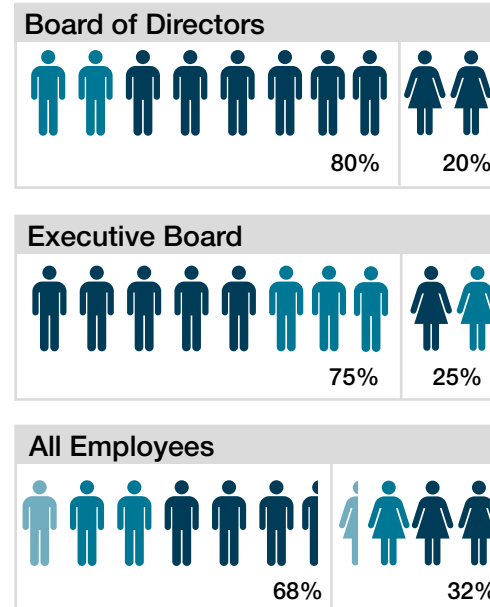


In 2023, we added an additional woman to the Executive Board and now, 26% of the Executive management team are women. Overall, Oetiker consistently maintains a global female workforce accounting for one-third of all employees.

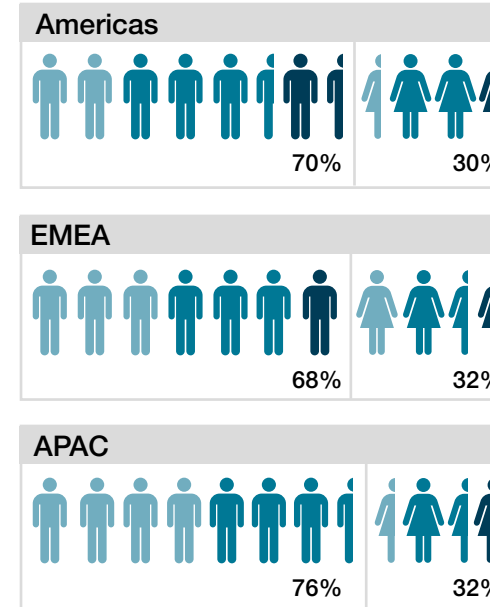
Achieving high levels of gender diversity among engineering and production staff has been challenging. After making good progress on increasing the number of new female hires in 2022, we suffered a few setbacks in 2023, namely in Americas and EMEA. Moving forward, we aim to introduce processes that include at least one female candidate as part of the interview pool for key positions.

Oetiker’s unique culture is noted as the main reason for the company’s low turnover rates. In 2023, the global average for voluntary resignations was 6% of all employees world wide on permanent contracts, excluding retirees. The rate is slightly higher in the Americas with 9% and lower in EMEA with 5% and Asia with 3%. Resignation rates correspond to the overall gender composition of the global workforce, with no indication that gender is influencing personal resignation decisions at scale.

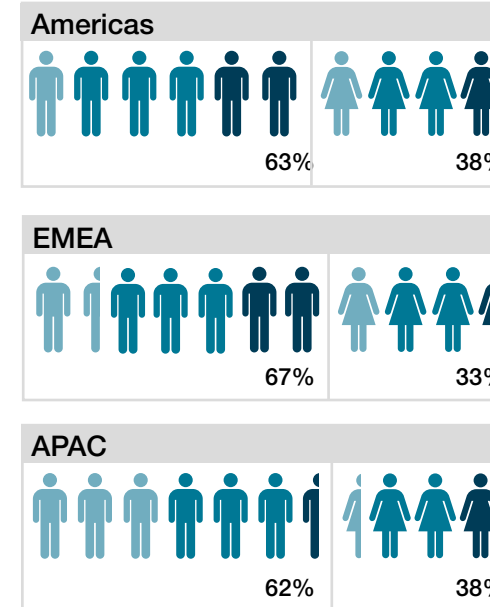
### Governance bodies and employees



### New employee hires



### Employee turnover



■ Under 30 years old  
 ■ 30 - 50 years old  
 ■ Over 50 years old



## Diversity, Equity, and Inclusion (DE&I)



In 2023, we introduced new imagery and a new tagline in our employer branding materials to demonstrate our commitment to an inclusive workplace.

**Connect with Oetiker** shows our culture of collaboration, where people truly make connections. These three words reflect the way we work together and at the same time

builds a bridge to our products and our vision and purpose.

Results of our employee engagement survey conducted in 2023 revealed internal perspectives on diversity. Employees rated Oetiker highly on its fair treatment of employees regardless of age, race, gender and sexual orientation.

78%

of people here are treated fairly regardless of their age

87%

of people here are treated fairly regardless of their race

85%

of people here are treated fairly regardless of their gender

88%

of people here are treated fairly regardless of their sexual orientation





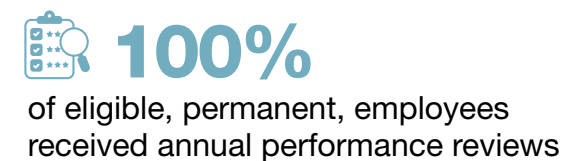
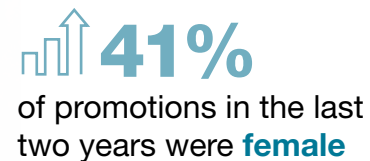
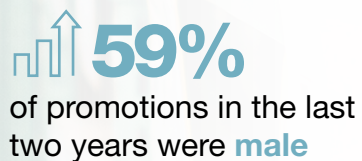


## Talent & Succession Management Cycle

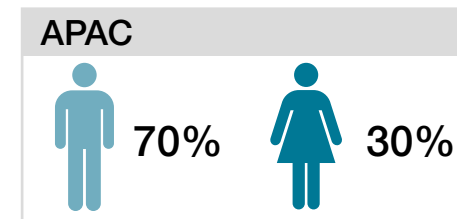
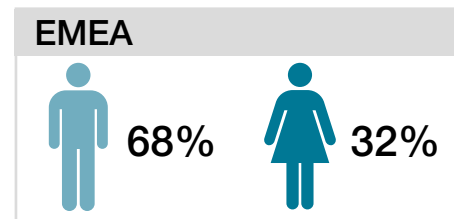
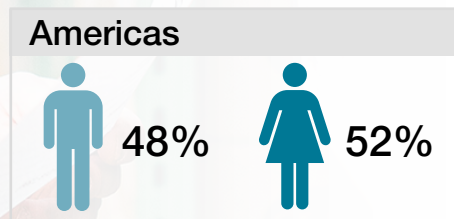


We introduced a new annual Talent & Succession Management process focused on the personal and professional development of our employees in 2023. Over 80 direct reports of the Executive Board completed the priority setting process (100% of the targeted group for roll-out of the new process). This group is currently in the process of completing their performance reviews (44% complete).

In 2024, the process is extended to the rest of the company. The Talent & Succession Management offer a common framework to evaluate performance and future potential of our employees. We track promotions by gender as an indicator of representation to ensure that both genders advance proportionally, without bias.



### % of promotions regionally in the last two years (2022 - 2023)



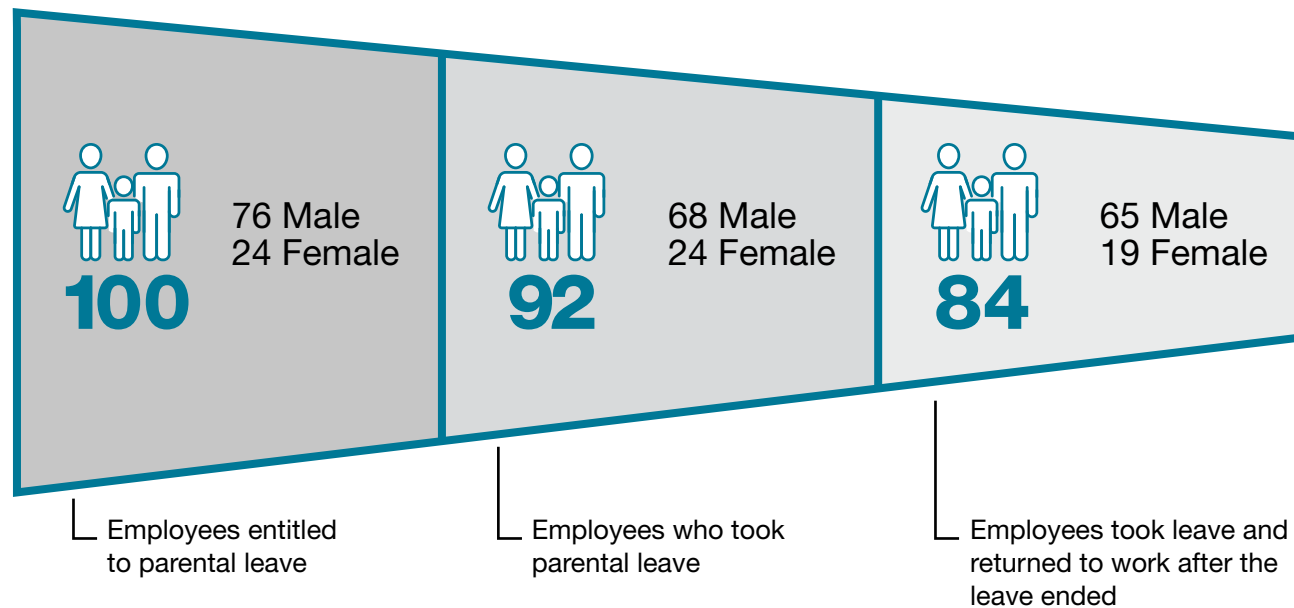




## Parental Leave

Oetiker offers a number of benefits to enhance our employees well-being and create a work environment that is as flexible as possible.

To promote work-life balance, employees can partake in flexible working hours, remote work opportunities and unpaid leave. In addition, parental leave is available in all countries where where legally required.



 **84%**

of employees who took leave, returned to work, and are still with Oetiker one year later



**Protecting our environment**





# Environmental Impact Summary

## Carbon Emissions tons CO2e

Total **133,834**

Scope 1	Scope 2	Scope 3
1,717	6,996	125,121
1.3%	5.2%	93.5%

■ % of total emissions

## Recycling\* tons

Total **74,748**

Breakdown of recycling

Steel	Waste Water	Wood	Coolant	Oil
74,489	150	83	17	9
99.7%	0.20%	0.11%	0.02%	0.01%

■ % of total recycling

## Waste\* tons

Total **269**

Breakdown of landfill or incineration not recycled

Landfill	Incineration
239	30

## Water consumption m<sup>3</sup>

2019	2020	2021	2022	2023
34,392	20,392	15,163	14,223	25,390
-	-41%	-56%	-59%	-26%

■ Changes from base year of 2019

## Energy consumption from operations (Scope 2)

Electricity Consumption (mWh)

2019	2020	2021	2022	2023
23,270	21,370	23,400	22,350	22,000
-	-8%	+9%	-5%	-2%

■ Changes from base year of 2019

Electricity Intensity (millions of parts produced /mWh)

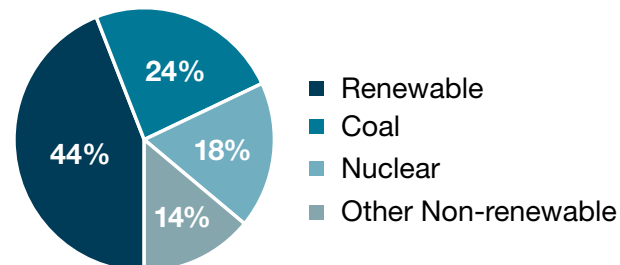
2019	2020	2021	2022	2023
11,892	11,919	10,827	10,716	10,767
-	0%	-9%	-1%	0%

■ Changes from base year of 2019

## Renewable vs Non-renewable electricity

**62%** Renewable & Nuclear  
**38%** Non-Renewable

Breakdown of electricity



**68**  
energy efficient projects  
2022 - 2023



**34** Energy saving



**24** Reduce, reuse, recycle



**3** Water reduction



**3** Renewable energy



**4** Product and design waste

\*Not all manufacturing sites included in reporting



## Our environmental projects and initiatives

The double materiality assessment revealed that the management of greenhouse emissions is a topic with high importance for the company. Carbon dioxide is the most relevant emission, coming from own operations (Scope 1 and 2) as well as from upstream and downstream in the supply chain (Scope 3).

Scope 1 emissions account for 1% of Oetiker's overall carbon emissions. Natural gas used for building heating systems is the biggest component of Scope 1 CO<sub>2</sub> emissions (80%). The company maintains a small fleet of leased and purchased vehicles as personal company cars for select employees and for shared usage at some facilities. These account for 20% of Scope 1 emissions (spend based method). As leases expire, the vehicles with internal combustion engines are replaced with hybrid and electric vehicles. Scope 2 emissions account for 5% of total emissions. Electricity consumption from own operations has been in decline since 2019. 2023 consumption was down 2% compared to the 2019 base year. Intensity was flat at 0%, indicating that the ratio of electricity consumption to millions of parts produced is the same today as in 2019. Emissions over the same period has grown due to higher production in countries that rely on fossil fuels to power the grid. 2023 emissions from electricity were up 3% when compared to 2019.

Oetiker has invested in energy management systems to monitor and facilitate energy savings. Over the past two years, the production facilities have implemented almost 70 projects aimed at improving efficiency. Solar installations are complete in India and are in the process of completion in Germany and Spain. The company has also invested in retrofitting LED lights, upgrading air compressors, leak reduction and air conditioning systems. As is the case for many companies, the majority of carbon emissions come from Scope 3 (93%). Purchased goods and materials, in our case steel, accounts for 70% of Scope 3 emissions. Oetiker's raw material strategy prioritizes availability. In addition, Oetiker works with all suppliers including raw material suppliers to reduce their emissions profile.





## Sustainable procurement

Oetiker works with business partners to reduce their carbon footprint, to respect labor and human rights and to uphold the highest standards of corporate governance and business ethics. Our strategy for sustainability in the supply chain aims to achieve continuous improvements and to ensure that our suppliers meet environmental and social standards.

Oetiker's business partner sustainability standards stipulate the expectations we hold for our suppliers. All suppliers must commit to and comply with these minimum standards. Oetiker began to leverage the Ecovadis ratings platform to measure, assess and improve supplier performance in 2022. At the end of 2023, 80% of Oetiker's suppliers were assessed with an average performance score of 55/100. Scores improved year over year from 2022 to 2023. More importantly, Oetiker actively worked collaboratively with suppliers, requesting significantly more corrective actions in 2023 as compared to 2022.

In accordance with ESG (environmental, social and governance) due diligence and reporting obligations that were introduced into the Swiss Code of Obligations in January 2022, Oetiker performed an initial assessment to identify if there are reasonable suspicions of child labour in the supply chain. According to the classification provided by the UNICEF Index for Children's Rights at Work, Oetiker sources raw materials from three countries that have an 'enhanced' status. Oetiker has no suppliers in countries with a designated 'heightened' status.

The initial risk assessment indicates that there are a total of 585 suppliers originating in Turkey, China and USA, countries identified as having an 'enhanced' risk. Currently, 78% of suppliers in Turkey, 47% of suppliers in China and 33% of suppliers in USA have been rated as part of the Ecovadis program (according to spend). Oetiker aims to reach full participation from suppliers in these countries in order to measure, assess and improve performance particularly as it relates to child labor, forced labor and human trafficking.

### 80% of suppliers assessed in 2023 (based on procurement spend)

	2022	2023	
Performance score of rated suppliers (overall)	Environment	57.0	58.9
	Labor & human rights	55.1	56.7
	Ethics	48.2	50.5
	Sustainable procurement	45.5	48.5
<i>Total (out of 100)</i>		53.0	55.5

	21 vs 22	22 vs 23	
Supplier development (only reassessed)	Environment	+4.7 pts	+4.2 pts
	Labor & human rights	+2.5 pts	+4.0 pts
	Ethics	+3.6 pts	+4.3 pts
	Sustainable procurement	+4.9 pts	+2.3 pts
<i>Total</i>		+3.5 pts	+5.9 pts

Number of corrective actions requested in 2023

**423**

vs 58 in 2022

Number of trainings for local procurement teams

**11**

in 2023

1:1 training with local entities

**100%**

coverage in 2023

**Zero Substances**

classified as conflict minerals to be knowingly sourced



## Additional data & GRI Index





## Environmental Scope breakdown

Energy Use (000s mWh)	2019	2020	2021	2022	2023
<b>Scope 1 - On site generation (fuel)</b>	10,608	8,810	8,994	9,104	8,299
Fuel (natural gas)	7,509	7,288	6,983	7,474	6,806
Other Fuels	3,099	1,522	2,011	1,630	1,493
<b>Scope 2 - On site usage of electricity</b>	23,270	21,700	23,400	22,350	22,000
<b>Total Scope 1 and 2</b>	<b>33,880</b>	<b>30,510</b>	<b>32,390</b>	<b>31,450</b>	<b>30,300</b>
Changes from 2019 base year	-	<b>-10%</b>	<b>-5%</b>	<b>-7%</b>	<b>-11%</b>
Energy Intensity (000s mWh /millions of parts produced)	17,310	16,790	14,990	15,080	14,830
Changes from 2019 base year	-	<b>-3%</b>	<b>-11%</b>	<b>1%</b>	<b>-2%</b>

Emissions T (CO <sub>2</sub> e)	2019	2020	2021	2022	2023
<b>Scope 1 - On site generation (fuel)</b>	2,196	1,794	1,697	1,813	1,717
Fuel (natural gas)	1,509	1,465	1,403	1,502	1,368
Fleet Vehicles	687	329	294	311	349
<b>Scope 2 - On site usage of electricity</b>	6,820	6,563	7,178	7,075	6,996
<b>Scope 3 - Air Travel<sup>1</sup></b>	833	322	228	813	2,332
<b>Total Scope 1, 2, and 3</b>	<b>9,849</b>	<b>8,679</b>	<b>9,103</b>	<b>9,701</b>	<b>11,045</b>
Changes from 2019 base year	-	<b>-12%</b>	<b>-8%</b>	<b>-2%</b>	<b>12%</b>
Energy Intensity (T CO <sub>2</sub> e/millions of parts produced)	5,030	4,780	4,210	4,650	5,410
Changes from 2019 base year	-	<b>-5%</b>	<b>-16%</b>	<b>-8%</b>	<b>8%</b>

Scope 3 emissions in T (CO <sub>2</sub> e) <sup>2</sup>	2023	
Purchased goods and services	88,253	70.5%
Assets	14,821	11.8%
Sold products and services	8,290	6.6%
Direct waste <sup>3</sup>	4,753	3.8%
Freight	3,879	3.1%
Travel <sup>4</sup>	3,431	2.7%
Fuel and energy related activities	1,694	1.4%
<b>Total Scope 3 emissions</b>	<b>125,121</b>	<b>100%</b>

1 Until 2023, Air Travel was the only Scope 3 category measured annually. Significant increase in post-COVID air travel in 2023

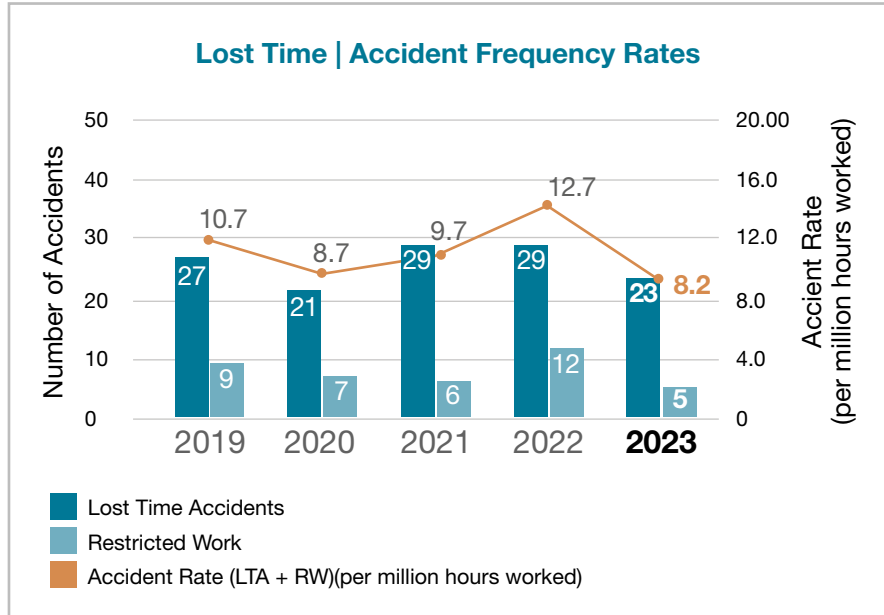
2 Measured across all categories in 2023 for the first time

3 Not all manufacturing sites reporting. Includes: waste to landfill and recycling of cardboard, coolant, electronics, oil, paper, wood, water, and steel

4 Includes air travel and employee commuting



# Accidents | Lost Time Ratio breakdown



Lost Time Accident Frequency Rates	2019	2020	2021	2022	2023
Lost Time #	27	21	29	29	23
Restricted Work #	9	7	6	12	5
<b>Accidents (Lost Time + Restricted Work)</b>	<b>36</b>	<b>28</b>	<b>35</b>	<b>41</b>	<b>28</b>
Rate (Lost Time Accidents + Restricted Work)	10.70	8.70	9.70	12.70	8.20
Rate changes from 2019 base year	-	-14%	-13%	-9%	<b>-14%</b>
Rate - Lost Time	8.43	7.01	8.39	9.01	6.90
Rate changes from 2019 base year	-	-15%	-13%	-12%	<b>-15%</b>
Rate - Restricted Work	2.81	2.34	1.74	3.73	1.50
Rate changes from 2019 base year	-	-4%	-7%	+3%	<b>-8%</b>



## GRI Content Index

The Oetiker Group has reported the information cited in this GRI content index for the period 1 January - 31 December, 2023 with reference to the GRI Standards.

The [Sustainability Strategic Approach report \(SSA\)](#) is a comprehensive guide to our sustainability initiatives. Our annual sustainability report highlights the reporting year at a glance. Many of our GRI indicators are explained in greater detail within the Sustainability Strategic Report and are linked to the report in the GRI Content Index. Please refer to this guide for more details.

GRI Used: GRI 1: Foundation 2021

GRI Indicator	Indicator Description	Page(s) / Location(s)		
<b>GRI 2: General Disclosures 2021</b>				
The organization and its reporting practices	2-1	Organizational details	28	About this report
	2-2	Entities included in the organization’s sustainability report	28	About this report
	2-3	Reporting period, frequency and contact point	28	About this report
	2-4	Restatements of information	28	About this report
	2-5	External Assurance	28	About this report
Activities and workers	2-6	Activities, value chain and other business relationships	3	<a href="#">SSA: About Oetiker</a>
	2-7	Employees	3	<a href="#">SSA: About Oetiker</a>
			8	Our people
2-8	Workers who are not employees	8	Our people	
<b>GRI 2: General Disclosures 2021</b>				
Governance	2-9	Governance structure and composition	14	<a href="#">SSA: Corporate Governance Hans Oetiker Holding AG</a>



GRI Indicator		Indicator Description	Page(s) / Location(s)	
<b>GRI 2: General Disclosures 2021</b>				
Governance	2-10	Nomination and selection of the highest governance body	15	<a href="#">SSA: Ethics and corporate governance</a>
	2-11	Chair of the highest governing body	15	<a href="#">SSA: Ethics and corporate governance</a>
	2-12	Role of the highest governance body in overseeing the management of impacts	16	<a href="#">SSA: Ethics and corporate governance</a>
	2-13	Delegation of responsibility for managing impacts	17	<a href="#">SSA: Ethics and corporate governance</a>
	2-14	Role of the highest governance body in sustainability reporting	17	<a href="#">SSA: Ethics and corporate governance</a>
	2-15	Conflicts of interest	16	<a href="#">SSA: Ethics and corporate governance</a>
	2-16	Communication of critical concerns	10	<a href="#">SSA: Ethics and corporate governance</a>
	2-17	Collective knowledge of the highest governance body	15	<a href="#">SSA: Ethics and corporate governance</a>
	2-18	Evaluation of the performance of the highest governance body	15	<a href="#">SSA: Ethics and corporate governance</a>
	2-19	Remuneration policies	11 18	Employment at Oetiker <a href="#">SSA: Ethics and corporate governance</a>
	2-20	Process to determine remuneration	18	<a href="#">SSA: Ethics and corporate governance</a>
2-21	Annual total compensation ratio	11	Employment at Oetiker	
Strategy, policies, and practices	2-22	Statement on sustainable development strategy	3	Message from the CEO
	2-23	Policy commitments		<a href="#">Code of Conduct</a> <a href="#">Supplier code of Conduct</a>
	2-24	Embedding policy commitments	8	<a href="#">SSA: Ethics and corporate governance</a>
	2-25	Processes to remediate negative impacts	11	Employment at Oetiker
	2-26	Mechanisms for seeking advice and raising concerns	11	Employment at Oetiker
	2-27	Compliance with laws and regulations	24	<a href="#">SSA: Ethics and corporate governance</a>
	2-28	Membership associations	8	<a href="#">SSA: Ethics and corporate governance</a>



GRI Indicator	Indicator Description	Page(s) / Location(s)		
<b>GRI 2: General Disclosures 2021</b>				
Strategy, policies, and practices	2-29	Approach to stakeholder engagement	13	<a href="#">SSA: Ethics and corporate governance</a>
	2-30	Collective bargaining agreements	8 11	<a href="#">SSA: Ethics and corporate governance</a> Employment at Oetiker
<b>GRI 3: Material Topics 2021</b>				
	3-1	Process to determine material topics	3	<a href="#">SSA: About Oetiker</a>
	3-2	List of material topics	3	<a href="#">SSA: About Oetiker</a>
	3-3	Management of material topics	3	<a href="#">SSA: About Oetiker</a>

The following topics were selected as a result of the materiality analysis.

GRI Indicator	Indicator Description	Page(s) / Location(s)		
<b>GRI 301: Materials 2016</b>				
	301-1	Materials used by weight or volume	17	Environmental impact summary
	301-2	Recycled input materials used	17	Environmental impact summary
<b>GRI 302: Energy 2016</b>				
	302-1	Energy consumption within the organization	17	Environmental impact summary
	302-3	Energy intensity	17	Environmental impact summary
	302-4	Reduction of energy consumption	17	Environmental impact summary
<b>GRI 303: Water and Effluents 2018</b>				
	303-5	Water Consumption	17	Environmental impact summary



GRI Indicator	Indicator Description	Page(s) / Location(s)
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	21 Environmental scope breakdown
305-2	Energy indirect (Scope 2) GHG emissions	21 Environmental scope breakdown
305-3	Other indirect (Scope 3) GHG emissions	21 Environmental scope breakdown
305-4	GHG emissions intensity	18 Protecting our environment
305-5	Reduction of GHG emissions	18 Protecting our environment
<b>GRI 308: Supplier Environmental Assessment 2016</b>		
308-1	New suppliers that were screened using environmental criteria	32 <a href="#">SSA: Protecting our environment</a>
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	12 Our workforce diversity
401-2	Benefits for full-time employees, not provided to temporary or part-time employees	23 <a href="#">SSA: Ethics and corporate governance</a> 12 Our workforce diversity
401-3	Parental leave	15 Parental leave
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	10 Advancing social issues
403-2	Hazard identification, risk assessment, and incident investigation	10 Advancing social issues
403-3	Occupational health services	10 Advancing social issues
403-4	Worker participation, consultation, and communication on occupational health & safety	26 <a href="#">SSA: Advancing social issues</a>
403-5	Worker training on occupational health and safety	10 Advancing social issues
403-6	Promotion of worker health	25 <a href="#">SSA: Advancing social issues</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	27 <a href="#">SSA: Advancing social issues</a>
403-8	Workers covered by an occupational health and safety management system	10 Advancing social issues



GRI Indicator	Indicator Description	Page(s) / Location(s)
---------------	-----------------------	-----------------------

**GRI 403: Occupational Health and Safety 2018**

403-9	Work-related injuries	22	Additional data and GRI Index
403-10	Work-related ill health	22	Additional data and GRI Index

**GRI 404: Training and Education 2016**

404-1	Average hours of training per year per employee	9	Advancing social issues
404-2	Programs for upgrading employee skills and transition assistance programs	9	Advancing social issues
404-3	Percentage of employees receiving regular performance and career development reviews	9	Advancing social issues

**GRI 405: Diversity and Equal Opportunity 2016**

405-1	Diversity of governance bodies and employees	12	Our workforce diversity
405-2	Ratio of basic salary and remuneration of women to men	12	Our workforce diversity

## About this Report

### Reporting period and frequency

The 2023 Sustainability Report is the third sustainability report of the Oetiker Group. The reporting period is from 1 January to 31 December 2023 (same as financial reporting). We report annually on our progress.

### Reporting Entities

The performance indicators presented in this report are based on data collected from all production facilities worldwide, excluding Sales Locations (mostly small, leased offices). In the year under review, 100% of production facilities reported on social and environmental indicators, covering the majority of the total workforce.

### Restatements

The following adjustments were made at the site level to 2022: correction of water consumption factors (Germany), correction of electricity and natural gas consumption figures (India, Switzerland), correction of electricity and water consumption figures (Lithuania), electricity emissions factors updated at all sites to reflect updates to IEA 2023 version of electricity factors with exception (Canada) reflecting updates from Ontario Grid information, Business travel ADEME v23.0 methodology now being used for air flights, additional scope 3 categories added (Purchased goods and services, assets, sold products, direct waste, freight, fuel and energy-related activities not reflected in scope 1 or 2).

### External assurance

This report was prepared with reference to the Global Reporting Initiative (GRI) standards. It was not externally audited.

### Sustainability Report Inquiries

<https://www.oetiker.com/en-us/contact-us>





Reliable Connections

