



KEY PERFORMANCE INDICATORS
STAFF & LABOUR PRACTICES

ATTRACTIVE WORKING CONDITIONS

Indicator	External assessment	Item	unit	2018			2017			2016			2015			2014		
				Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m
GRI 102-8	✓	Total workforce	number	390	110	280	385	105	280	374	101	273	370	94	276	374	91	283
		Full and part time																
		> full time	number	330	64	266	327	59	268	322	61	261	320	56	264	330	58	272
		> part time	number	60	46	14	58	46	12	52	40	12	50	38	12	44	33	11
		Employment contracts																
		> permanent	number	380	103	277	367	95	272	360	94	266	360	91	269	364	87	277
		> fixed term	number	10	7	3	18	10	8	14	7	7	10	3	7	10	4	6
		> leased employees	number	0	0	0	0	0	0	1	0	1	2	0	2	2	0	2
		Area of work																
		> technical	number	149	42	107	148	41	107	144	39	105	140	35	105	141	33	108
> commercial	number	100	60	40	98	58	40	94	56	38	91	54	37	94	54	40		
> industrial	number	141	8	133	139	6	133	136	6	130	139	5	134	139	4	135		
GRI 102-41	✓	Employees with contracts covered by collective agreements [1]	number	376	106	270	370	100	270	357	96	261	349	89	260	352	86	266
GRI 401-1	✓	Staff fluctuation																
		Total new recruits	number	29	12	17	34	11	23	36	12	24	26	10	16	25	5	20
		≤ 35 years	number	16	9	7	21	6	15	20	9	11	16	7	9	11	3	8
		36-55 years	number	13	3	10	11	4	7	16	3	13	10	3	7	12	2	10
		≥ 55 years	number	0	0	0	2	1	1	0	0	0	0	0	0	2	0	2
		Recruitment share	per cent	+7.4	+10.9	+6.1	+8.8	+10.5	+8.2	+9.6	+11.9	+8.8	+7.0	+10.6	+5.8	+6.7	+5.5	+7.1
		Departures initiated by the employee	number	6	4	2	4	2	2	6	1	5	9	2	7	4	1	3
		≤ 35 years	number	6	4	2	3	1	2	1	0	1	5	0	5	1	0	1
		36-55 years	number	0	0	0	1	1	0	5	1	4	4	2	2	3	1	2
		≥ 55 years	number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		Departure share [2]	per cent	-1.5	-3.6	-0.7	-1.0	-2.1	-0.7	-1.6	-0.99	-1.8	-2.4	-2.1	-2.5	-1.1	-1.1	-1.1
		Employees leaving for other reasons	number	24	7	17	23	7	16	25	4	21	21	5	16	22	2	20
Fluctuation rate [3]	per cent	-7.7	-10.0	-6.8	-7.0	-8.6	-6.4	-8.2	-5.0	-9.5	-8.1	-7.4	-8.3	-7.0	-3.3	-8.1		

[1] The figures differ from the total headcount as the number of civil servants and employees who are not covered by the collective agreements (non-tariff employees) has to be added. In 2018, this involved 6 non-tariff employees and 8 civil servants.

[2] Departures initiated by the employee in the year under review/headcount on 31.12 of the year under review

[3] Departures initiated by the employee and employees who left for other reasons in the year under review /headcount on 31.12 of the year under review



**KEY PERFORMANCE INDICATORS
STAFF & LABOUR PRACTICES**

ATTRACTIVE WORKING CONDITIONS

Indicator	External assessment	Item	Unit	2018			2017			2016			2015			2014		
				Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m	Σ	w	m
GRI 404-1	✓	Further training																
		Average number of further training hours per employee [4]	h	23	23	23	27	23	29	17	21	15	18	21	17	17	17	18
		Staff without management responsibility	h	20	20	21	23	21	24	14	18	13	15	19	14	15	14	15
		Staff with management responsibility	h	39	51	36	56	47	59	34	48	30	39	39	39	34	52	30
		Vocational training																
		Trainee quota	per cent	9.2			8.6			9.1			10.2			10.5		
GRI 405-1	✓	Age structure / gender of total workforce																
		≤ 35 years	number	74	30	44	68	26	42	58	25	33	46	21	25	46	20	26
		36–55 years	number	204	64	140	211	64	147	203	59	144	201	56	145	201	52	149
		≥ 55 years	number	112	16	96	106	15	91	113	17	96	123	17	106	127	19	108
		Age structure/gender of executives																
		≤ 35 years	number	1	0	1	0	0	0	2	2	0	2	2	0	2	2	0
		36–55 years	number	36	9	27	37	10	27	31	6	25	34	6	28	32	5	27
		≥ 55 years	number	10	1	9	9	0	9	9	1	8	11	0	11	14	0	14
		Age structure/gender of management																
		≤ 35 years	number	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		36–55 years	number	2	1	1	4	1	3	4	1	3	5	1	4	5	1	4
		≥ 55 years	number	7	0	7	5	0	5	6	0	6	5	0	5	5	0	5
		Share of women	per cent	28.2			27.3			27			25.4			24.3		
		Share of disabled employees	per cent	8.2			8.1			9.1			8.9			9.4		
		Employees with a disability	number	32	4	28	31	4	27	34 ^[5]	4	30	33	4	29	35	5	30
Supervisory board																		
Supervisory board members	number	12	2	10	12	2	10	12	2	10	-	-	-	-	-	-		
Share of women	per cent	16.7			16.7			16.7			-			-				
GRI 406-1	✓	Reported incidents of discrimination	number	0			0			0			0			0		

[4] The figure does not include educational leave.

[5] We also employ 2 people as equals with a disability degree of less than 50 %



OCCUPATIONAL HEALTH AND SAFETY

Indicator	External assessment	Item	Unit	2018	2017	2016	2015	2014
GRI 403-2	✓	Occupational health and safety						
		Fatal accidents at work	number	0	0	0	0	0
		Notifiable accidents at work (involving at least one lost day) [1]	number	6	9	5	8	6
		Lost working days owing to accidents	number	112	241	107	103	39
		Lost time injury rate (LTIR) [2]	quotient	11.1	16.8	9.5	15.2	11.5
		Lost days rate (LDR) [3]	per cent	0.12	0.26	0.12	0.12	0.04
		Illness rate						
		Reported occupational diseases	number	0	0	0	0	0
		Lost days due to illness	number	7,721	8,101	7,481	6,546	6,923
		Absentee rate (AR) [4]	per cent	8.4	8.9	8.5	7.3	7.7

[1] The nature of these injuries referred to bruises, fractures, sprains, pulled muscles, ruptures.

[2] Notifiable accidents at work per 1 million hours worked.

[3] Absenteeism due to accidents/planned working time = lost time due to work accidents.

[4] Absenteeism due to illness/planned working time = lost time due to illness.