

Key Environmental and HR Indicators

Detailed information can be found in our current Sustainability Report
Reporting Standard: GRI SRS

Key Environmental Indicators	Unit	2023	2022	2021	2020
Energy (GRI 302, GRI 205)					
Scope 1					
Propane Gas	kWh	186.017	191.717	210.018	203.589
Heating Oil	kWh	350.050	335.040	518.000	283.430
Gasoline Fuel	kWh	153.078	131.684	124.356	107.496
Diesel Fuel	kWh	144.172	177.109	171.687	209.289
Charging of Electric Vehicles	kWh	27.060			
Scope 2					
Electricity Consumption of Conventional Power from Supplier	kWh	0	0	96.844	194.894
Photovoltaic Green Roof Electricity Generation	kWh	356.722	403.520	315.789	389.828
Self-Consumption of Photovoltaic Energy Generation	kWh	166.464	160.125	315.789	389.828
Consumption of Green Electricity with Certificate 100% Green Electricity	kWh	199.580	185.583	117.697	
Total Renewable Energy (PV + Green Electricity)	kWh	366.044	345.708	433.486	389.828
Photovoltaic Self-Consumption Rate	%	47%	43%	51%	42%
Feeding Photovoltaic into External Grid	kWh	199.580	230.962	155.664	224.841
CO₂e Emissions, Total («market-based» method)					
Scope 1	t CO ₂ e	220	195	247	183
Scope 2	t CO ₂ e	0	0	39	78
Scope 3 <i>under development for 2023</i>	t CO ₂ e	to be determined	n/a	n/a	n/a
Water (GRI 303)					
Total Water Consumption	m ³ /Y	673	663	607	528
Waste (GRI 306)					
Total Waste	Tons	127	149	182	193
Waste Disposal Trend	%	-34%	-18%	-6%	

Key Social Indicators	Unit	2023	2022	2021	2020
Employee (Permanent Staff)					
Average Annual Staff Number	Headcount	134	132	128	132
Full-Time-Equivalent (FTE)	Headcount	127	124	121	124
Length of Service					
> 30 Years	Number	14	13	9	6
Up to 30 Years	Number	25	23	21	22
Up to 20 Years	Number	35	39	43	45
Up to 10 Years	Number	27	22	16	13
Up to 5 Years	Number	33	43	41	42
Female Employees	Headcount	41	44	40	38
Percentage of Female Employees	%	31%	33%	31%	29%
Male Employees	Headcount	93	88	88	94
Apprentices	Headcount	4	3	1	1
Dual Students	Headcount	2	0	1	3
Labour Turnover Rate, Total	%	7,5%	6,8%	8,9%	13,0%
Employee Satisfaction Rate	%	81%	81%	82%	77%
Training and Education (GRI 404)					
Total Training Hours	Hours	1.071	1.720	335	158
Occupational Safety and Health (GRI 403)					
Rate of sick leave	%	4,9	5,2	3,8	3,8