

Sulzer Sustainability Data Collection 2004–2008

Social Sustainability

Employees		Data for 2005 and higher include SEED light sites				
	Unit	2004	2005	2006	2007	2008
Number of employees	FTE	6 720	7 320	7 560	8 610	9 380
Number of employees (incl. SEED light)	FTE		7 990	8 720	9 950	10 990

Geographical Spread		Data for 2005 and higher include SEED light sites				
	Unit	2004	2005	2006	2007	2008
Europe	%	47%	46%	48%	48%	45%
North America	%	18%	21%	20%	19%	19%
Latin America	%	13%	11%	11%	11%	10%
Asia	%	17%	17%	17%	19%	22%
Africa	%	5%	4%	4%	4%	4%
Total	%	100%	100%	100%	100%	100%

Types of Functions						
	Unit	2004	2005	2006	2007	2008
Management	%	9%	9%	9%	8%	8%
Production and services	%	58%	60%	61%	62%	60%
Support functions (Finance, HR, IT, others)	%	8%	11%	12%	11%	12%
Research and development	%	4%	4%	4%	4%	4%
Sales and Marketing	%	11%	9%	7%	8%	8%
Others	%	10%	7%	7%	7%	8%
Total	%	100%	100%	100%	100%	100%

Age Spread						
	Unit	2004	2005	2006	2007	2008
Age 15 - 29	%	18%	18%	21%	24%	25%
Age 30 - 44	%	46%	44%	43%	40%	40%
Age 45 - 60	%	33%	34%	33%	32%	32%
Age above 60	%	3%	4%	4%	4%	3%
total	%	100%	100%	100%	100%	100%

Employees with Higher education		Data for 2005 and higher include SEED light sites				
	Unit	2004	2005	2006	2007	2008
Number of employees with higher education	headcount	0	1'940	2'160	2'520	2'820

Apprenticeship and Training		Data for 2005 and higher include SEED light sites				
	Unit	2004	2005	2006	2007	2008
Apprenticeships	headcount	170	290	220	230	290
Employees undergoing trainings	headcount	660	3 980	4 980	8 890	8 540

Training Hours		Data for 2005 and higher include SEED light sites				
	Unit	2004	2005	2006	2007	2008
Total Number of Training Hours	hours	115 400	166 600	198 800	243 500	276 500
Internal training	hours	62 000	66 000	69 200	130 700	144 500
Health and safety education and training	hours	18 300	20 100	27 900	41 000	57 300

Working Time and Vacation						
	Unit	2004	2005	2006	2007	2008
Legal working time	hours /week	41.0	41.0	40.9	41.1	40.8
Effective Average working time	hours /week	42.3	41.4	41.1	41.7	41.7
Legal Average Holiday per Year	days/year	23	23	23	25	25
Effective Average Holiday per Year	days/year	25	27	26	26	27

Third Party Awards		Data for 2005 and higher include SEED light sites				
	Unit	2004	2005	2006	2007	2008
Third party ratings and awards	number	1	11	7	6	32
Quality, HR, EHS Awards	number	6	7	12	8	7
Quality, HR, EHS third party ratings	number	0	10	10	8	4
Third party awards for good child labour practise	number	0	0	0	0	0
Total	number	7	28	29	22	43

Memberships		Data for 2005 and higher include SEED light sites				
	Unit	2004	2005	2006	2007	2008
International Memberships	number	27	37	40	41	45
National Memberships	number	67	80	110	117	131
Local Memberships	number	14	31	42	52	58
OtherMemberships	number	2	0	0	3	3
Total	number	110	148	192	213	237

Geographical Spread (Women)		2004	2005	2006	2007	2008
	Unit					
Europe	%	13%	15%	15%	14%	15%
North America	%	19%	17%	17%	17%	17%
Latin America	%	10%	9%	9%	11%	11%
Asia	%	14%	15%	15%	13%	13%
Africa	%	14%	13%	14%	15%	14%

Ecological Sustainability

Energy Sources Mix

Data for 2005 and higher include SEED light sites

	Unit	2004	2005	2006	2007	2008
Consumption by Sources						
Electricity	GJ	434 400	593 000	594 200	696 800	722 100
Gas	GJ	221 400	214 800	224 300	209 100	236 600
Fuels	GJ	7 800	14 200	29 200	21 300	49 200
Fuel oils, coal, coke	GJ	11 900	19 600	19 900	14 700	12 600
District heating	GJ	87 700	97 900	87 500	79 400	80 300
Cooling energy	GJ	0	0	50	30	500
Wood and other renewable sources	GJ	150	300	580	1 170	590

Emissions to Air

Data for 2005 and higher include SEED light sites

	Unit	2004	2005	2006	2007	2008
Greenhouse Gases (as CO ₂ -Equivalents)	t	14 700	15 400	16 300	15 300	18 800
Photosmog (VOC-Emissions, Ethylene-Equivalents)	t	39	54	49	63	67
Ozone Depleting Substances *	t	3.8	0.99	0.010	0.014	0.008
Acidification Potential	t	15	20	22	22	43

* excl. SEED light

Water Consumption by Usage

Data for 2005 and higher include SEED light sites

	Unit	2004	2005	2006	2007	2008
Drinking water	m ³	179 400	200 700	234 700	214 900	250 900
Process water	m ³	112 500	126 800	110 500	124 800	122 200
Cooling water	m ³	1203 900	1136 800	1084 900	1270 900	1095 100
Other usage	m ³	133 400	197 100	130 700	103 400	68 400

Water Consumption by Source

Data for 2005 and higher include SEED light sites

	Unit	2004	2005	2006	2007	2008
Municipal water	m ³	391 300	463 100	457 800	437 800	395 700
Ground water	m ³	44 900	76 600	51 500	427 700	474 600
Surface water	m ³	1164 400	1094 100	1042 700	828 000	631 600
Ocean water	m ³	0	0	0	0	0
Other sources	m ³	28 400	27 700	8 800	20 600	34 700

Water Discharges

Data for 2005 and higher include SEED light sites

	Unit	2004	2005	2006	2007	2008
to WWTP	m ³	339 200	334 500	300 100	313 300	269 900
to Ground water	m ³	9 200	14 100	16 900	123 500	16 300
to Ocean water	m ³	16 500	18 800	18 400	16 300	6 000
to Surface water	m ³	357 600	405 800	415 600	718 600	806 400
to Air	m ³	18 100	16 600	16 900	14 500	14 400

Waste and Recycling

	Unit	2004	2005	2006	2007	2008
Municipal Waste	t	9 530	11 820	10 250	11 950	8 900
Hazardous waste	t	1 120	1 280	6 130	4 550	5 180
External recycling	t	14 740	13 280	17 870	18 240	21 450
Total waste	t	25 400	26 370	34 250	34 740	35 520

Remarks:

Data includes SEED and SEED light sites

FTE: Full time equivalents

n.a.: not available