

## Sulzer Sustainability Data Collection 2018

<b>Social Sustainability</b>					
<b>Labor Relations</b>					
<b>Number of employees</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Number of employees Sulzer Ltd (according to IFRS; i.e., Sulzer total FTEs)	FTE	15'572	14'732	14'005	14'253
<b>Types of employment: functions (*split only available as of 2016)</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
FTE Production COGS	% (FTE)	28.0%	29.1%	31.4%	39.3%
FTE Service COGS	% (FTE)	24.5%	23.6%	19.9%	19.3%
FTE Operational Procurement COGS	% (FTE)	2.1%	2.0%	0.0%	*
FTE Sourcing Hub COGS	% (FTE)	0.2%	0.2%	0.0%	*
FTE Procurement Sourcing Center COGS	% (FTE)	0.2%	0.2%	0.0%	*
FTE Engineering COGS	% (FTE)	0.0%	6.3%	6.2%	6.8%
FTE Procurement COGS	% (FTE)	6.5%	0.0%	2.7%	*
FTE Project Management COGS	% (FTE)	3.1%	2.9%	3.1%	*
FTE Quality Control COGS	% (FTE)	2.5%	2.3%	2.2%	*
FTE Apprentices COGS	% (FTE)	1.7%	1.7%	1.8%	1.9%
FTE Sales	% (FTE)	14.4%	14.6%	14.7%	13.8%
FTE Information Technology	% (FTE)	1.9%	2.0%	2.0%	2.2%
FTE Human Resources	% (FTE)	1.3%	1.3%	1.4%	1.5%
FTE Finance and Controlling	% (FTE)	3.3%	3.4%	3.8%	4.0%
FTE Advance Procurement OPEX	% (FTE)	0.1%	0.1%	0.0%	*
FTE Procurement Category Management Direct OPEX	% (FTE)	0.1%	0.1%	0.0%	*
FTE Procurement Category Management Indirect OPEX	% (FTE)	0.1%	0.1%	0.0%	*
FTE Production Overhead/Indirect Labor OPEX	% (FTE)	0.7%	0.5%	0.7%	0.6%
FTE Service Overhead/Indirect Labor OPEX	% (FTE)	0.4%	0.7%	0.6%	0.6%
FTE Procurement Management and Supply Excellence OPEX	% (FTE)	0.1%	0.0%	0.2%	*
FTE General Management	% (FTE)	2.1%	2.3%	0.0%	*
FTE Services	% (FTE)	1.0%	0.9%	0.0%	*
FTE Engineering OPEX	% (FTE)	1.0%	0.8%	0.9%	1.4%
FTE Project Management OPEX	% (FTE)	0.2%	0.2%	0.3%	*
FTE General Management and Services	% (FTE)	0.0%	0.0%	3.4%	4.5%
FTE Marketing	% (FTE)	0.3%	0.3%	0.3%	0.4%
FTE Research and Development	% (FTE)	2.2%	2.4%	2.2%	2.0%
FTE Legal & Compliance	% (FTE)	0.3%	0.3%	0.3%	*
FTE Quality Control OPEX	% (FTE)	0.6%	0.6%	0.5%	*
FTE Environment, Safety and Health (ESH)	% (FTE)	0.6%	0.6%	0.7%	1.2%
FTE Apprentices OPEX	% (FTE)	0.5%	0.5%	0.7%	0.6%
<b>Type of employment: temporary (on payroll)</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Employees with temporary contract (on average)	FTE	1'062	1'052	887	865
<b>Type of employment: part-time (on payroll)</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Employees working part-time (on average)	FTE	240	279	225	227
<b>Employees with higher education</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Number of employees with higher education (minimum BA)	headcount	4'226	4'432	4'123	4'530
<b>Employee training</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Health and safety education and training hours	hours/year	117'599	107'546	119'154	106'610
Health and safety training hours per FTE	hours/FTE	7.6	7.3	8.5	7.5
<b>Voluntary attrition rate</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total voluntary attrition rate	% (FTE)	7.40%	9.0%	8.0%	7.5%
<b>Geographical spread</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Europe, Middle East, Africa	FTE	7'495	7'279	7'455	7'220
Americas	FTE	4'374	3'911	3'822	4'139
Asia-Pacific	FTE	3'703	3'542	2'728	2'895
<b>Diversity</b>					
<b>Geographical spread of female employees</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Europe, the Middle East, Africa	% (FTE)	58%	59%	57%	50%
Americas	% (FTE)	22%	21%	23%	27%
Asia-Pacific	% (FTE)	20%	20%	20%	23%
<b>Age spread</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
FTE age < 20	% (FTE)	1.3%	1%	1%	1%
FTE age 20-29	% (FTE)	15.8%	16%	16%	18%
FTE age 30-39	% (FTE)	31.5%	31%	30%	30%
FTE age 40-49	% (FTE)	24.3%	25%	25%	25%
FTE age 50-59	% (FTE)	20.3%	20%	21%	20%
FTE age > 60	% (FTE)	6.8%	6%	7%	6%

<b>Social Sustainability</b>					
<b>Occupational Health and Safety</b>					
<b>Occupational accidents</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Occupational accidents (with > 1 lost day)	cases	85	78	50	57
Occupational accidents and illnesses (absences)	lost days	2'282	1'564	1'414	1'444
<b>Non-occupational accidents and illnesses</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Non-occupational accidents and illnesses	cases	25'496	24'986	23'695	28'446
Non-occupational accidents and illnesses	lost days	87'191	83'496	74'159	78'851
<b>Occupational fatalities</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total occupational fatalities	#	0	0	1	1
<i>whereof occupational fatalities through accidents/injuries</i>	#	0	0	1	1
<i>whereof occupational fatalities through illnesses</i>	#	0	0	0	0
<b>Non-occupational fatalities</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total non-occupational fatalities	#	3	2	2	3
<i>whereof non-occupational fatalities through accidents /injuries</i>	#	1	0	0	1
<i>whereof non-occupational fatalities through illnesses</i>	#	2	2	2	2
<b>Accident Frequency Rate (AFR)</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Accident Frequency Rate	accidents/million working hours	2.9	2.7	1.8	1.9
<b>Accident Severity Rate (ASR)</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Accident Severity Rate	days/million working hours	81.1	54.0	51.2	48.1
<b>Value Chain</b>					
<b>Subcontractor (incl. accidents &amp; fatalities)</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Subcontractor accidents	cases	12	4	7	3
Fatalities	#	0	0	0	0
<b>Ecological Sustainability</b>					
<b>Energy</b>					
<b>Energy consumption</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total energy consumed	GJ	860'753	872'335	845'056	970'832
Energy consumed per 1 000 working hours	GJ/1 000 whr	38.3	40	37	37
<b>Energy sources mix: consumption by sources</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total energy consumed	GJ	860'753	872'335	845'056	970'832
<i>whereof electricity</i>	GJ	499'712	511'309	480'243	533'386
<i>whereof gas</i>	GJ	234'756	220'736	194'119	230'091
<i>whereof fuels</i>	GJ	89'521	84'573	98'675	120'708
<i>whereof fuel oils, coal, coke</i>	GJ	9'403	15'764	12'451	15'200
<i>whereof district heating</i>	GJ	27'362	31'849	51'612	64'820
<i>whereof cooling energy</i>	GJ	0	0	0	0
<i>whereof wood and other renewable sources</i>	GJ	0	8'104	7'956	6'627
<b>Emissions</b>					
<b>Green House Gases according to GHG Protocol</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total GHG emissions	t CO <sub>2</sub> eq.	113'764	116'338	91'440	105'960
GHG emissions for scope 1 <sup>1)</sup>	t CO <sub>2</sub> eq.	18'979	18'366	17'690	20'560
GHG emissions for scope 2 <sup>1)</sup>	t CO <sub>2</sub> eq.	55'998	59'934	56'970	66'290
GHG emissions for scope 3 <sup>1)</sup>	t CO <sub>2</sub> eq.	38'787	38'038	16'780	19'110
GHG emissions emitted per 1 000 working hours	t CO <sub>2</sub> eq./1 000 whr	5.1	5.4	4.0	4.1
<b>Water</b>					
<b>Water consumption</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total water consumed	m <sup>3</sup>	930'530	1'163'905	1'600'383	1'311'930
Water consumed per 1 000 working hours	m <sup>3</sup> /1 000 whr	41	54	71	50
<b>Water consumption by usage</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total water consumed	m <sup>3</sup>	930'530	1'163'905	1'600'383	1'311'930
<i>whereof drinking water</i>	m <sup>3</sup>	279'796	24'820	200'732	233'590
<i>whereof process water</i>	m <sup>3</sup>	110'981	184'937	105'041	462'550
<i>whereof cooling water</i>	m <sup>3</sup>	587'177	780'159	1'206'133	490'580
<i>whereof other usage</i>	m <sup>3</sup>	12'749	63'252	88'477	125'210

**Ecological Sustainability**

<b>Water</b>					
<b>Water consumption by source</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total water consumed	m <sup>3</sup>	930'530	1'163'905	1'600'383	1'311'930
<i>whereof municipal water</i>	m <sup>3</sup>	368'895	385'035	374'116	457'660
<i>whereof ground water</i>	m <sup>3</sup>	555'468	771'403	906'903	506'560
<i>whereof surface water</i>	m <sup>3</sup>	1'225	7'032	318'839	344'970
<i>whereof ocean water</i>	m <sup>3</sup>	0	0	0	0
<i>whereof other sources</i>	m <sup>3</sup>	4'942	435	525	2'740
<b>Effluents</b>					
<b>Water discharges</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total water discharged	m <sup>3</sup>	852'361	1'131'376	1'559'770	1'283'230
<i>whereof to waste water treatment plant (WWTP)</i>	m <sup>3</sup>	240'702	267'854	287'848	334'800
<i>Whereof to ground water</i>	m <sup>3</sup>	156'758	170'485	271'214	25'400
<i>Whereof to ocean water</i>	m <sup>3</sup>	13'280	49'879	342'372	400'080
<i>Whereof to surface water</i>	m <sup>3</sup>	394'756	603'539	631'158	488'320
<i>Whereof to air and other water bodies</i>	m <sup>3</sup>	18'549	23'363	27'178	34'630
<b>Waste and recycling</b>					
<b>Waste and recycling</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total waste	t (metric)	18'142	19'029	26'064	29'080
Total waste produced per 1 000 working hours	t (metric)/1 000 whr	0.8	0.9	1.2	1.1
Non-hazardous - excl. recycling (total)	t (metric)	6'750	3'634	5'004	6'040
<i>to landfill</i>	t (metric)	7'277	3'798	3'313	4'790
<i>to incineration</i>	t (metric)	770	733	493	980
<i>other treatment</i>	t (metric)	1'883	3'383	1'198	270
External recycling - excl. hazardous - (total)	t (metric)	8'213	11'114	14'821	18'340
Hazardous waste (total)	t (metric)	3'162	4'280	6'239	4'700
<i>to landfill</i>	t (metric)	1'266	431	1'371	1'750
<i>to incineration</i>	t (metric)	137	121	220	195
<i>to external treatment</i>	t (metric)	327	2'672	3'430	1'760
<i>to external recycling</i>	t (metric)	1'432	1'056	1'218	990
<b>Biodiversity</b>					
<b>Land use</b>					
	<b>Unit</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Land owned, leased, or affected otherwise by company	m <sup>2</sup>	1'930'041	1'826'558	1'701'380	2 142 190
<i>whereof impermeable land</i>	m <sup>2</sup>	1'105'589	1'054'806	1'003'144	1'172'460

**Remarks:**

COGS: Cost of goods sold  
FTE: Full time equivalents  
OPEX: Operational expenditure  
whr: Working hours

<sup>1)</sup> Scope 1: direct emissions from Sulzer stemming from primary energy sources such as natural gas and fuels used on-site; scope 2: indirect emissions from secondary (converted) energy sources such as electricity and district heating; scope 3: indirect emissions from the production and transport of fuels and gases not included in scopes 1 or 2.