



Sustainability
GRI Report
2021

Key figures

Compliance

Confirmed corruption incidents and measures taken (GRI 205–3)

	2021	2020
Total number and type of confirmed corruption incidents	0	0
of which		
Asia Pacific	0	0
EMEA	0	0
Latin America	0	0
North America	0	0
Western Europe	0	0
Total number of confirmed incidents in which employees were dismissed or reprimanded for corruption	0	0
Total number of confirmed incidents where contracts with business partners were terminated or not renewed due to corruption-related offences	0	0
Public corruption-related lawsuits brought against the organisation or its employees during the reporting period and the results of such lawsuits	0	0

The information refers to Ottobock SE & Co. KGaA and all incidents reported to the Compliance department by the Ottobock Group companies.

Training courses on compliance (GRI 205–3)

	2021	2020
Number of companies	109	
Number of companies in which training was carried out	109	n/a

The information relates to all companies with employees in which Ottobock SE & Co. KGaA directly or indirectly holds an interest of more than 50%.

Engagement

Donations and sponsoring (GRI 413-1)

in EUR	2021	2020
Sponsoring	556,000	552,906
Membership fees	11,750	16,150
Grants to higher education institutions	70,000	450,000
Donations	80,000	30,000

Associations were less active in 2021 due to the coronavirus pandemic. This is reflected by the reduction in grants. Due to changes within the funded degree programme, there was also a lower grant here in 2021.

Employees

Information about employees and other workers (GRI 102-8)

by employment contract and gender	2021	2020
Male	4929	
Permanent employment contract	4630	
Fixed-term employment contract	299	
Female	3261	
Permanent employment contract	3081	
Fixed-term employment contract	180	n/a
Diverse	4	
Permanent employment contract	4	
Fixed-term employment contract	0	
Not allocated	5	
Total	8199	

The figures provided include members of the Executive Board and apprentices. Interns in Germany and Austria are not included.

"Not allocated" refers to employees who are not assigned to a group (e.g. employees, apprentices, interns, etc.).

The term "diverse" was used for the first time in financial year 2021.

by employment contract and region	2021	2020
Asia Pacific	771	
Permanent employment contract	744	
Fixed-term employment contract	27	
EMEA	873	
Permanent employment contract	855	
Fixed-term employment contract	18	
Latin America	234	
Permanent employment contract	232	
Fixed-term employment contract	2	n/a
North America	1,091	
Permanent employment contract	1,091	
Fixed-term employment contract	0	
Western Europe	5,227	
Permanent employment contract	4,795	
Fixed-term employment contract	432	
Not allocated	3	
Total	8,199	

by employment relationship and gender	2021	2020
Male	4,929	
Full-time	4,674	
Part-time	121	
Not allocated	134	
Female	3,261	
Full-time	2,747	
Part-time	364	
Not allocated	150	
Diverse	4	n/a
Full-time	4	
Part-time	0	
Not allocated	0	
Not allocated	5	
Full-time	5	
Part-time	0	
Not allocated	0	
Total	8,199	

by gender and age group	2021	2020
Male	4,929	
up to 30 years old	1,284	
from 30 to 50 years old	2,500	
over 50 years old	1,125	
not defined	20	
Female	3,261	
up to 30 years old	1,024	
from 30 to 50 years old	1,573	
over 50 years old	649	n/a
not defined	15	
Diverse	4	
up to 30 years old	4	
from 30 to 50 years old	0	
over 50 years old	0	
not defined	0	
Not allocated	5	
Total	8,199	

by nationality

People from more than 50 countries worked for Ottobock SE & Co. KGaA and its group companies in 2021.

New employees by gender and region (GRI 401–1)

	2021			2020		
	Number of new employees	Share of total number of employees	Total number of employees	Number of new employees	Share of total number of employees	Total number of employees
Asia Pacific	73	9.47%	771			
Male	39	14.18%	275			
Female	34	6.85%	496			
EMEA	148	16.95%	873			
Male	67	15.69%	427			
Female	81	18.16%	446			
Latin America	33	14.10%	234			
Male	7	8.54%	82			
Female	26	17.11%	152			
North America	243	22.27%	1091	n/a		
n/a	1	n/a	1			
Diverse	4	n/a	4			
Male	143	25.49%	561			
Female	95	18.10%	525			
Western Europe	503	9.62%	5230			
n/a	4	n/a	4			
Male	207	10.80%	1916			
Female	292	8.82%	3310			
Total	1000	12.20%	8199			

Diversity of managers (GRI 405–1)

Proportion of top managers	2021		2020	
	Absolute	Proportionate	Absolute	Proportionate
Male	59	80%		
up to 30 years	5	7%		
from 30 to 50 years	35	47%		
over 50 years	19	26%		
Female	15	20%	n/a	
up to 30 years	0	0%		
from 30 to 50 years	8	11%		
over 50 years	7	9%		
Total	74	100%		

Top managers include employees at levels N and N-1.

Proportion of managers at all levels (excluding top managers)	2021		2020	
	Absolute	Proportionate	Absolute	Proportionate
Male	936	69%		
up to 30 years	174	13%		
from 30 to 50 years	507	38%		
over 50 years	255	19%		
Female	414	31%	n/a	
up to 30 years	107	8%		
from 30 to 50 years	224	17%		
over 50 years	83	6%		
Total	1,350	100%		

Managers include employees at level N-2.

Environment

Materials used by weight (GRI 301–1)

Packaging material

Transport packaging in kg	2021	2020
Wood	183,838	164,226
Plastic	56,226	39,879
Paper, paperboard, cardboard (PPC)	522,579	372,268
Absorbent materials	16,077	15,155
Tinplate	59	160

Product packaging in kg	2020	2020
Wood	972	972
Plastic	16,205	10,472
Paper, paperboard, cardboard (PPC)	118,724	72,885
Absorbent materials	428	363
Tinplate	22,905	21,922

The figures for 2021 refer to the packaging materials used in our production plants in Duderstadt and Königsee (DE), Vienna (A), Salt Lake City (US), Tongzhou (CN) and Blagoevgrad (BG). The Blagoevgrad plant was opened in 2021.

Energy consumption (GRI 302–1)

in GJ	2021	2020
Total energy consumption		328,546
Direct energy consumption		150,051
Diesel		41,908
Petrol		15,418
Natural gas		82,812
Biomass		6,500
Biogas		176
Fuel oil	n/a	3,027
Liquefied gas		176
Other		34
Indirect energy consumption		178,495
Electricity from renewable sources		52,044
Electrical energy		78,527
District heating		47,670
District cooling		254

Data collection for the 2021 reporting year could not be completed by the report's editorial deadline.

Environment

Preliminary note on the methods and conversion factors used to calculate CO₂ emissions

Greenhouse gas emissions were measured and calculated in accordance with the principles of the greenhouse gas protocol of the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) “A Corporate Accounting and Reporting Standard – Revised Edition” (GHG Protocol) and the complementary “Corporate Value Chain (Scope 3) Accounting and Reporting Standard.”

Calculations refer to the relevant greenhouse gases, namely carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O), and all emissions are expressed in metric tons of CO₂ equivalents (tCO₂e).

Scope 1 & 2 emissions:

- Scope 1 and 2 emissions encompass all relevant emission sources for Ottobock, including electricity, district heating, district cooling, fuels, bioenergy and refrigerants.
- Primary data (e.g. kWh of electricity or kg of refilled refrigerant) were collected for about 60% of all enterprises for electricity, heat and refrigerant consumption and extrapolated to 100% of all enterprises within the inventory limits.
- Primary data (e.g. distances travelled by company cars and litres of petrol consumed) were collected for all eligible companies.
- The emission and conversion factors used to calculate Scope 1 and Scope 2 emissions are provided by the Department for Business, Energy & Industrial Strategy (BEIS), the International Energy Agency (IEA) and the Association of Issuing Bodies (AIB).
- Market-based figures for Scope 2 were used to calculate total emissions.

Scope 3 emissions:

- Scope 3 emissions cover all sources relevant to Ottobock (including purchased goods and services, capital goods, fuel and energy related activities, upstream and downstream transport and distribution, on-site waste, business travel, employee commuting and the use and end-of-life treatment of products sold), with the exception of the processing of products sold due to limited data availability in the reporting year.
- Where activity data for the inventory were missing, projections and estimates were made using a conservative approach based on the GHG Protocol.

Greenhouse gas emissions

t CO ₂ e	2021	2020
Total greenhouse gas emissions		108,454
Direct greenhouse gas emissions (GRI 305-1)	n/a	9,084
Indirect energy-related greenhouse gas emissions (GRI 305-2)		12,738
Other indirect greenhouse gas emissions (GRI 305-3)		86,632

As it was not possible to complete the collection of energy consumption data for the reference year 2021 by the editorial deadline of this report, emissions could not be calculated.

Detailed presentation of Scope 3 emissions

	2021	2020
Scope 3 total	n/a	86,632
Cat. 1 – Purchased goods and services		46,866
Cat. 2 – Capital goods		785
Cat. 3 – Fuel and energy related emissions (not included in Scope 1 and 2)		4,569
Cat. 4 – Transport and distribution (upstream)		16,282
Cat. 5 – Waste	n/a	1,837
Cat. 6 – Business travel		468
Cat. 7 – Employee commuting		8,376
Cat. 11 – Use of products sold		7,118
Cat. 12 – Handling of products sold at the end of their life cycle		161
Cat. 15 – Investments		370

As it was not possible to complete the collection of energy consumption data for the reference year 2021 by the editorial deadline of this report, emissions could not be calculated.

Greenhouse gas emissions per employee (GRI 305-4)

t CO ₂ e	2021	2020
Greenhouse gas emissions per employee		13.27

As it was not possible to complete the collection of energy consumption data for the reference year 2021 by the editorial deadline of this report, emissions could not be calculated.

Water (GRI 303–3) and wastewater (GRI 303–4)

Fresh water in m³	2021	2020
Public water supply	40.490	39.335

Wastewater in m³	2021	2020
Total quantity	37.490	35.070
Direct discharge	4.380	5.950
public wastewater disposal	33.263	29.120

The data were collected at our production sites. 10 production sites were in operation in 2021. Nine production sites were in operation in 2020. The Blagoevgrad (BG) site was put into operation in the course of 2020. No data were collected at the Tolyatti (RU), and Vinhedo (BR) sites in 2019–2020.

Waste by type (GRI 306–3)

Waste in tons	2021	2020
Total weight of all waste volumes	2.248	2.198
of which hazardous waste	282	274
of which non-hazardous waste	1.965	1.924

Data for 2021 include the values of our 10 production sites that were in operation in the year under review. The figures for 2020 refer to nine production sites, with the Blagoevgrad (BG) plant only commissioned in the course of 2021.

Publisher

Ottobock SE & Co. KGaA
Max-Näder-Str. 15 · 37115 Duderstadt, Germany
T + 49 5527 848-0

Contact

Christin Franzel
Head of Global Sustainability / Human Rights Officer

Maren Harloff
Senior Managerin Global Sustainability

Sustainability@ottobock.com

#WeEmpowerPeople
www.ottobock.com