

GRI INDEX

General standard disclosures

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Organizational profile		
102-1	Name of organization	Cover
102-2	Activities, brands, products and services	Financial report p. 81f, andritz.com
102-3	Location of the organization's headquarters	Graz, Österreich
102-4	Overview of the organization's locations	andritz.com
102-5	Nature of ownership and legal form	Financial report p. 49f
102-6	Markets served	Financial report p. 5
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102-11	Precautionary principle or approach	Financial report p. 26ff
102-12	Externally developed charters, principles or other initiatives to which the organization subscribes	Financial report p. 26, p. 35f
102-13	Memberships of associations	Memberships in associations are held by the respective business areas and are not managed centrally
Strategy		
102-14	Statement from the most senior decision-maker of the organization	Annual report
Ethics and integrity		
102-16	Values, principles, standards, and norms of behaviour	Financial report p. 57, andritz.com/group-en/about-us
Governance		
102-18	Governance structure and its composition	Financial report p. 53ff
Stakeholder engagement		
102-40	List of stakeholder groups engaged	andritz.com/csr
102-41	Percentage of total employees covered by collective bargaining agreements	Collective bargaining agreements are in place with 46.57% of the workforce. For the rest of the workforce, there are individual agreements based on qualifications and professional experience, as well as legal requirements, which are in line with normal market remuneration. This ensures fair working conditions.
102-42	Identification and selection of stakeholders with whom to engage	Ongoing stakeholder analysis
102-43	Stakeholder engagement	Financial report p. 26
102-44	Key topics and concerns raised through stakeholder engagement	Financial report p. 26
Reporting practice		
102-45	Entities included in the organization's consolidated financial statements	Financial report p. 147ff
102-46	Defining report content and topic boundaries	Financial report p. 26
102-47	List of material topics	Financial report p. 26
102-48	Restatements of information	No restatements
102-49	Changes in reporting	No significant changes
102-50	Reporting period	2020 (2019 in comparison)
102-51	Date of most recent report	March 3, 2021
102-52	Reporting cycle	annual
102-53	Contact point for questions regarding the report	csr@andritz.com
102-54	Claims of reporting in accordance with the GRI Standards	core

	Short description	Page
102-55	GRI content index	Financial report p. 163ff
102-56	External assurance	Within the framework of NaDiVeG

Category: Economic

Material aspects	Topic-specific disclosures	Page	Omissions/ Explanations
GRI 201: Economic performance			
	Management approach disclosures		
201-2	Direct economic value generated and distributed	Financial report p. 6ff	
201-2	Financial implications and other risks and opportunities due to climate change	Financial report p. 28, p. 44ff	
201-3	Defined benefit plan obligations and other retirement plans	Financial report p. 86	
201-4	Financial assistance received from government	Financial report p. 87	
GRI 204: Procurement practices			
	Management approach disclosures	Financial report p. 36	
204-1	Proportion of spending on local suppliers	Financial report p. 36	
GRI 205: Anti-corruption			
	Management approach disclosures	Financial report p. 57, andritz.com/compliance	
205-1	Operations assessed for risks related to corruption		Locations are checked on a regular base regarding Compliance issues / ISO 19601 and 37001 certifications
205-2	Communication and training about anti-corruption policies and procedures	Financial report p. 58	
205-3	Confirmed incidents of corruption and actions taken		Allegations are reviewed and investigated internally. In 2020 no allegations were substantiated on a groupwide level.
GRI 2016: Anti-competitive behaviour			
	Management approach disclosures	Financial report p. 57, andritz.com/compliance	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No legal actions

Category: Environmental

Material aspects	Topic-specific disclosures	Page	Omissions/ Explanations
GRI 301: Materials			
	Management approach disclosures	Financial report p. 37	
301-1	Materials used by weight or volume	Financial report p. 37	Reported according to share of the purchasing volume
GRI 302: Energy			
	Management approach disclosures	Financial report p. 41	
302-1	Energy consumption within the organization	Financial report p. 42	Reported in Manufacturing, as this is the area with the highest consumption
302-5	Reductions in energy requirement of sold products and services	Financial report p. 44ff	Reported descriptively
GRI 303: Water			
	Management approach disclosures	Financial report p. 43	
303-3	Total water withdrawal by source	Financial report p. 172	Reported in Manufacturing, as this is the area with the highest consumption
GRI 306: Effluents and waste			
	Management approach disclosures	Financial report p. 43	
306-1	Total water discharge	Financial report p. 172	Total water discharge in manufacturing is reported
306-2	Waste by type and disposal method	Financial report p. 173	Reported in Manufacturing
GRI 307: Environmental compliance			
307-1	Non-compliance with environmental laws and regulations		No complaints have been received on a groupwide level in the reporting period
GRI 308: Supplier environmental assessment			
308-1	New suppliers that were screened using environmental criteria	Financial report p. 37	

Category: Social

Material aspects	Topic-specific disclosures	Page	Omissions/ Explanations
GRI 401: Employment			
	Management approach disclosures	Financial report p. 31f	
401-1	New employee hires and employee turnover	Financial report p. 169	Reported according to gender and age only
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		Social benefits are available to all employees regardless of their contract of employment and only vary from one country to another as a result of the legal requirements.
401-3	Parental leaves	Financial report p. 169	
GRI 402: Labor/Management relations			
402-1	Minimum notice periods regarding operational changes	Financial report p. 35	Reported descriptively
GRI 403: Occupational health and safety			
	Management approach disclosures	Financial report p. 39	
403-1	Occupational health and safety management system	Financial report p. 39	
403-2			The sites must identify workplace hazards and document them. Investigating incidents is an essential part of the "learning from incidents" process. Every accident and safety-critical incident must be analyzed, the cause identified and measures implemented to prevent similar incidents.
403-5	Hazard identification, risk assessment, and incident investigation		Basic training on occupational safety is provided regularly throughout the Group for new employees; workplace-related training must be organized by the locations themselves.
403-9	Worker training on occupational health and safety Work-related injuries for all employees	Financial report p. 40	
GRI 404: Training and education			
	Management approach disclosures	Financial report p. 33	
404-1	Average hours of training per year per employee	Financial report p. 169	
404-3	Percentage of employees receiving regular performance and career development reviews	Financial report p. 33	
GRI 405: Diversity and equal opportunity			
	Management approach disclosures	Financial report p. 35	
405-1	Diversity of governance bodies and employees	Financial report p. 56	
405-2	Ratio of basic salary and remuneration of women to men	Financial report p. 35	

Material aspects	Topic-specific disclosures	Page	Omissions/ Explanations
GRI 406: Non-discrimination			
	Management approach disclosures	Financial report p. 35	
406-1			Cases of discrimination are dealt with by the regional compliance officers, sometimes in cooperation with the member of the compliance committee responsible for HR topics. At the moment there are no global records concerning the number of incidents.
	Incidents of discrimination and corrective actions taken		
GRI 408: Child labor			
	Management approach disclosures	Financial report p. 35	
408-1			Even if there is a certain risk of child labor in some countries in which ANDRITZ has locations, child labor locations is virtually precluded through strict internal rules and controls.
	Operations and suppliers at significant risk for incidents of child labor		
GRI 409: Forced or compulsory labor			
	Management approach disclosures	Financial report p. 35	
409-1			Even if there is a certain risk of forced and compulsory labor in some countries in which ANDRITZ has locations, forced and compulsory labor is virtually precluded through strict internal rules and controls.
	Operations and suppliers at significant risk for incidents of forced and compulsory labor		
GRI 412: Human rights assessment			
	Management approach disclosures	Financial report p. 35	
412-2			Employees are trained in human rights aspects in trainings on the Code of Conduct.
	Employee training on human rights policies or procedures		
GRI 414: Supplier social assessment			
	Management approach disclosures	Financial report p. 37	
414-1			
	New suppliers that were screened using social criteria	Financial report p. 37f	
GRI 419: Socioeconomic Compliance			
	Management approach disclosures	Financial report p. 57	
419-1			No complaints on a groupwider level in the reporting period
	Non-compliance with laws and regulations in the social and economic area		

CSR DATA OVERVIEW

Employees

Employees by gender, age group, type of employment and employment contract

	Absolute 2020	Absolute 2019	Percentage 2020	Percentage 2019
Men	22,755	24,733	84%	84%
Women	4,477	4,780	16%	16%
TOTAL	27,232	29,513	100%	100%
< 30 years old	3,217	3,989	12%	14%
30-50 years	15,764	16,774	58%	57%
> 50 years old	8,251	8,750	30%	29%
TOTAL	27,232	29,513	100%	100%
White-collar workers	16,886	18,011	62%	61%
Blue-collar workers	10,346	11,502	38%	39%
TOTAL	27,232	29,513	100%	100%
Full-time	26,036	28,310	96%	96%
thereof male	22,271	24,268	86%	86%
thereof female		4,042	14%	14%
Part-time	1,196	1,203	4%	4%
thereof male	475	453	40%	38%
thereof female	721	750	60%	62%
TOTAL	27,232	29,513	100%	100%
Permanent	24,464	26,244	90%	89%
thereof male	20,424	21,984	83%	84%
thereof female	4,040	4,260	17%	16%
Temporary	2,768	3,269	10%	11%
thereof male	2,340	2,737	84%	84%
thereof female	428	532	16%	16%
TOTAL	27,232	29,513	100%	100%

Employees per region

	Absolute 2020	Absolute 2019	Percentage 2020	Percentage 2019
Europe	14,681	15,845	54%	54%
North America	3,670	4,177	13%	14%
South America	3,452	3,694	13%	12%
China	3,390	3,588	12%	12%
Asia (excluding China)	1,896	2,046	7%	7%
Rest of the world	143	163	1%	1%
TOTAL	27,232	29,513	100%	100%

Personnel expenditure

(in MEUR)	2020	2019
TOTAL Expenditure on wages and salaries*	1,790.5	2,015.2

* Including wages and salaries, social security contributions, pensions, severance payments, and other social expenses.

Newly hired employees by gender and age group

	Absolute 2020	Absolute 2019	Percentage 2020	Percentage 2019
Men	2,657	3,530	88%	85%
Women	368	641	12%	15%
< 30 years old	813	1,191	27%	29%
30-50 years	1,828	2,465	61%	59%
> 50 years old	385	515	12%	12%
TOTAL	3,026	4,171	100%	100%

Fluctuation by gender and age group*

	Contracts terminated 2020	Contracts terminated 2019	Fluctuation rate 2020	Fluctuation rate 2019*
Men	3,678	2,920	16.0%	11.8%
Women	628	524	14.0%	11.0%
< 30 years old	769	752	23.0%	18.2%
30-50 years	2,184	1,816	14.0%	10.9%
> 50 years old	1,353	876	17.0%	10.2%
TOTAL	4,306	3,444	15.8%	11.7%

* Calculation of fluctuation rate: contracts terminated in relation to the average number of employees. Contracts terminated include dismissals by the employer and resignation of employees.

Parental leave periods by gender

	Absolute 2020	Absolute 2019	Percentage 2020	Percentage 2019
Men	175	191	0.8%	0.7%
Women	211	255	4.7%	5.3%
TOTAL	386	446	1.4%	1.5%

* Percentage of the total workforce of the ANDRITZ GROUP

Expenditure on education and training

	2020	2019
TOTAL (in TEUR)	5,383	10,561
Average expenditure per employee (EUR)	198	357
Total training hours*	242,942	342,897

Employees appraisals

	2020	2019
Men	75%	73%
Women	67%	67%
TOTAL	74%	72%

* Percentage of the total workforce that took part in employee appraisals during the reported period

Average duration of employment by age group and region

(in years)	Europe 2020	Europe 2019	North America 2020	North America 2019	South America 2020	South America 2019	China 2020	China 2019	Asia (excl. China) 2020	Asia (excl. China) 2019
< 30 years old	4.4	4.2	2.8	2.1	2.4	2.3	3.5	3.1	2.4	2.7
30-50 years	10.7	10.3	7.9	7.4	5.9	5.8	9.7	8.5	8.8	8.5
> 50 years old	21.0	21.4	15.7	14.7	12.4	11.7	20.3	17.6	13.6	14.1
TOTAL	13.8	13.6	10.7	9.8	6.5	6.2	9.8	8.3	8.7	8.2

Accident statistics

	2020	2019
Accidents at work (with more than three days of absence)	152	223
Accident frequency (accidents with more than three days of absence per 1 million working hours)	2.8	3.8
Accident frequency (accidents causing one or more days absence per 1 million working hours)	4.8	6.1
Fatal accidents at work	0	0
Severity of accidents (absence periods in hours per accident)	162	166
Number of medical treatment injuries at work	1,189	1,180

Procurement

Purchasing volume

(in MEUR)	2020	2019
TOTAL	4,271.0	4,586.9
Local percentage of external purchasing volume	72.6%	69.3%

* Percentage of local purchasing volume that was bought in the respective country.

External purchasing volume by region

(in %)	2020	2019
Europe	63	63
China	14	14
North America	10	10
South America	8	7
Asia (excluding China)	5	5
Other	0	1

Environment

Overall electricity consumption*

	Unit	2020	2019
TOTAL	kWh	276,300,564	211,554,774
thereof manufacturing	%	86	83
thereof office buildings	%	14	17
thereof renewable electricity	%	37	38

* The key consumption figures are based on projected approximate values to maintain comparability, as the complete figures for the 4th quarter of 2020 were not all available before the copy deadline. Due to adjustments made to the consumption figures, the retrospective changes have resulted.

Energy consumption within the organization*

	Unit	2020	2019
Externally procured heating	kWh	38,249,792	34,235,862
District heating	kWh	38,249,792	34,235,862
Non-renewable energy carriers for heating	MJ	504,485,712	437,918,825
Light fuel oil	MJ	5,347,826	5,110,838
Natural gas	MJ	499,137,886	437,918,825
Non-renewable energy carriers for process heating	MJ	361,583,010	313,264,271
Oil	MJ	0	827,408
Gasoline	MJ	2,725,783	2,331,046
Diesel	MJ	12,069,935	17,520,565
Diesel for emergency generator**	MJ	2,675,958	3,609,452
Natural gas	MJ	333,725,834	278,580,346
Liquid (petrol) gas	MJ	10,385,500	10,395,454

* The key consumption figures are based on projected approximate values to maintain comparability as the complete figures for the 4th quarter of 2020 were not all available before the copy deadline. Due to adjustments made to the consumption figures, the retrospective changes have resulted.

** At two Indian locations for electricity supplies at shortages

Emissions

(in t CO ₂ e)	2020	2019
Scope 1	25,968	23,160
Scope 2	108,149	75,798

Water consumption and disposal of waste water in manufacturing*

(in m3)	2020	2019
WITHDRAWAL		
Surface water	51,847	14,248
thereof freshwater	51,847	n.a.
thereof other water	0	n.a.
from areas with waterstress, freshwater	0	n.a.
from areas with waterstress, other water	0	n.a.
Ground water*	165,730	134,978
thereof freshwater	131,006	n.a.
thereof other water	0	n.a.
from areas with waterstress, freshwater	34,724	n.a.
from areas with waterstress, other water	0	n.a.
Third-party water / Municipal water supplies	734,083	502,480
thereof freshwater	679,831	n.a.
thereof other water	1,148	n.a.
from areas with waterstress, freshwater	53,104	n.a.
from areas with waterstress, other water	0	n.a.
Rain water	0	9,226
Total water withdrawal	951,660	660,932
WATER DISCHARGE		
Water discharge to third parties	708,227	607,034
from areas with waterstress, freshwater	72,138	n.a.
Total water discharge	780,365	607,034
TOTAL WATER CONSUMPTION	171,295	53,898

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Waste from manufacturing*

(in kg)	2020	2019
Non-hazardous waste recycled	33,775,021	30,094,831
thereof waste metal	31,001,469	28,335,329
thereof waste glass	11,693	6,540
thereof waste paper and cardboard	804,982	822,825
thereof plastics	860,778	625,473
thereof cardboard	368,981	304,664
thereof wood waste	727,118	0
Non-hazardous waste incinerated	4,940,230	5,746,600
thereof waste paper and cardboard	34,612	45,753
thereof cardboard	6,759	10,789
thereof wood waste	1,835,798	3,435,591
thereof plastics	82,312	130,982
thereof residual waste	2,307,656	1,865,083
thereof other non-hazardous waste	115,550	125,992
thereof bulk waste	425,913	33,115
thereof polystyrene	400	300
thereof washing / cleaning agents residuals	131,230	98,995
Non-hazardous waste landfill	6,264,869	6,590,714
thereof waste paper and cardboard	8,455	60,581
thereof cardboard	19,781	10,789
thereof plastics	278,769	30,614
thereof residual waste	5,957,864	6,613,730
Processing of old electrical appliances and electronic devices	33,602	61,343
E-waste disposal	33,602	61,343
Hazardous waste processing	157,569	175,393
thereof lamps	2,333	40,837
thereof batteries	155,236	134,556
Hazardous waste incineration	828,191	731,399
thereof fat remover	348,533	355,708
thereof fat remover	149,244	118,863
thereof mix of solvents	330,414	256,828
Hazardous waste landfill	1,452,093	988,127
thereof old paints	119,918	126,392
thereof pressurized gas packaging	2,186	2,000
thereof special waster - landfill	55,068	32,939
thereof other hazardous waste	1,274,921	826,796
TOTAL	47,451,575	44,388,407

* The key consumption figures are based on projected approximate values to maintain comparability as the complete figures for the 4th quarter of 2020 were not all available before the copy deadline. Due to adjustments made to the consumption figures, the retrospective changes have resulted.

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Note

In order to improve readability, the present report does not contain any gender-specific wording. Any personal terms used relate to all genders equally.

Disclaimer

Certain statements contained in the 2020 annual report and in the 2020 annual financial report constitute “forward-looking statements.” These statements, which contain the words “believe”, “intend”, “expect”, and words of a similar meaning, reflect the Executive Board’s beliefs and expectations and are subject to risks and uncertainties that may cause actual results to differ materially. As a result, readers are cautioned not to place undue reliance on such forward-looking statements. The company disclaims any obligation to publicly announce the result of any revisions to the forward-looking statements made herein, except where it would be required to do so under applicable law.

The 2020 annual report and the 2020 annual financial report contain assumptions and forecasts based on the information available up to the copy deadline on February 19, 2021. If the premises for these assumptions and forecasts do not occur, or risks indicated in the chapter “Risk Management” and in the management report in the 2020 annual financial report do arise, actual results may vary from the forecasts made in the 2020 annual report and in the 2020 annual financial report. Although the greatest caution was exercised in preparing data, all information related to the future is provided without guarantee.