

INDICATORS

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Pfleiderer reports its key figures with reference to the standards of the Global Reporting Initiative (GRI). Wherever possible, we report additional disclosure requirements of the European Sustainability Reporting Standards (ESRS).

STRATEGY

Indicator	Unit	2021	2022	2023	Notes and comments
GOVERNANCE BODIES					
The role of the administrative, management and supervisory bodies GRI 2-9, GRI 405-1, ESRS 2 GOV-1					
Gender diversity ratio	%	0	0	0	Refers to the Executive Board of PCF GmbH.
Percentage of independent board members	%	0	0	0	
STRATEGY, BUSINESS MODEL AND VALUE CHAIN					
Total revenue GRI 2-6, ESRS SBM-1					
Revenue from fossil fuel (coal, oil and gas) sector	€	0	0	0	PCF GmbH does not engage in trading.
Revenue from coal	€	0	0	0	PCF GmbH does not engage in trading.
Revenue from oil	€	0	0	0	PCF GmbH uses coal only for its own use.
Revenue from gas	€	0	0	0	PCF GmbH uses gas only for its own use.
Revenue from chemicals production	€	0	0	0	PCF GmbH uses chemical production only for its own use.
Revenue from controversial weapons	€	0	0	0	
Revenue from cultivation and production of tobacco	€	0	0	0	
ANTI-CORRUPTION AND ANTI-BRIBERY					
Prevention and detection of corruption and bribery GRI 205-2, ESRS G1-3					
Percentage of functions at risk covered by training programmes	%	–	100	100	
Confirmed incidents of corruption or bribery GRI 205-3, ESRS G1-4					
Number of convictions for violation of anti-corruption and anti-bribery laws	number	0	0	0	
Amount of fines for violation of anti-corruption and anti-bribery laws	€	0	0	0	
Incidents of corruption or bribery	number	0	0	0	
Incidents in which own workers were dismissed or disciplined for corruption or bribery-related incidents	number	0	0	0	
Incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	number	0	0	0	
PUBLIC POLICY					
Political contributions GRI 415-1, ESRS G1-5					
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organisation by country and recipient/beneficiary	€	0	0	5,000	
COMPLIANCE					
Communication of critical concerns GRI 2-16, ESRS G1-1					
Critical matters reported to the highest governance body during the reporting period	number	0	0	0	
Compliance with laws and regulations GRI 2-27, ESRS S1-17					
Material violations of laws and regulations	number	0	0	0	
Fines paid for violations of laws and regulations	number	0	0	0	

MATERIALS

Indicator	Unit	2021	2022	2023	Notes and comments
CIRCULAR ECONOMY					
Waste generated GRI 306-3, ESRS E5-5					
Total weight of waste generated	t	67,972	76,429	71,126	
Hazardous waste	t	–	–	28,163	Included in the sustainability report for the first time in the 2023 reporting year.
Non-hazardous waste	t	–	–	42,963	
Waste directed to disposal GRI 306-5, ESRS E5-5					
Total weight of waste directed to disposal	t	67,972	76,429	71,126	
Resource outflows GRI 306-5, ESRS E5-5					
Total amount of hazardous waste and radioactive waste generated	t	–	–	28,163	Included in the sustainability report for the first time in the 2023 reporting year.

MATERIALS

Materials used by weight or volume GRI 301-1, ESRS E5-4					
Non-renewable materials used	m ³	214,961	212,137	195,166	
Renewable materials used	m ³	1,934,651	1,999,226	1,819,296	
Recycled input materials used GRI 301-2, ESRS E5-4					
Percentage of recycled input materials used (wood)	%	46.2	48.1	50.7	

WATER

Water withdrawal GRI 303-3, ESRS E3-4					
Water withdrawal from all areas (total)	m ³	870,224	741,554	681,555	
Water withdrawal from all areas with water stress (total)	m ³	0	0	438,242	Two sites newly assessed as located in water stress areas.
Total water withdrawal Fresh water (≤ 1,000 mg/l total dissolved solids)	m ³	870,224	741,554	681,555	
Water discharge GRI 303-4, ESRS E3-4					
Water discharge in all areas (total)	m ³	154,922	116,071	144,973	
Water discharge in all areas with water stress (total)	m ³	0	0	68,730	
Cases where the specified discharge limits for important substances of concern have not been met	number	0	0	0	
Water consumption GRI 303-5, ESRS E3-1					
Total water consumption from all areas	m ³	–	–	536,582	Included in the sustainability report for the first time in the 2023 reporting year.
Total water consumption from all areas with water stress	m ³	–	–	369,512	
Change in water storage	m ³	–	–	0	

Indicator	Unit	2021	2022	2023	Notes and comments
BIODIVERSITY					
Operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas GRI 304-1, ESRS E4-5					
Number of operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	number	3	3	3	Included in the sustainability report for the first time in the 2023 reporting year.
Size of operational site in km ² (or another unit, if appropriate)	km ²	–	–	655	
Impact metrics related to biodiversity and ecosystems change ESRS E4-5					
Total use of land	ha	–	–	126,804	Included in the sustainability report for the first time in the 2023 reporting year.
Total sealed area	ha	–	–	85,238	
Total nature-oriented area on-site	ha	–	–	41,566	
Total nature-oriented area off-site	ha	–	–	0	

CLIMATE

GREENHOUSE GAS (GHG) EMISSIONS

Gross Scope 1, 2, 3 and total GHG emissions GRI 305-1, GRI 305-3, GRI 305-4, ESRS E1-6					
Gross Scope 1 GHG emissions	t CO ₂ e	98,651	94,543	87,225	
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	73	74	69	The Gütersloh III & Arnsberg plants are excluded.
Biogenic CO ₂ emissions	t CO ₂ e	1,061,382	1,070,382	948,912	Corrected values for 2021 and 2022, as the emission factor was re-verified by the German Emissions Trading Authority.
Gross Scope 2 GHG emissions	t CO ₂ e	73,317	56,302	47,669	
Gross location-based energy Scope 2 GHG emissions	t CO ₂ e	151,382	149,372	–	Included in the sustainability report for the first time in the 2023 reporting year. The 2023 factor for the grid energy mix was not available from public sources by the editorial deadline.
Gross market-based energy Scope 2 GHG emissions	t CO ₂ e	73,317	56,302	47,669	
Gross Scope 3 GHG emissions	t CO ₂ e	77,084	1,058,329*	780,622	
Biogenic CO ₂ emissions	t CO ₂ e	1,025,082	857,951	804,150	
Emissions from each significant Scope 3 category					
3.1 Purchased goods and services	t CO ₂ e	–	–	582,593	Included in the sustainability report for the first time in the 2023 reporting year.
3.2 Capital goods	t CO ₂ e	–	–	25,232	
3.3 Fuel- and energy-related activities	t CO ₂ e	–	–	36,970	
3.4 Transportation and distribution (exchange logistics)	t CO ₂ e	–	–	67,894	
3.12 End of life of sold products	t CO ₂ e	–	–	50,390	
Total GHG emissions	t CO ₂ e	249,052	1,209,174*	915,516	
The total amount of GHG removals and storage in metric tonnes of CO ₂ e disaggregated	t CO ₂ e	0	0	0	
The amount related to the undertaking's own operations and its upstream and downstream value chain	t CO ₂ e	0	0	0	
Total amount of carbon credits outside the undertaking's value chain that are verified against recognised quality standards and cancelled in the reporting period	t CO ₂ e	0	0	0	
Total amount of carbon credits outside the undertaking's value chain planned to be cancelled in the future and whether they are based on existing contractual agreements or not	t CO ₂ e	0	0	0	

*Increase through the inclusion of preliminary products and transport emissions in the reporting.

Indicator	Unit	2021	2022	2023	Notes and comments
ENERGY CONSUMPTION AND MIX					
Energy consumption within the organisation GRI 302-1, ESRS E1-5					
Total energy consumption	MWh	3,041,350	2,929,966	2,677,444	
Total energy consumption from fossil sources	MWh	517,150	472,216	332,804	
Percentage of fossil sources in total energy consumption	%	17	16	12	
Total fuel consumption from non-renewable sources	MWh	265,208	245,324	238,149	
Total energy consumption from renewable sources	MWh	2,524,201	2,457,750	2,344,640	
Percentage of renewable sources in total energy consumption	%	83	84	88	
Fuel consumption from renewable sources	MWh	2,406,916	2,340,466	2,112,085	
Electricity consumption	MWh	369,226	344,177	327,211	
Heating consumption	MWh	2,672,124	2,585,790	2,350,233	
Cooling consumption	MWh	0	0	0	
Electricity sold	MWh	348,400	375,429	24,438	
Heating sold	MWh	0	0	0	
Cooling sold	MWh	0	0	0	
Steam sold	MWh	0	0	0	
Energy intensity based on net revenue ESRS E1-5					
Total energy consumption from fossil sources of high climate impact sector by:					
Fuel consumption from coal and coal products	MWh	0	0	0	
Fuel consumption from crude oil and petroleum products	MWh	26,211	24,585	23,796	
Fuel consumption from natural gas	MWh	129,343	110,805	110,900	
Fuel consumption from other fossil sources	MWh	109,653	109,932	103,452	
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	242,105	121,311	94,657	Refers only to electricity, other sources are self-produced.

PEOPLE

GENERAL DISCLOSURES

Employees | GRI 2-7, ESRS S1-17

Total number of employees	number	2,148	2,107	2,057	
Women	number	288	285	294	
Men	number	1,860	1,822	1,763	
Permanent employees	number	1,947	1,944	1,994	
Women	number	257	263	292	
Men	number	1,690	1,681	1,702	
Temporary employees	number	201	163	63	
Women	number	31	22	2	
Men	number	170	141	61	

Employee age structure | GRI 405-1, ESRS S1-9

< 30 years	number	444	412	394	Included in the sustainability report for the first time in the 2023 reporting year.
30–50 years	number	851	853	828	
> 50 years	number	853	842	835	

Indicator	Unit	2021	2022	2023	Notes and comments
Persons with disabilities GRI 405-1, ESRS S1-12					
Percentage of persons with disabilities	%	4.1	3.7	3.5	
Female	%	0.2	0.2	0.3	
Male	%	3.9	3.5	3.2	
Collective bargaining agreements GRI 2-30, ESRS S1-8					
Percentage of total employees covered by collective bargaining agreements	%	91	90	90	

WORKING CONDITIONS AND CORPORATE CULTURE

New employee hires and employee turnover | GRI 401-1, ESRS S1-6

Newly hired employees	number	135	127	118	
	%	6	6	6	
By age group					
< 30 years	number	67	59	62	
	%	50	47	53	
30–50 years	number	59	59	51	
	%	44	47	43	
> 50 years	number	9	9	5	Corrected values for 2021 and 2022, due to adjusted calculation method.
	%	7	7	4	
By gender					
Women	number	9	22	34	
	%	7	17	29	
Men	number	126	105	84	
	%	93	83	71	
Employee turnover	number	132	182	144	
	%	7	9	7	
By age group					
< 30 years	number	41	52	48	
	%	29	29	35	
30–50 years	number	47	68	57	
	%	33	37	41	
> 50 years	number	56	62	34	Corrected values for 2021 and 2022, due to adjusted calculation method.
	%	39	34	25	
By gender					
Women	number	26	26	13	
	%	18	14	9	
Men	number	118	156	126	
	%	82	86	91	
Parental leave GRI 401-3					
Employees entitled to parental leave	number	2,148	2,107	2,057	
Women	number	288	285	294	
Men	number	1,860	1,822	1,763	
Employees who have taken parental leave	number	62	67	68	
Women	number	25	20	28	
Men	number	37	47	40	

Indicator	Unit	2021	2022	2023	Notes and comments
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TRAINING AND SKILL DEVELOPMENT

Average hours of training per year per employee | GRI 404-1, ESRS S1-13

Average hours of training that the organisation's employees have undertaken during the reporting period	average number of hours	7	7	7	
Duration (total)	hours	15,227	14,274	14,064	

OCCUPATIONAL HEALTH AND SAFETY

Workers covered by an occupational health and safety management system | GRI 403-8, ESRS S1-14

Employees and workers covered by a certified occupational health and safety management system (DIN EN ISO 45001)	number	2,123	2,082	2,032	
	%	99	99	99	All production and logistics units hold their own certificate. No certificate is held by the wood purchasing unit Heller and the overarching unit PCF GmbH.

Work-related injuries | GRI 403-9, GRI 403-10, ESRS S1-14

Deaths due to work-related injuries	number	0	0	0	
Deaths due to work-related illnesses	number	0	0	0	
Work-related injuries with serious consequences	number	31	29	18	
Documentable work-related injuries	number	5	1	3	
Hours worked	hours	3,365,592	3,166,163	3,104,075	
Lost-time accident frequency rate per 200,000 worked hours (LTA-FR2)			1.7	1.4	Indicator was reported for the first time in the 2022 sustainability report.

DIVERSITY

Diversity of governance bodies and employees | GRI 405-1, ESRS S1-9

Supervisory Board					The Supervisory Board refers to that of Pfeleiderer Deutschland GmbH.
Women	%	25	25	33	
Men	%	75	75	67	
By age group					
< 30 years	%	0	0	0	
30–50 years	%	42	17	25	
> 50 years	%	58	83	75	
With severe disability	%	10	10	10	No information is available for two members of the Supervisory Board.
Senior Management					
Women	%	5	13	15	
Men	%	95	88	85	
By age group					
< 30 years	%	0	0	0	
30–50 years	%	43	60	44	
> 50 years	%	57	40	56	
With severe disability	%	8	8	5	

Indicator	Unit	2021	2022	2023	Notes and comments
Non-exempt employees					By "non-exempt employees" we mean all employees except those listed under "Senior Management" and "Trainees".
By gender					
Women	%	13	13	14	
Men	%	87	87	86	
By age group					
< 30 years	%	19	17	15	
30–50 years	%	42	42	42	
> 50 years	%	40	40	43	
With severe disability	%	4	4	4	
Trainees					
Women	%	9	4	15	
Men	%	91	96	85	
Ratio of basic salary and remuneration of women to men GRI 405-2, ESRS S1-16					
Employee category					
Non-tariff	%	–	–	4	Included in the sustainability report for the first time in the 2023 reporting year.
Tariff	%	–	–	5	
Discrimination incidents GRI 406-1, ESRS S1-17					
Incidents of discrimination reported	number	0	0	0	