

Company Name: Frequentis AG		Reporting date: 2021		 						
Company Logo: 										
Dimension	Category	No. of categories	Sub Categories	KPIs	Value	Qualitative Text	Unit	Publicly Source (URL)	Page	Date
Environment	Climate Change	1	1.a	Global scope 1 GHG emissions	218		Metric tons of CO2 equivalent	<a href="#">Frequentis Nichtfinanzial</a>	61	
			1.b	Global scope 2 GHG emissions	0		Metric tons of CO2 equivalent	<a href="#">Frequentis Nichtfinanzial</a>	61	
			1.c	Global scope 3 GHG emissions	718		Metric tons of CO2 equivalent	<a href="#">Frequentis Nichtfinanzial</a>	61	
	Waste Management	2	2.a	Total energy consumed broken down by non-renewable and renewable sources (including, electric, heat, and primary energy use)	20,719		Calorific (GJ)	<a href="#">Frequentis Nichtfinanzial</a>	65	
			3.a	1. Total freshwater withdrawn ii. Percentage in regions with high or extremely high baseline water stress	0	The wastewater is discharged into the municipal sewerage system.	l. m3 ii. %	<a href="#">Frequentis Nichtfinanzial</a>	65	
	Water Management	3	3.b	1. Total freshwater consumption ii. Percentage in regions with high or extremely high baseline water stress	0	They do not need to remove groundwater or surface water for manufacturing purposes or for incorporation into products. The water for the facilities is supplied from standard public sources for the sole purpose of industrial water use.	l. m3 ii. %	<a href="#">Frequentis Nichtfinanzial</a>	65	
			4	4.a	1. Total waste ii. Percentage recycled	4000		l. kg ii. %	<a href="#">Frequentis Nichtfinanzial</a>	61
	Waste and Pollution	4	4.a	1. Total waste ii. Percentage recycled	4000		l. kg ii. %	<a href="#">Frequentis Nichtfinanzial</a>	61	
	Ecological Impacts/Biodiversity	5	5.a	ii. Percentage of cultivated, built, and cultivated water (CWA) List of operational sites owned, leased, managed in- or adjacent to, protected areas and areas of high biodiversity value outside protected areas			Metric tons	<a href="#">Frequentis Nichtfinanzial</a>	52-53	
	Circular Economy	6	6.a	Percentage of recycled input materials used to manufacture the organization's primary products and services			%			
6.b			1. Number of suppliers assessed for environmental impacts ii. Percentage of suppliers assessed for environmental impacts iii. Percentage of purchasing volume covered with assessment for environmental impacts	100	In addition to the supplier audits, supplier evaluations of existing suppliers take place once a year at Frequentis AG. The suppliers are evaluated in the first quarter of the year based on the following currently revised criteria: - Quality: e.g. product quality, complexity, quality assurance system - Price: e.g. price development and comparison with the previous year and market price - Support quality: e.g. commercial, personal and technical support - Delivery performance: here, adherence to delivery dates and quantities is a particularly important criterion Furthermore, value is placed on environmentally friendly, sustainable packaging. Sustainability of the supplier: on the one hand, the economic environment (stability, stability, performance, flexibility, environmental management, etc.) on the one hand and the social environment (CSR code, social competence, etc.)	l. number of suppliers ii. % iii. %	<a href="#">Frequentis Nichtfinanzial</a>	43		
Social	Labor Practices	8	8.a	Percentage of active workforce covered under collective bargaining agreements			%			
			8.b	Turnover rate			%			
			8.c	Ratio of standard entry level wage by gender compared to local minimum wage			ratio			21
			8.d	Average hours of training per person by gender and employee category		Number of courses offered throughout the group: 469	average number of hours	<a href="#">Frequentis Nichtfinanzial</a>	60	
	8.e	i. Breakdown of employees with permanent (indefinite) and fixed-term (temporary) contract ii. Breakdown of directly employed workforce and not directly employed workforce (incl. term agency workers, on-site contractors, freelancers)			number of employees					
	Employee Health & Safety	9	9.a	Total number and rate of work-related fatalities and incidents	3				<a href="#">Frequentis Nichtfinanzial</a>	64
Diversity and Equal Opportunity	10	10.a	Percentage of employees per employee category, by age group, gender and other indicators of diversity	Average age: 43 male: 78.3% female: 21.7%		%	<a href="#">Frequentis Nichtfinanzial</a>	69		
Human Rights	11	11.a	Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country	0%		number of operations	<a href="#">Frequentis Nichtfinanzial</a>	42		
Social Supply Chain Management	12	12.a	i. Number of suppliers assessed for social impacts ii. Percentage of suppliers assessed for social impacts iii. Percentage of purchasing volume covered with assessment for social impacts		In addition to the supplier audits, supplier evaluations of existing suppliers take place once a year at Frequentis AG. The suppliers are evaluated in the first quarter of the year based on the following currently revised criteria: - Quality: e.g. product quality, complexity, quality assurance system - Price: e.g. price development and comparison with the previous year and market price - Support quality: e.g. commercial, personal and technical support - Delivery performance: here, adherence to delivery dates and quantities is a particularly important criterion Furthermore, value is placed on environmentally friendly, sustainable packaging. Sustainability of the supplier: on the one hand, the economic environment (stability, stability, performance, flexibility, environmental management, etc.) on the one hand and the social environment (CSR code, social competence, etc.)	l. number of suppliers ii. % iii. %	<a href="#">Frequentis Nichtfinanzial</a>	43		
Crime	13	13.a	Total loss paid by country	11,679,840		Euros	<a href="#">Frequentis Nichtfinanzial</a>	68		
Customer Privacy & Cyber Security	14	14.a	i. Number of data breaches ii. Number of affected customers	0			<a href="#">Frequentis Nichtfinanzial</a>	15		
Governance	Business Ethics	15	15.a	Total number and percentage of employees that have received training on anti-corruption	100%		l. number of employees ii. %	<a href="#">Frequentis Nichtfinanzial</a>	58	
	Sustainability Governance	16	16.a	List of committees responsible for decision-making on economic, environmental, and social topics and percentage of independent committee members per committee		A total of 58 persons, including Vice Presidents (authorized signatories) of Frequentis AG and Managing Directors of Frequentis subsidiaries, Frequentis Executive Board, and the Frequentis Supervisory Board		<a href="#">Frequentis Nichtfinanzial</a>	15	
	Remuneration	17	17.a	Remuneration policies for the highest governance body and senior executives including the consideration of ESG performance criteria and how they impact different types of remuneration		Remuneration of Executive Board members: By including non-financial performance criteria, the aim is, in particular, to support the social and strategic alignment of the company.		<a href="http://www.frequentis.com/oneactionfiles/Support2021/Frequentis_Remuneration_Report_2021.pdf">http://www.frequentis.com/oneactionfiles/Support2021/Frequentis_Remuneration_Report_2021.pdf</a>	5-6	