

*This document is an extract from the Gurit Sustainability Report 2021  
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# SUSTAINABILITY REPORT

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This Sustainability Report is an integral part of the Gurit Annual Report 2021 which can be downloaded at [www.gurit.com/en/investors/reports](http://www.gurit.com/en/investors/reports)



# CREATING A STRONG SUSTAINABILITY PLATFORM



FOREWORD BY  
**MITJA SCHULZ**  
CEO

Gurit is in a unique position globally, as a vertically integrated solution provider to the wind energy industry, to deliver on sustainability targets that impact the full supply chain. Critical to achieving this is a strong – and indeed sustainable – platform from which we can launch our initiatives, ensuring that sustainability is fully integrated throughout the business and now also an integral part of our Strategy 2025.

One of our goals in 2021 therefore was to set up a comprehensive structure and framework to manage our sustainability actions and continue to move forward in this area with conviction. We now have 5 pillars of sustainability, with 8 workstreams to drive our actions towards the achievement of our annual targets. As we communicate this approach to our stakeholders and we see tangible and measurable action-taking across the focus areas, I am confident this framework will strengthen our commitment to sustainability in the coming year, and we will see our vision ‘With passion for a sustainable future’ come to life across our organisation and beyond.

Safety First continues not only to be a motto at Gurit, but an integral part of the culture we are creating. Whether an employee, a customer, a supplier – safety always comes first and I am proud of the numerous accident prevention initiatives over the past 12 months, such as safety walks, site evaluations, training programmes and more, which have led to noteworthy results such as 1000 days without an accident at our Ecuador site.

What is clear throughout this report is how critical our staff are to our success. With the change and uncertainty we have all had to live with over the past two years, companies have a responsibility to step up and stand up for their staff in these ever-challenging times. Last year, in the context of the pandemic, Gurit launched a mental health initiative to support our employees and educate our leaders on this topic, and I am pleased we are continuing with this into 2022. We also laid the groundwork for our diversity, equality, and inclusion goals, and this year we plan to release new policy statements, a management system and training, to ensure we can truly call ourselves an equal opportunity employer.

In 2020 we set a bold target to achieve climate neutrality by the end of 2021 and I am delighted to say we have achieved this scope 1, 2 and partial scope 3 under the Greenhouse Gas Protocol. These concern those areas of business over which we have direct control (scope 1), the sourcing of all our electrical power from 100% renewable energy (scope 2), plus the part of our indirect (scope 3) emissions where we have some control. This has been achieved through significant work by our staff and is testament to the level of commitment to sustainability throughout the company.

An area in which we look forward to making further progress is resource utilisation. Today Gurit has a vertically integrated value chain for recycling: our PET Kerdyn Green structural core material was made with 1 156 million recycled bottles in 2021. We process recycled bottles into flakes and then into granulate, then produce structural foam for wind turbine blades, thus renewable energy – and many more applications such as boats, buildings or transportation. We take it as an ongoing sustainability challenge to further

optimise our material usage and reduce our consumption of electricity and fuels, and our Technology & Innovation teams are also developing next generation sustainable materials. We rolled out our Water Management Guidelines towards the end of the year and have undertaken several steps to reduce our product packaging. I am excited to see what we achieve in this area in the coming 12 months.

We still have work to do, but we also now have the framework and structure in place to look further afield into our sphere of influence and work on greenhouse gas emission reduction opportunities and circularity/end-of-life projects with our supply chain and industry partners (scope 3 of our carbon neutrality strategy). We are encouraging our staff, supported by our culture of innovation and engagement, to identify and bring to our attention such opportunities. There is no doubt that having each one of us take responsibility and successfully working together is the way we can best impact this urgent issue.

Gurit reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. Our annual communication on progress is part of this 2021 Gurit Sustainability Report in which we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations.

I would like to take the opportunity to thank our employees and corporate partners for participating in our sustainability journey to date. We are making progress and the work we are doing does have an impact. I am looking forward to seeing what we can achieve together in 2022.

Yours sincerely,

  
Mitja Schulz, CEO


Zurich, February 2022



THE GLOBAL SUSTAINABILITY CONTEXT


At Gurit, we align our sustainability ambitions with two major global frameworks: the United Nations Global Compact (UNGC) and its ten principles, as well as the Global Reporting Initiative (GRI). Several international entities, global conventions and governments have established targets in response to climate change and other sustainability challenges. Gurit is contributing to these targets through our own sustainability ambitions, strategy and targets.

United Nations  
Global Goals



Governmental  
Priorities

**The United Nations Sustainable Development Goals (SDG)** is a framework of actions addressing major global sustainability challenges. It aims to end poverty, protect the planet, and supports the vision that by 2030 all people enjoy peace and prosperity. The United Nations Global Compact (UNGC) – of which Gurit is a signatory – supports these goals and encourages businesses to adopt sustainable and socially responsible policies, and to report on their implementation.




The main governmental sustainability targets and responsibilities include the mitigation of the imminent risks related to climate change and the achievement of climate neutrality to limit global warming and enable future generations to continue to live on this planet.

**UN Paris Agreement**  
[ec.europa.eu/clima/policies/international/negotiations/paris\\_en](https://ec.europa.eu/clima/policies/international/negotiations/paris_en)


- Global framework to mitigate climate change by limiting global warming to well below 2°C and pursuing efforts to limit it to 1.5°C
- Aims to strengthen countries’ ability to deal with the impacts of climate change and support them in their efforts

The Paris Agreement was signed at the 21<sup>st</sup> Conference of the Parties (COP) of the UN Framework Convention of Climate Change (UNFCCC) in 2015. At the 26<sup>th</sup> annual COP in November 2021, all countries agreed to the Glasgow Climate Pact, which works towards limiting global temperature rises to 1.5°C.

Governmental  
Priorities  
(continued,  
illustrative  
examples)



Industry Sector  
Focus



Gurit  
Sustainability  
Strategy

**European Union (EU)**  
[ec.europa.eu/clima/policies/ets\\_en](https://ec.europa.eu/clima/policies/ets_en)

- Achieve climate neutrality in the EU by 2050
- Through the European Green Deal, the net greenhouse gas emissions reductions target increased to at least 55% by 2030

**China**  
[climateactiontracker.org/countries/china/targets](https://climateactiontracker.org/countries/china/targets)

- Reach peak emissions before 2030
- Achieve carbon neutrality by 2060

**Switzerland**  
[www.admin.ch/gov/en/start/documentation/media-releases.msg-id-76206.html](https://www.admin.ch/gov/en/start/documentation/media-releases.msg-id-76206.html)

- Net emissions reduced to zero by 2050

**Sustainability in the wind industry**  
[windeurope.org/policy/topics/sustainability](https://windeurope.org/policy/topics/sustainability)

- Act in a socially and environmentally responsible way, using the best available technology and work within sustainable supply chains
- Keep environmental impacts and carbon footprint to a minimum
- Accelerate wind turbine circularity

**Sustainability in the marine industry**  
[www.metstrade.com/news/sustainability](https://www.metstrade.com/news/sustainability)  
[marineshift360.org](https://marineshift360.org)  
[www.nmma.org/advocacy/federal-advocacy/conservation](https://www.nmma.org/advocacy/federal-advocacy/conservation)

- Adopt green products, sustainable building methods and recyclability of the materials
- Bring more circularity to the boating world
- Reduce environmental impact, particularly on the marine ecosystem

**Sustainability in aerospace**  
[www.asd-europe.org/environment](https://www.asd-europe.org/environment)

- Continually search for more environmentally-friendly technologies for engines, aircraft design and sustainable fuels
- Reduce environmental impact with respect to noise, emissions and fuel burn.
- Increase sustainability awareness, technical innovation and responsible disposal and recycling of aircraft

We monitor stakeholder expectations, global frameworks and legislative requirements and sets annual sustainability ambitions, targets and action plans within the framework of our Sustainability Policy outlined overleaf.

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# MATERIALITY ANALYSIS AND PRIORITY TOPICS

We have assessed the materiality of sustainability issues with consideration to our business purpose, operational footprint, as well as our commitment to the UN Global Compact and the GRI Standards. In 2021, we conducted a materiality analysis, involving the company’s Executive Committee, employees, customers, investors and the Sustainability Core Team. More information on this process is explained in the chapter Reporting Scope and Materiality Matrix.

	SAFETY FIRST	ENVIRONMENT
PRIORITY TOPICS	Health and safety  Chemical safety	Climate neutrality  Emissions to air  Waste management  Circular economy  Innovation  Resource and materials utilization  Energy management  Clean technology

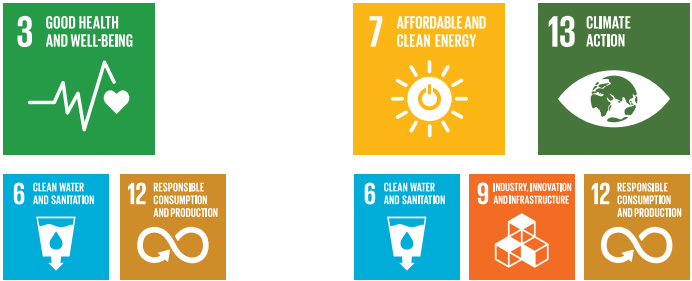
Material topics are sustainability topics which, as a result of the materiality process, are deemed most important for Gurit’s stakeholders and have a higher significance in terms of economic, environmental and social impacts. Through the materiality analysis conducted in 2021, we selected 23 sustainability topics considered to be material, and assigned each one to one of our 5 pillars. We have also aligned these with the SDGs.

SOCIAL RESPONSIBILITY	GOOD GOVERNANCE	ECONOMIC PERFORMANCE
Responsible procurement practices  Equality, diversity and inclusion  Responsible employment practices  Work-life balance  Participation and consultation of employees  Social risk assessment	Transparency  Legal compliance  Business ethics  Anticorruption and bribery	Product quality and solutions  Customer satisfaction  Economic performance

CONTRIBUTIONS TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDG)

Gurit supports the SDG and has identified the following 10 priority goals.

To read more:  
<https://sdgs.un.org/goals>



➤ GRI 102-21 Consulting stakeholders on economic, environmental and social topics  
➤ GRI 102-29 Identifying and managing economic, environmental and social impacts  
➤ GRI 102-31 Review of economic, environmental and social topics  
➤ GRI 102-32 Highest governance body's role in sustainability reporting  
➤ GRI 102-46 Defining report content and topic boundaries  
➤ GRI 102-47 List of material topics


GURIT SUSTAINABILITY TARGETS AND AMBITIONS

Gurit is committed to sustainability and responsible business management. Sustainability ambitions and targets are reviewed annually by the Executive Committee. The execution of these targets is delegated to eight dedicated workstreams each with a workstream lead a member of the executive Committee as sponsor. The Sustainability Coordination team facilitates cross-workstream collaboration, monitoring and reporting.

In December 2021, the Gurit Executive Committee has committed itself to the targets listed below.



**Mitja Schulz**  
Chief Executive Officer (CEO)




**Philippe Wirth**  
Chief Financial Officer (CFO)



**Ernst Lutz**  
Chief Technology Officer (CTO)




**Hannes Haueis**  
Head of Group Human Resources




**Michael Muser**  
Aerospace General Manager



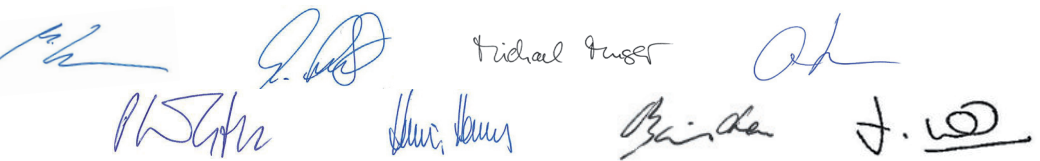
**Bing Chen**  
Manufacturing Solutions General Manager












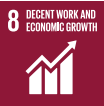


**Andreas Kipker**  
Wind Systems General Manager









**Lance Hill**  
Marine/Industrial General Manager



	ACHIEVEMENTS 2021	OUR COMMITMENTS 2022	SDG IMPACT
SAFETY FIRST	Elimination of Substances of Very High Concern in standard product ranges	<b>Safety first</b> 1. Health and safety onboarding training roadmap for all new employees by 12/2022 2. Certify all our production sites with the ISO Standard for occupational health and safety by 12/2023 3. Refresher and next level on Mental Health employee trainings by 12/2022 <b>Chemical safety</b> 1. Reduce and maintain <5% of all Gurit standard and essential products containing Substances of very high concern (SVHC) according to European REACH regulation 2. Assess and set targets and corrective actions for all chemical uses at Gurit sites by 03/2023	  
	Introduction of a new safety management assessment system at all company sites Launch of the Health & safety onboard training roadmap		

	ACHIEVEMENTS 2021	OUR COMMITMENTS 2022	SDG IMPACT
ENVIRONMENT	Climate neutrality for scope 1, scope 2 and partial scope 3 100% renewable electricity ESG Management Systems implemented ISO-certifications	<b>Climate neutrality and resource utilisation</b> 1. Maintain climate neutrality for GHG scope 1 and scope 2 2. Reduction of direct and indirect greenhouse gas emissions 3. Introduce an internal CO2/GHG valuation method by 11/2022 4. Design operational program to reduce emissions, waste, material use, energy consumption 5. Water risk assessment implemented by 12/2022 <b>Circularity and related workstream / end of life</b> 1. Integrate circularity and related workstream as integral part of Technology & Innovation and product strategy 2. Identify engagement opportunities in industry discussions and initiatives around circularity and end of life challenges by Q2/2022 3. Collate ideas for products with improved ecological footprint (ongoing) 4. Assess the environmental impact of products/concepts. Systematically apply Life Cycle Assessment by 12/2022	    
SOCIAL RESPONSIBILITY	Sustainability organisation set-up, dedicated workstreams established: "Equality and Diversity" as well as "Local community engagement" Social Policy drafted Online training for Global Senior Management team on Human Rights for Business	<b>Local community</b> 1. Set up a group-wide scheme of local initiatives covering employee and community engagement around sustainability topics such as the environment, diversity or inclusion, starting Q1/2022 2. Issue local community and employee engagement guidelines 3. Implement local community initiative as per issued guidelines and within SDG / Sustainability framework, starting 06/2022 <b>Equality and diversity</b> 1. Equal Opportunity Recruitment Policy implemented by 12/2022 2. Create a management system to measure gender representation levels in our applicant sourcing approach by 12/2022 3. Ensure equal opportunities for people with disabilities and audit all sites for accessibility by 12/2022 4. Provide unconscious bias and stereotyping training to all Managers from 2022 onwards 5. Provide a checklist of equal opportunities requirements by 06/2022 6. Promote awareness and added value of diverse work groups by 12/2022 7. Roll-out Global Hybrid Working Policy by 12/2022	   

	ACHIEVEMENTS 2021	OUR COMMITMENTS 2022	SDG IMPACT
SUPPLY CHAIN	Supplier Code of Conduct adopted and communicated to suppliers	<div>1. Set greenhouse gas reduction targets across the supply chain</div> <div>2. Identify social and environmental risks across our supply chain</div> <div>3. Propose ESG risk Management System adapted to new Swiss legislation on Corporate Responsibility. Implement tool to evaluate &amp; manage suppliers' ESG risks, identify key risks (Q3/2022)</div> <div>4. Communicate Gurit's sustainability commitments and Supplier Code of Conduct to all suppliers</div> <div>5. Issue sustainability questionnaires to the remaining suppliers (remaining 70% of \$)</div> <div>6. Request LCA / EPD / GHG footprint reports from all suppliers (starting Q3/22)</div> <div>7. Identify transportation footprint reduction opportunities in supply chain</div>	<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div> <div><div>13</div><div>CLIMATE ACTION</div></div>
GOOD GOVERNANCE	1070 employees completed the Code of Conduct training program in 2021	<div>1. Audits of Ethical Standards (Code of Conduct) and Sustainability Policy (bi-annual)</div> <div>2. Create a policy on bribery, anti-corruption and anti-money laundering by 12/2022</div> <div>3. Include part-time employees and contractors in training programs on ethical standards (Code of Conduct) starting Q3/2022</div>	<div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
ECONOMIC PERFORMANCE		<div>1. Define criteria and ambition for a sustainable financial performance (by Q3/2022)</div> <div>2. Review risk mapping and risk management and include sustainability / ESG risks (by Q3/2022)</div>	<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div> <div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>

	ACHIEVEMENTS 2021	OUR COMMITMENTS 2022	SDG IMPACT
SUSTAINABILITY MANAGEMENT FRAMEWORK	<div>Sustainability responsibilities assigned through our company-wide sustainability organisation, with dedicated workstreams, a Sustainability Coordination Team and allocating specific sustainability-related responsibilities to members of the Executive Committee</div> <div>ESG rating improved</div> <div>Ongoing commitment to United Nations Global Compact (UNGC) including annual communication on progress vs. 10 principles</div> <div>Sustainability reporting in line with GRI standard</div>	<div>1. Communicate sustainability mission and workstream programs to all employees</div> <div>2. Keep reporting sustainability in line with GRI and GHG standards and UNGC commitments</div> <div>3. Publish annual Sustainability Report and calculate GHG emissions</div> <div>4. Monitor and evaluate sustainability standards</div> <div>5. Achieve/maintain above average sustainability ratings with selected ratings agencies with relevance for key stakeholders</div> <div>6. Implement sustainability communication campaigns</div>	<div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>

Progress on achievement of these targets will be reported in the Sustainability Report 2022 and on our website [www.gurit.com/sustainability](http://www.gurit.com/sustainability)

Questions regarding the targets may be submitted to [sustainability@gurit.com](mailto:sustainability@gurit.com)

➤ GRI 102-15 Key impacts, risks and opportunities

# UN GLOBAL COMPACT

GURIT IS A SIGNATORY OF THE UNITED NATIONS GLOBAL COMPACT (UNGC)



- PRINCIPLE 1**

Businesses should support and respect the protection of internationally proclaimed human rights, within the scope of their influence
- PRINCIPLE 2**

Businesses should make sure that they are not complicit in human rights abuses
- PRINCIPLE 3**

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- PRINCIPLE 4**

Businesses should uphold the elimination of all forms of forced and compulsory labour
- PRINCIPLE 5**

Businesses should uphold the abolition of child labour
- PRINCIPLE 6**

Businesses should uphold the elimination of discrimination in respect of employment and occupation
- PRINCIPLE 7**

Businesses should support a precautionary approach to environmental challenges
- PRINCIPLE 8**

Businesses should undertake initiatives to promote greater environmental responsibility
- PRINCIPLE 9**

Businesses should encourage the development and diffusion of environmentally friendly technologies
- PRINCIPLE 10**

Businesses should work against corruption in all its forms, including extortion and bribery



UN GLOBAL COMPACT: COMMUNICATION ON PROGRESS

Gurit reaffirms its support of the Ten Principles of the United Nations Global Compact by reporting annually on our progress. We share the actions we have taken and set new goals to ensure we are continuously improving the integration of the Global Compact and its principles into our business strategy and daily operations.

GURIT'S COMMUNICATION ON PROGRESS 2021		GURIT'S LONG-TERM AMBITIONS AND OBJECTIVES FOR 2022
HUMAN RIGHTS	<b>1 Support and respect the protection of internationally proclaimed human rights</b>	<ul style="list-style-type: none"><li>Awareness raising for Human Rights: communication to Managers and employees as well as to our suppliers</li><li>Include Human Rights related risks in our Internal Audit questionnaire</li><li>Identify key suppliers with sustainability risks and issue sustainability questionnaires to the remaining suppliers</li><li>Communicate to all our suppliers our Supplier Code of Conduct, Sustainability Policy and our adherence to the UNGC</li></ul>
	<b>2 No complicity in human rights abuses</b> <ul style="list-style-type: none"><li>Procurement standards &amp; training</li><li>Internal audit checklist</li><li>Internal awareness</li><li>Training for senior managers</li></ul> <p>Gurit undertakes to protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats. These areas are covered in Gurit's Code of Conduct and a new Social Policy that has been drafted during 2021.</p> <p>The Gurit Supplier Code of Conduct was published in 2021 on our website <a href="http://www.gurit.com/sustainability">www.gurit.com/sustainability</a> and communicated to key suppliers. The Supplier Code covers ethical, legal, social and environmental standards that we expect our suppliers to follow.</p> <p>In training of all staff, Gurit includes an introduction to the Code of Conduct, which sets out the ethical standards and principles to guide decision-making and behaviour in daily operations.</p>	
LABOUR STANDARDS	<b>3 Uphold the freedom of association and the effective recognition of the right to collective bargaining</b>	<ul style="list-style-type: none"><li>Identification of the social and environmental risks across our supply chain</li><li>Identify key suppliers with sustainability risks and issue sustainability questionnaires to the remaining suppliers</li><li>Update Group Purchasing Policy and include Sustainability KPI into evaluation</li><li>Communicate to all our suppliers our Supplier Code of Conduct, Sustainability Policy and our adherence to the UNGC</li><li>Certify all our production sites with the ISO Standard for occupational health and safety by 12/2023</li></ul>
	<b>4 Elimination of all forms of forced and compulsory labour</b>	
	<b>5 Effective abolition of child labour</b>	
	<b>6 Elimination of discrimination in respect of employment and occupation</b>	
	<ul style="list-style-type: none"><li>Procurement standards &amp; training</li><li>Internal audit checklist</li><li>Internal awareness</li><li>Training for senior managers</li></ul> <p>In 2021, Gurit established a Social Policy to reaffirm our support of human rights, community engagement, right of association and collective bargaining, respect of our employees and our opposition to child and forced labour. The policy defines measurements and an implementation process.</p> <p>During 2021, key suppliers were assessed by means of a Supplier Sustainability Questionnaire.</p> <p>In addition, an internal sustainability audit checklist was drafted during 2021 for review, adoption and implementation in 2022.</p> <p>A Human Rights for Business training session was facilitated for Senior Managers, which includes an introduction to human rights, labour standards and corruption, all in alignment with the UN Guiding Principles.</p>	<ul style="list-style-type: none"><li>Implement an Equal Opportunity Recruitment policy</li><li>Create a management system to measure gender representation levels in our applicant sourcing approach</li><li>Provide Unconscious Bias and Stereotyping training to all Managers from 2022</li><li>Roll-out Global Hybrid Working Policy</li><li>Audit all sites for accessibility</li><li>Promote awareness and added value of diverse work groups</li><li>Provide a checklist of equal opportunities requirements</li></ul>
	<ul style="list-style-type: none"><li>Monitoring &amp; benchmarking</li></ul> <p>In 2021, Gurit created a dashboard to measure and analyse any gaps, patterns or other discrimination across the company.</p> <p>This process will allow us to commence a deeper analysis by site and, if it is needed, start a compensation process.</p>	





GURIT’S COMMUNICATION ON PROGRESS 2021

GURIT’S LONG-TERM AMBITIONS AND OBJECTIVES FOR 2022

ENVIRONMENT

7	Precautionary approach to environmental challenges	<ul style="list-style-type: none"><li>Climate neutrality in 2021 for GHG scope 1, 2 and partial scope 3</li></ul>	<p>Gurit has implemented actions across the business to reduce GHG emissions. For instance, we have switched our operations to be powered fully by renewable energy. For any electricity consumption not yet renewably sourced, we have purchased Energy Attribution Certificates (EAC).</p> <p>More information about our climate neutrality approach can be found in the Environmental chapter of this report.</p>	<ul style="list-style-type: none"><li>Maintain climate neutrality for GHG scope 1, direct greenhouse gas emissions, and scope 2 emissions associated with electricity</li><li>Externally commit to greenhouse gas reduction targets</li><li>Design an operational program to reduce emissions, waste, material use, energy consumption</li></ul>
8	Undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"><li>GHG footprint monitoring &amp; improvement</li><li>Use of recycled raw material and further implement co-location strategy to prevent and recycle waste</li><li>Green chemistry targets</li><li>Dedicated workstreams</li></ul>	<p>During 2021, Gurit implemented a Sustainability Data Collection tool across the company and provided training to all sites. This process will allow us to further improve our footprint monitoring.</p> <p>We work with Suppliers to ensure the most harmful substances are not added to new product developments, which allows us to transition our customers to safer, sustainable alternatives. We have set new targets to further improve our green chemistry management.</p> <p>The dedicated workstreams formed at the beginning of 2021 are working towards a sustainable future, quarterly updates are internally reported for each workstream, and sustainability targets have been set for 2022.</p>	<ul style="list-style-type: none"><li>Introduce an internal CO<sub>2</sub> / GHG valuation method</li><li>Circularity as integral part of the Technology &amp; Innovation department mission and Gurit product strategy</li><li>Assess the environmental impact of products/concepts</li><li>Systematically apply Life Cycle Assessments (LCA) by 12/2022</li></ul>
9	Encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"><li>Continue to replace SVHC with safer alternatives and achieve REACH targets</li><li>Use of bio-based chemistry</li></ul>	<p>Throughout 2021 Gurit has continued to reduce its use of SVHC-containing materials. In 2020, Gurit reduced the number of SVHC-containing materials by 17% to 11% (from 2019) of standard and essential products and is on track to reduce to &lt;5% by the end of 2022.</p> <p>We have continued to make progress sourcing bio-based epoxy materials and have been able to launch the PRIME 37 Resin product range which contains ≥15% bio-based material as standard. An increased use of bio-based ingredients remains an ambition within the formulated and prepreg product ranges. The Technology &amp; Innovation department has taken up circularity and bio-based product ingredients as priority areas for strategic product development. Our sustainable panel solution, which combines AMPRO BIO with flax fibres and balsa core, already shows that biobased ingredients are a viable alternative for many applications.</p>	<ul style="list-style-type: none"><li>Reduce and maintain &lt;5% of all Gurit standard and essential products containing Substances of very high concern (SVHC) according to European REACH regulation</li><li>Assess and set targets and corrective actions for all chemical uses at Gurit sites</li></ul>

ANTI-CORRUPTION

10	Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"><li>Internal audit checklist</li><li>Procurement standards</li></ul>	<p>An anti-corruption audit checklist is under development for review, adoption and roll-out during 2022.</p> <p>The Gurit Supplier Code of Conduct was published in 2021. This document collects ethical, legal, social and environmental standards that we expect our suppliers of goods and services, their employees and subcontractors (“Suppliers”) to follow. Read more in the Governance chapter in this report.</p>	<ul style="list-style-type: none"><li>Create a policy around bribery, anti-corruption and anti-money laundering</li><li>Include part-time employees and contractors in training programs on Ethical Standards</li><li>Internal audit of compliance with ethical standards (Code of Conduct) and the Gurit Sustainability Policy, as well as biannual self-assessments by Gurit Group Sites</li></ul>
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