

GRI Content Index

GENERAL DISCLOSURES

GRI Standard	Information	Description	Section	Page/information
<i>GRI 102: General Disclosures 2016</i>	<i>Organizational profile</i>			
	102-1	Name of the organization	Intro	About Stahl
	102-2	Activities, brands, products, and services	Intro	About Stahl
	102-3	Location of headquarters	Footer	Contact details
	102-4	Location of operations	Intro	About Stahl
	102-5	Ownership and legal form	Governance	Transforming Stahl's leadership for a sustainable future
	102-6	Markets served	Intro	About Stahl
	102-7	Scale of the organizations	Intro Social impact	About Stahl Valuing our people
	102-8	Information on employees and other workers	Social impact	Valuing our people
	102-9	Supply chain	Intro	About Stahl
	102-10	Significant changes to the organization and its supply chain	Intro Social impact	About Stahl Valuing our people
	102-11	Precautionary Principle of approach	Environmental impact	Energy and emissions
	102-12	External initiatives	Environmental impact Governance Appendices	Product innovation for positive impact Transforming Stahl's leadership for a sustainable future About this report
	102-13	Membership of associations		Renewable Carbon Initiative, The Zero Discharge of Hazardous Chemicals Foundation (ZDHC), bluesign® system partner, The Leather Working Group, TEGEWA
	<i>Strategy</i>			
	102-14	Statement from senior decision maker	Intro	Message from the CEO
	<i>Ethics and integrity</i>			
	102-16	Values, principles, standards, and norms of behavior	Intro	About Stahl
	<i>Governance</i>			
	102-18	Governance structure	Governance	Transforming Stahl's leadership for a sustainable future
	<i>Stakeholder engagement</i>			
	102-40	List of stakeholder groups	Appendices	About this report
	102-41	Collective bargaining agreements		Given the international nature of Stahl and the relatively small dimension of the local units, there are four collective agreements in place. Salary levels and other means of remuneration depend on the individual countries. They are centrally coordinated, to ensure Stahl remains competitive in the respective markets. Some employees in the Company, mainly in management and sales, enjoy a bonus scheme based on annual quantitative objectives. This bonus scheme is coordinated centrally to ensure proper alignment and consistency with local practices.
	102-42	Identifying and selecting stakeholders	Appendices	About this report
	102-43	Approach to stakeholder engagement	Appendices	About this report
	102-44	Key topics and concerns raised	Appendices	About this report

GRI Standard	Information	Description	Section	Page/information
	<i>Reporting practice</i>			
	102-45	Entities included in the consolidated financial statements		Stahl Holdings B.V., PT. Stahl Chemicals Indonesia, Stahl (USA) Inc., Stahl Asia Pacific Pte Ltd, Stahl Brasil S.A., Stahl Argentina Srl, Stahl Chemicals SRL, Stahl Coatings and Fine Chemicals (Suzhou) Co. Ltd., Stahl India Pte Ltd, Stahl Investment Spain SL, Stahl Iberica S.L.U., Pielcolor S.L.U., Stahl Netherlands B.V., Pielcolor Trading (Suzhou) Co. Ltd., Stahl Brasil S.A., Stahl Chemicals Germany GmbH, Stahl Chemicals SRL, Stahl Europe Application PC B.V., Stahl Europe B.V., PT. Stahl Chemicals Indonesia, Stahl France SAS, Stahl India Pte Ltd, Stahl International B.V., Stahl International Compounding B.V., Stahl International, Polymer Development B.V., Stahl International Specialties Development B.V., Stahl Italy S.R.L., Stahl Japan Ltd, Stahl Kimya Sanayi Ve Ticaret Limited Sirketi, Stahl Korea Ltd, Stahl Pakistan Private Limited, Stahl Taiwan Ltd., Stahl Thailand Ltd., Stahl Treasury B.V., Stahl Kimya Sanayi Ve Ticaret Limited Sirketi, Stahl Thailand Ltd., Stahl UK Ltd., Stahl Uruguay S.A., Stahl de Mexico S.A. de C.V., Stahl Thailand Ltd., Stahl de Mexico S.A. de C.V.
	102-46	Defining report content and topic Boundaries	Appendices	About this report
	102-47	List of materials topics	Appendices	About this report
	102-48	Restatement of information	Appendices	About this report
	102-49	Changes in reporting	Appendices	About this report
	102-50	Reporting period	Appendices	About this report
	102-51	Date of most recent report	Appendices	About this report
	102-52	Reporting cycle	Appendices	About this report
	102-53	Contact point for questions regarding the report	Footer	Contact details
	102-54	Claims of reporting in accordance with the GRI Standards	Appendices	About this report
	102-55	GRI content index	Appendices	Appendices
	102-56	External assurance	Appendices	About this report

MATERIAL TOPICS

GRI Standard	Information	Description	Section	Page/information
Environmental Topics				
CLIMATE CHANGE AND ENERGY				
<i>GRI 103: Management Approach 2016</i>	103-1	Explanation of material topics and its Boundary	Appendices	Energy and emissions
	103-2	The management approach and its components	Appendices	Energy and emissions
	103-3	Evaluation of the management approach	Appendices	Energy and emissions
<i>GRI 305: Emissions 2016</i>	305-1	Direct (Scope 1) GHG emissions	Environmental impact	Energy and emissions
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental impact	Energy and emissions
	305-3	Other indirect (Scope 3) GHG emissions	Environmental impact	Energy and emissions
	305-4	GHG emissions intensity	Environmental impact	Energy and emissions
	305-5	Reduction of GHG emissions	Environmental impact	Energy and emissions

GRI Standard	Information	Description	Section	Page/information
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental impact	Energy and emissions
	302-4	Reduction of energy consumption	Environmental impact	Energy and emissions
WATER				
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	Environmental impact	Minimizing our water use and pollution
	103-2	The management approach and its components	Environmental impact	Minimizing our water use and pollution
	103-3	Evaluation of the management approach	Environmental impact	Minimizing our water use and pollution
GRI 302: Water and effluents 2018	303-1	Interactions with water as a shared resource	Environmental impact	Minimizing our water use and pollution
	303-2	Management of water discharge-related impacts	Environmental impact	Minimizing our water use and pollution
	303-5	Water consumption	Environmental impact	Minimizing our water use and pollution
WASTE				
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	Environmental impact	Reducing our waste
	103-2	The management approach and its components	Environmental impact	Reducing our waste
	103-3	Evaluation of the management approach	Environmental impact	Reducing our waste
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	Environmental impact	Reducing our waste
	306-2	Management of significant waste-related impacts	Environmental impact	Reducing our waste
	306-3	Waste generated	Environmental impact	Reducing our waste
MATERIALS				
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	Environmental impact	Product innovation for positive impact
	103-2	The management approach and its components	Environmental impact	Product innovation for positive impact
	103-3	Evaluation of the management approach	Environmental impact	Product innovation for positive impact
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Environmental impact	A supply chain of positive impact
GRI 307: Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations	Environmental impact	There were no fines or sanctions applied in 2021.

Social Topics

OCCUPATIONAL HEALTH & SAFETY

GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	Social impact	Keeping people safe and well
	103-2	The management approach and its components	Social impact	Keeping people safe and well
	103-3	Evaluation of the management approach	Social impact	Keeping people safe and well
GRI 403: Occupational Health & Safety	403-1	Occupational health and safety management system	Social impact	Keeping people safe and well
	403-2	Hazard identification, risk assessment, and incident investigation	Social impact	Keeping people safe and well
	403-3	Occupational health services	Social impact	Keeping people safe and well
	403-4	Worker participation, consultation, and communication on occupational health and safety	Social impact	Keeping people safe and well
	403-5	Worker training on occupational health and safety	Social impact	Keeping people safe and well
	403-6	Promotion of worker health	Social impact	Keeping people safe and well
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social impact	Keeping people safe and well
	403-8	Workers covered by an occupational health and safety management system	Social impact	Keeping people safe and well
	403-9	Work-related injuries	Social impact	Keeping people safe and well

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OUR PEOPLE				
<i>GRI 103: Management Approach 2016</i>	103-1	Explanation of material topics and its Boundary	Social impact	Valuing our people
	103-2	The management approach and its components	Social impact	Valuing our people
	103-3	Evaluation of the management approach	Social impact	Valuing our people
<i>GRI 404: Training and Education 2016</i>	404-1	Average hours of training per year per employee	Social impact	Valuing our people
	404-2	Programs for upgrading employee skills and transition assistance programs	Social impact	Valuing our people
<i>GRI 405: Diversity & Equal Opportunity</i>	405-1	Diversity of governance bodies and employees	Social impact	Valuing our people
Social responsibility in the supply chain				
<i>GRI 103: Management Approach 2016</i>	103-1	Explanation of material topics and its Boundary	Social impact	A supply chain of positive impact
	103-2	The management approach and its components	Social impact	A supply chain of positive impact
	103-3	Evaluation of the management approach	Social impact	A supply chain of positive impact
<i>GRI412 Human Rights</i>	412-1	Operations that have been subject to human rights reviews or impact assessments	Social impact	A supply chain of positive impact
<i>GRI 414: Supplier Social Assessment 2016</i>	414-1	New suppliers that were screened using social criteria	Social impact	A supply chain of positive impact
CUSTOMER HEALTH AND SAFETY				
<i>GRI 103: Management Approach 2016</i>	103-1	Explanation of material topics and its Boundary	Social impact	Keeping people safe and well
	103-2	The management approach and its components	Social impact	Keeping people safe and well
	103-3	Evaluation of the management approach	Social impact	Keeping people safe and well
<i>GRI416: Customer Health and Safety 2016</i>	416-1	Assessment of the health and safety impacts of product and service categories	Social impact	Keeping people safe and well 100% of our product and service categories are assessed for their health and safety impacts.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Social impact	In 2021, there were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of our products and services

Governance Topics

ANTI-CORRUPTION

<i>GRI 103: Management Approach 2016</i>	103-1	Explanation of material topics and its Boundary	Governance	Ethics & compliance
	103-2	The management approach and its components	Social impact Governance	A supply chain of positive impact Ethics & compliance
	103-3	Evaluation of the management approach	Governance	Ethics & compliance
<i>GRI 205 Anti-Corruption 2016</i>	205-2	Communication and training about anti-corruption policies and procedures	Governance	Ethics & compliance