

How does Hempel work with the Sustainable Development Goals?



Ownership and commitments

Founded in 1948, the Hempel Foundation is the sole shareholder of Hempel A/S



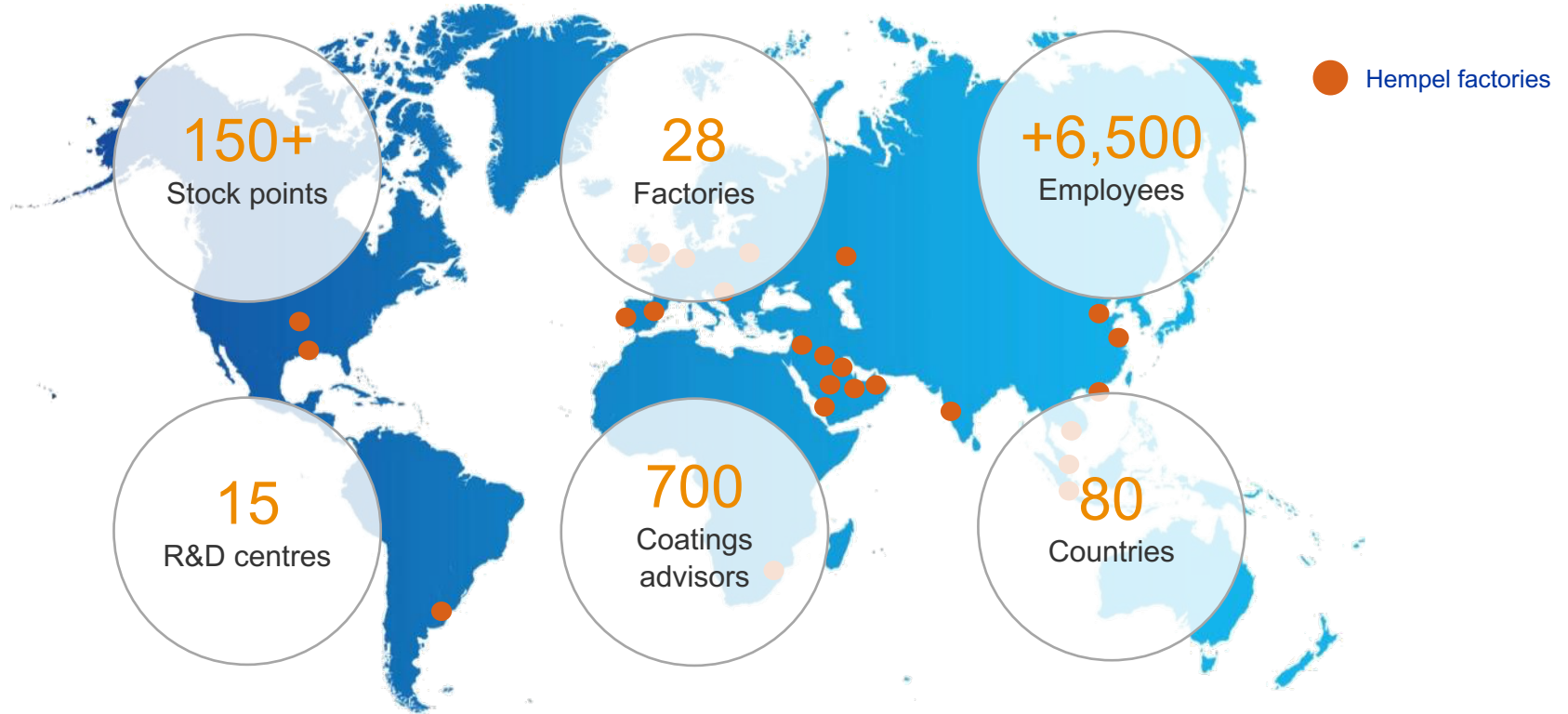
The Hempel Foundation supports philanthropic purposes within the fields of education and sustainable surface technologies across the globe



Hempel A/S is a proud member of UN Global Compact, and we are committed to integrating and promoting the principles within human rights, labour, environment and anti-corruption



Where we operate



A trusted supplier in all aspects - reducing our own impacts



Phasing out hazardous raw materials



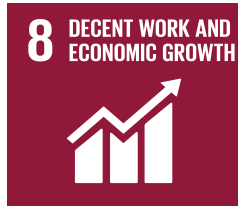
Reducing our own emissions and waste



Making sure everyone has equal opportunities



Fighting against corruption in our industry



Ensuring decent work in our supply chain

Ensuring safe working conditions

Sustainability reporting 2018

Disclosure requirements, cf. §99a and 99b of the Danish Financial Statements Act	
Disclosure requirements	See page
99a	
Policies on	
• Human rights	• 49
• Worker and social conditions	• 45 & 47
• Environment and climate	• 51
• Anti-corruption	• 53
Due diligence process	• 49
Activities during the year	
• Human rights	• 48-49
• Worker and social conditions	• 44-49
• Environment and climate	• 50-51
• Anti-corruption	• 52-53
KPIs and results	• 60-61 (data table)
Sustainability risks	• 32-35
99b	
Diversity in the Board of Directors (including current gender composition and target)	• 28
Diversity in management (including policy, activities during the year and results)	• 46-47

Key Performance Indicator	2018	2017
Ethical behaviour		
% of employees with a Hempel email address completed and signed off on Code of Conduct training	100%	100%
Compliance cases reported	51	51
Health & safety		
Lost time accident frequency (number/1,000,000 working hours)	1.72	2.27 ¹
Consumption of red raw materials (kg/1,000L paint produced)	8.80	8.47
Environment		
Energy (kWh/1,000L paint produced)	276	274
Waste generation (kg/1,000L paint produced)	49	NA
Carbon footprint scope 1 (tons CO ₂ /1,000L paint produced)	0.02	0.02
Carbon footprint scope 2 (tons CO ₂ /1,000L paint produced)	0.09	0.10
Carbon footprint scope 3 ² (tons CO ₂ /1,000L paint produced)	4.05	NA
Our people		
Employee Engagement - Response rate	93%	93%
Employee Engagement - eNPS	21	20
Employee Engagement - Satisfaction & Motivation	71	69
Employee Engagement - Learning & Development	80	78

¹ 2017 data restated following a Group review of lost time injuries at site level in 2018.

² Scope 3 includes: consumption of raw materials, purchase of packaging material, CO₂ from toll manufacturing, CO₂ from waste treatment and VOC in products sold.

- The annual report 2018 includes a section on sustainability data
- PwC have issued a limited assurance report on the sustainability reporting
- A baseline is now set with the possibility to track future progress on the KPI's

An energy efficient fleet

13 CLIMATE
ACTION



Our 1300 vessel
track record with
Hempaguard®
has saved more
than 10 million
tonnes of CO₂

In the harshest industrial environments

7 AFFORDABLE AND
CLEAN ENERGY



Our high
quality paint
with low VOC
reduces
maintenance
needs and CO₂
emissions