



08

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Human Resources

	Unit	Data	Explanation
Employment			
Total number of employees		2,422	valid per 31/12/2022
Percentage of full-time employees	%	92.9	valid per 31/12/2022
Percentage of part-time employees	%	7.1	valid per 31/12/2022
Rate of new employees hired	%	19.4	valid per 31/12/2022
Rate of new employees hired by age group (<25)	%	2.3	valid per 31/12/2022
Rate of new employees hired by age group (25–34)	%	9.4	valid per 31/12/2022
Rate of new employees hired by age group (35–44)	%	4.6	valid per 31/12/2022
Rate of new employees hired by age group (45–55)	%	2.4	valid per 31/12/2022
Rate of new employees hired by age group (>55)	%	0.7	valid per 31/12/2022
Tenure in the company	Years	10.7	valid per 31/12/2022
Number of worked hours	Hours	4,844,000	We estimated the number of working hours due to carve-out reasons with an average of 2,000 hours per employee. This means 2,422 × 2,000.

Benefit to employee by significant locations

Define significant location

Significant locations are locations that represent the vast majority of our employee base. China, Switzerland and USA represent more than 50% of our total employee baseline.

	Unit	Data	Explanation
Retirement provision		Yes	The Swiss facility offers special conditions for the third pillar pension (3A), to which every employee can contribute up to CHF 15k. Accelleron adds up 3% of the total amount.
Stock ownership plan		Yes	Senior executives have a stock ownership plan
Variable performance-based component to pay		Yes	White-collar employees have a bonus
Collective Bargaining Agreement		Yes	The following locations have a collective bargaining agreement: India, Singapore, Brazil, Belgium, Denmark, Finland, France, Germany, Italy, Netherlands, Norway, Spain, Sweden, Switzerland. These countries represent 59% of the total Accelleron workforce
Other benefits specific to Switzerland			Employees have access to a child day care at a reduced price and Accelleron paid the equivalent of USD 210k in 2022 to sponsor this price reduction. Accelleron offers a fee reduction (10%) at specific health insurance providers and a price reduction for general practitioners. Partnerships with car dealers allow our employees to have an extra price reduction on top of the proposed reduction (13–20%). Accelleron supports a fund and provides money for charities and social causes, through which 80 people were helped in 2022.

Parental leave

Total number of employees who were entitled to parental leave in significant locations (USA, China and Switzerland)

1155

	Unit	Data	Explanation
Total number of female employees who were entitled to parental leave in significant locations (USA, China and Switzerland)		184	
Total number of male employees who were entitled to parental leave in significant locations (USA, China and Switzerland)		971	
Total number of employees who took parental leave in significant locations (USA, China and Switzerland)		46	
Total number of female employees who took parental leave in significant locations (USA, China and Switzerland)		6	
Total number of male employees who took parental leave in significant locations (USA, China and Switzerland)		40	
Total number of employees who returned to work in the reporting period after parental leave ended in significant locations (USA, China and Switzerland)		45	
Return to work rate of employees who took parental leave in significant locations (USA, China and Switzerland)	%	99.2	
Retention rate of employees who took parental leave in significant locations (USA, China and Switzerland)	%	99.2	

Training and education

Total training hours for service engineers	Hours	4,856	The training hours cover the operational aspect of the job including preparation and all relevant safety aspects, such as field preparation, risk assessment and last-minute risk assessment before starting the job.
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	Unit	Data	Explanation
Average training hours per year per service engineer	Hours/ service engineer per year	36.8	Historical data shows that, in 2019, the training hours per service engineer were 34.9 hours, 31.4 hours in 2020 and 32.6 hours in 2021. This demonstrates that we managed to overcome the COVID-19 situation by ensuring a certain level of training, and in 2022 we came back to an even better level of training hours per engineer than in 2019.
Percentage of employees receiving a performance review and career development review	%	>+95	
Percentage of female employees receiving a performance review and career development review	%	>+95	
Percentage of male employees receiving a performance review and career development review	%	>+95	
Percentage of management receiving a performance review and career development review	%	>+95	
Percentage of non-management receiving a performance review and career development review	%	>+95	

Diversity and equal opportunity

Share of women on Board of Directors	%	33	Accelleron has surpassed the gender quota requirements for Swiss corporate law on its BoD
Share of women on Executive Committee	%	14	
Share of women in management positions	%	16	Definition of management: senior and middle management

	Unit	Data	Explanation
Share of women in senior leadership positions	%	21	Senior leadership position refers to people who directly report to EC members and/or who are country managing directors
Share of women in the overall company	%	15	

Integrity

	Unit	Data	Explanation
Anti-corruption			
Risk assessment related to anti-corruption		Yes	Until September 2022, Accelleron was part of the ABB Group, which annually conducted anti-corruption risk assessments of its business as part of ABB Group as a whole during 2020–2021, and in 2022 as part of ABB's larger business unit, Process Automation (ex Accelleron Business Unit of ABB Group), along with other annual risk assessment activities as part of its Enterprise Risk Management and Fraud Risk Assessment programs. Anti-corruption is defined in our Anti-Corruption Policy available on the Accelleron website . In 2023 and going forward, anti-corruption risks are assessed within the ERM process and are acted upon like any other risk. For more information, visit our website: Integrity
Code of Conduct			
Volume of unique visitors on the Integrity Awareness Portal (IAP) for integrity training for the period January–end September 2022	%	61.4	This number reflects the number of visitors to the portal. As of 2023, a specific system will replace the ABB Group approach to fit better with Accelleron's reality.
Total number of governance body members and EC members who Accelleron's CoC has been communicated to		13	The six members of the BoD and the seven members of the EC have had the CoC communicated to them.
Percentage of governance body members who Accelleron's CoC has been communicated to	%	100	The six members of the BoD and the seven members of the EC have had the CoC communicated to them.

	Unit	Data	Explanation
Confirmed incidents of corruption and actions taken			
Total number of confirmed incidents of corruption (incl. facilitation payments)		3	In 2022 when Accelleron was part of ABB Group, 6 cases of corruption/facilitation payments were investigated leading to 3 confirmed cases where we undertook appropriate actions including dismissal, written warnings, trainings and vendors being blocked from doing business with us. No lawsuits for anti-corruption were pending or concluded.
Nature of confirmed incidents of corruption (incl. facilitation payments)			Facilitation payments and payments through non authorized channel partners involving small amount of money (USD +-100).
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption (incl. facilitation payments)		2	
Total number of confirmed incidents in which contracts with business partners were terminated or not renewed due to violations related to corruption (incl. facilitation payments)		1	
Public legal cases regarding corruption (incl. facilitation payments) brought against Accelleron or its employees during the reporting period and the outcomes		0	
Anti-competitive behavior			
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which Accelleron has been identified as a participant		0	There were no cases brought and there are no pending anti-trust actions. For more information about our approach to antitrust compliance, visit our website: Accelleron-Code-of-Conduct.pdf

	Unit	Data	Explanation
Main outcome of completed legal actions, including any decision or judgements		Not applicable	No case, therefore, this is not applicable.
Non-discrimination			
Total number of discrimination incidents reported		1	The case happened when Accelleron was part of ABB Group.
Status of the incident and actions taken with reference to the following:			Discrimination is understood as an unequal or differential treatment that disfavors an individual or a group and that is based on origin, ethnicity, race or nationality, belief, or gender.
A) Incident reviewed by Accelleron			A) The case has been reviewed by the ABB group as it was still under the ABB Group authority.
B) Remediation plan being implemented			B) A remediation plan has been implemented.
C) Remediation plan has been implemented with results reviewed through internal management review process			C) Remediation plan including final written warning, coaching, and mandatory communication training has been implemented as per Accelleron procedures.
D) Incident no longer subject to action			D) The case is closed.
Public policy			
Total monetary value of financial and in-kind political contributions made directly and indirectly by Accelleron by country and recipient		0	Accelleron is part of various industrial associations that are represented at the EU level (see Innovation chapter). Political contributions are explained in the Anti-Corruption Policy. No contributions shall be made without the approval of the Legal and Integrity team. To date, Accelleron has not made any political contributions. More details can be found in the Anti-Corruption Policy .

	Unit	Data	Explanation
Customer privacy			
Total number of substantiated complaints received concerning breaches of customer privacy		0	No complaints have been reported on this issue.
Total number of identified leaks, thefts or losses of customers data		2	Two computers were lost or stolen.
Freedom of association and collective bargaining			
Operations in which the right to freedom of association and collective bargaining may be at risk due to country fragility index status and provide the countries		12	Based on fragilestatesindex.org , the following countries represent a source of risk as they have a score of at least 80 which is the starting point of the "warning" classification: Bangladesh, Pakistan, Philippines, Thailand, Indonesia, Egypt, Cameroon, Senegal, Nigeria, Myanmar, Sri Lanka, Turkey.
Provide the measures to support rights to exercise freedom of association and collective bargaining			Our policies and CoC leave the choice to any worker of any of our operations to create any type of worker association.
Child labor			
Number of operations considered to have significant risks for incidents of child labor due to country fragility index status and provide the countries.		12	Based on fragilestatesindex.org , the following countries represent a source of risk as they have a score of at least 80 which is the starting point of the "warning" classification: Bangladesh, Pakistan, Philippines, Thailand, Indonesia, Egypt, Cameroon, Senegal, Nigeria, Myanmar, Sri Lanka, Turkey.
Number of operations considered to have significant risks for incidents of young workers exposed to hazardous work		0	Our young workers are not exposed to hazardous work as per our internal policies.

	Unit	Data	Explanation
Measures taken by Accelleron to contribute to the effective abolition of child labor			Our policies and CoC explicitly express the absence of tolerance related to child labor. Our global hiring procedures require evidence of the age of the future employee and we do not hire or work with people under the age of 18 years (except apprentices). On top of that, all our employee policies are aware of the regulation through the CoC. Regular visits from the management team, and human rights training sessions for the operational management team have been conducted. For more information, visit our website .
Forced or compulsory labor			
Operations in which the risks are significant for incidents of forced or compulsory labor due to country fragility index status and provide the countries		12	Based on fragilestatesindex.org , the following countries represent a source of risk as they have a score of at least 80 which is the starting point of the "warning" classification: Bangladesh, Pakistan, Philippines, Thailand, Indonesia, Egypt, Cameroon, Senegal, Nigeria, Myanmar, Sri Lanka, Turkey.
Measures taken by Accelleron to contribute to the effective abolition of forced or compulsory labor			The Accelleron policies and CoC explicitly express the absence of tolerance related to forced labor. On top of that, all our employees are aware of the rules and the possibility of reporting any cases of abuse in an anonymous manner.
Product safety			
Number of incidents related to product usage		0	No occupational and/or environmental incidents were reported in 2022 during usage of our products by our customers.

Occupational health and safety

	Unit	Data	Explanation
Management system			
Report all leading and lagging indicators used to inform management about Accelleron health and safety performance			At Accelleron, we actively monitor leading indicators covering proactive hazard reporting and resolution targets for every employee and conducting sustainability observation tours (SOT) dedicated to line managers and supervisors. Lagging indicators cover the lost time incident frequency rate (LTIFR), calculated per 200,000 working hours.
Definition of different types of work-related incidents and the reporting rules			<p>Accelleron incident classification is in line with US OSHA rules and the reporting system covers the following categories: near miss, first aid incident, medical treatment incident, restricted work day incident, lost time incident, serious injury incident (high consequence work related injury), workplace fatalities.</p> <p>EXCLUSIONS: incidents that happened during commuting* are reported but not considered as work-related and are not recordable.</p> <p>*Commuting – Accelleron employees and/or contractors traveling to or from their place of work and are not undertaking any work-related activities, with the exception of when the transportation agent is a contractor to Accelleron.</p> <p>Reporting rules: all work-related environmental, health, safety, and security incidents are immediately reported to the line manager. Based on the incident severity, the line manager initiates incident communication following Accelleron’s Incident Reporting Guidance and deadlines. The incident shall be reported in the Global Reporting Tool within 48 hours.</p>
Total amount of SOT		1,624	Total number of all SOTs conducted by the line managers in the organization (manager with at least one direct report).
Define SOT			SOT: sustainability observation tour – a sustainability observation tour is a visit and walk-around of a work location undertaken by managers/supervisors and those who are appointed by them to observe working practices, engage with people, and talk about health, safety, environment, security, sustainability, and everyday working behaviors.

	Unit	Data	Explanation
Percentage of ISO 45001-certified sites	%	70	The Swiss and the Chinese manufacturing sites are ISO 45001-certified, along with several service stations.
Percentage of sites ISO 14001-certified	%	57	The Swiss and the Chinese manufacturing sites are ISO 45001-certified, along with several service stations.
Number of ISO 50001-certified sites		1	The Chinese manufacturing site is ISO 50001-certified.
Description of the process to identify work-related hazards and to assess risks on routine and non-routine activities and to apply the hierarchy of controls including how Accelleron ensures quality of these processes and competencies. Explain how the results of these processes are used to evaluate and improve the OHS management system			The key processes at Accelleron regarding hazard identification and risk control are defined within the globally implemented HSE management system and cover: hazard reporting and resolution, business-level HSE risk registration, activity-based risk assessment for own operations, and last-minute risk assessment executed prior to starting the service job on the customer site. The quality of those processes is ensured through: regular performance reviews, data sanity checks, delivery of specialist training sessions, regular workplace inspections including control measures applied, and various quality controls performed by line managers. The results are analyzed globally through the collection of local management review results, data analytics (incidents, non-conformities, hazard trends, etc.), focused feedback loops, etc. The results are used to further improve the relevant safety standards, procedures, and processes, contributing to improved HSE performance.
Explain the “stop work authority”			All Accelleron employees and contractors are authorized to apply stop work authority. They are expected to stop work whenever they believe a situation may be immediately dangerous to the life and health of themselves or others, and/or result in significant environmental damage, and/or where the product is at risk of damage. All stop work events shall be reported and investigated (with a root cause analysis performed), regardless of the outcome. In 2022, there were no reports of stop work authority being applied. In 2023, we are planning to standardize and enforce the procedure across our operations.

Unit	Data	Explanation
Describe the process to investigate work-related incidents		All verified incidents and near misses shall be investigated. The incident investigation level and technique to be used are defined based on the incident severity and focus thoroughly on a root cause analysis (RCA). The investigations are undertaken by trained and qualified employees. Regular investigation checks are performed to ensure a focus on investigation quality, operational leadership, and availability of the resources and support required for the investigation. The investigation process includes the investigation kick-off, RCA review, and final incident close-out meeting led by the senior operational leaders and supported by the global investigation expert.
Describe the process for worker participation and consultation in the development, implementation, and evaluation of the Accelleron OHS management system and for providing access to and communicating the relevant information to workers		Throughout 2022, Accelleron developed its own, ISO-based integrated management system for quality and HSE, ensuring the full involvement of employees from various roles in the development phase. Employee consultation and participation is promoted through maintaining committees, focus groups, safety briefings, hazard reporting, sustainability observation tours, feedback loops, and the use of visual communication means. Accelleron communicates all the relevant HSE information through various channels, including a global HSE quarterly call, monthly country managing directors' calls, and monthly HSE community calls. The relevant information is then cascaded down to the local employees via local communication plans.
Health		
Explanation of access to health services related to non-occupational medical and healthcare services and the scope of access provided		Accelleron partners with a third-party to provide travel, medical, and security advice and assistance to employees on international trips and work assignments. Assistance centers offer services and advice within these categories related to health: <ul style="list-style-type: none"> • Epidemics/pandemics • Illnesses and injuries (cooperation with hospitals, clinics) • Local conditions in country of destination (e.g., air quality, water potability, etc.) • Personal wellbeing (depression, psychological problems, stressful situations)

Unit	Data	Explanation
		The contracted services also cover e-learning sessions for travel-related health topics such as: <ul style="list-style-type: none"> • Medical travel risk awareness • Stress management • Safe food and water • Tips for working from home • Emotional resilience
Description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks in our manufacturing sites.		Accelleron employees across the world have access to an Employee Assistance Program (EAP). The platform is internally owned by HR. It provides mental health assistance and helps employees cope with current life challenges and prepare for new life experiences, both personal and work-related. The Chinese manufacturing site offers the following activities: <ol style="list-style-type: none"> 1) Wellbeing and resilience training, led by HSE advisor 2) Fitness room setup and promotion, led by HSE (few locations) 3) Ergonomics in the office, led by HSE (health posters, adequate workstations/laptop holders/monitors for standing working provided) 4) Ergonomics in workshop and logistics (manual handling training and practice, elevated workstation and pallet carrier) 5) Travel health, led by HSE advisor and supported by international SOS 6) Annual employee medical check, led by HR 7) Monthly online health training for employees, led by HSE advisor 8) Health support to combat COVID-19, led by HSE team.

Unit	Data	Explanation
		The Swiss manufacturing site offers the following activities:
		1) Resilience training led by medical staff from a medical services supplier
		2) Ergonomics training and ergonomics walks and checks led by the medical service provider and HSE advisor
		3) Fitness program – several classes per week (on-site and online), e.g., yoga, pilates, online courses available on the provider’s website; several on-site workshops per year, e.g., “ready to ski”, “bike to work”
		4) Free seasonal flu vaccinations for employees
		5) Health campaigns: “mental health - early bird”, “good nutrition”
		6) Fruit day – fresh fruit available for employees in lunch and coffee areas

Safety performance

Number of fatalities

Employees	0	No cases were reported in 2022.
Contractors	0	No cases were reported in 2022.

Number of serious injuries

Employees	0	No cases were reported in 2022.
Contractors	0	No cases were reported in 2022.

Number of lost time incidents

Employees	11	
Contractors	0	No cases were reported in 2022.
LTIFR (employees only)	0.46	<u>Lost time incident frequency rate (LTIFR)</u> – calculated by finding the total number of lost time incidents per 200,000 hours worked over a certain period.

Unit	Data	Explanation
		Main types of work-related injuries (employees only)
		Due to the nature of our work, where the at-risk workforce work manually, the majority of workplace lost time injuries relate to fingers and hands during manual/power tool operations.
Number of total recordable incidents		
Employees	17	
Contractors	0	No cases were reported in 2022.
TRIFR (employees only)	0.71	<u>Total recordable incident frequency rate (TRIFR)</u> – calculated by finding the total number of recordable incidents (fatalities, serious incidents, lost time incidents, medical treatments, restricted work day cases, occupational diseases) per 200,000 hours worked over a certain period.

Number of recordable work-related ill health cases

Employees	0	No cases were reported in 2022.
Main types of work-related ill health		Non applicable.

Environment

	Unit	Data	Explanation
Energy			
Total energy consumed	Gigajoule	135,400.0	
Total amount of electricity consumed	Gigajoule	82,936.7	
Total amount of oil consumed	Gigajoule	22,894.6	
Total amount of gas consumed	Gigajoule	6,897.7	
Total amount of coal consumed	Gigajoule	0.0	
Total amount of district heating consumed	Gigajoule	23,468.6	
Total amount of electricity from renewable sources (wind, sun, geothermal, water, biomass)	Gigajoule	60,318.1	
Total amount of conventional electricity	Gigajoule	22,618.5	
Total amount of electricity generated on-site by solar panels	Gigajoule	49.5	
Total amount of energy consumed per working hour	Gigajoule/hour	0.03	
Number of sites supplied with electricity from renewable sources (wind, sun, geothermal, water, biomass)		19.0	
Share of sites supplied with electricity from renewable sources (wind, sun, geothermal, water, biomass)	%	22.9	
Share of electricity from renewable sources (wind, sun, geothermal, water, biomass)	%	70.0	

	Unit	Data	Explanation
Water and effluents			
Percentage of reporting sites in water scarcity areas	%	50.0	
Percentage of water withdrawal from water scarcity areas in comparison to total amount of water withdrawn	%	8.8	
Define water scarcity area			Area rated at least "High" by WRI Acqueduct website regarding physical risk quantity parameters.
Total amount of withdrawal	Cubic meter	379,227.0	
Total amount of water withdrawal from third parties	Cubic meter	71,126.0	
Total amount of water withdrawal from sea	Cubic meter	0.0	
Total amount of water withdrawal from groundwater	Cubic meter	84.0	
Total amount of water withdrawal from surface water	Cubic meter	308,005.0	
Total amount of water used	Cubic meter	379,215.0	
Total amount used for industrial purposes	Cubic meter	341,150.0	This represents 90% of water usage.
Total amount used for domestic purposes	Cubic meter	38,065.0	
Total amount of water released directly to surface	Cubic meter	308,005.0	The total amount directly released to rivers is related to cooling water. The water has not been affected physically and/or chemically during the usage as "coolant" or "heater" media.

	Unit	Data	Explanation
Total amount of water consumed	Cubic meter	3,407.9	
Total amount of water used for cooling purposes without interfering with chemistry and physical characteristics	Cubic meter	312,565.5	
Amount of rain water collected	Cubic meter	1,503.0	Rain water is then reused for gardening purposes and other domestic usage.
Total amount of water withdrawn per working hour	Cubic meter/hour	0.08	
Percentage of site equipment with primary water treatment	%	59	
Percentage of site equipment with secondary water treatment	%	18	
Percentage of site equipment with tertiary water treatment	%	0	
Waste			
Total amount of waste	Ton (metric)	3,530.2	
Total amount of non-hazardous waste	Ton (metric)	2,984.0	
Total amount of hazardous waste	Ton (metric)	553.7	
Total amount of waste recycled	Ton (metric)	2,651.2	
Total amount of waste disposed of	Ton (metric)	879.0	

	Unit	Data	Explanation
Thereof total amount of waste going to landfill	Ton (metric)	169.7	
Thereof total amount of waste going to incineration with energy recovery	Ton (metric)	356.9	
Thereof total amount of waste going to third option	Ton (metric)	352.5	This option represents incineration without energy recovery or any other legal solution for hazardous waste and non-hazardous waste management.
Total amount of non-hazardous waste recycled	Ton (metric)	2,440.3	
Total amount of non-hazardous waste disposed of	Ton (metric)	545.2	
Thereof total amount of non-hazardous waste going to landfill	Ton (metric)	349.0	
Thereof total amount of non-hazardous waste going to incineration with energy recovery	Ton (metric)	169.0	
Thereof total amount of non-hazardous waste going to incineration without energy recovery	Ton (metric)	27.3	
Total amount of hazardous waste recycled	Ton (metric)	221.6	
Total amount of hazardous waste disposed of	Ton (metric)	332.1	
Total amount of waste generated per working hour	Ton (metric)/hour	0.001	

	Unit	Data	Explanation
Volatile organic compounds (VOC)			
Total amount VOC emissions	Ton (metric)	3.5	VOC are the results of painting processes.
Environmental incidents			
Total number of significant environmental incidents		0	<p>Significant environmental incident (recordable) – an environmental incident is regarded as significant if at least one of the following criteria applies to the incident:</p> <ol style="list-style-type: none"> 1) Accelleron is obliged to inform local authorities or a governmental agency about the incident and/or regulatory violation; 2) an inspection by an environmental agency results in a formal complaint; 3) Accelleron receives an environmental Notice of Violation, a Consent Order or a Potential Responsible Party notification; 4) Accelleron receives a penalty or a fine; 5) someone is injured or affected due to the incident, or there is a significant impact on an ecosystem; 6) costs related to the incident exceed, or may exceed, USD 10,000; or 7) the incident is likely to bring media attention, or in some other way harm Accelleron’s reputation.

Supply chain

	Unit	Data	Explanation
Spent and definition			
Percentage of amount spent for the Swiss factory that is spent on local suppliers	%	90	The share represents the amount spent from the Swiss factory on European suppliers.
Percentage of amount spent for the Chinese factory that is spent on local suppliers	%	73	The share represents the amount spent from the Chinese factory on Chinese suppliers.
Define “local”			The supplied goods are bought by the Swiss and Chinese manufacturing sites solely. Accelleron internally defines a local supplier for the Swiss site as being based in Europe except for Turkey and Russia. Accelleron defines a local supplier for the Chinese site as being based in China.
Define “significant location”			The Swiss and Chinese sites are considered as significant locations because they represent the vast majority of our population (55%) and they are where the supplied goods are mainly supplied in terms of amount spent.
Supplier environmental issue			
Percentage of new direct material suppliers that went through a supplier environmental qualification questionnaire	%	100	All new direct material suppliers must go through a questionnaire including environmental topics related to their operations and their GHG emissions. Due to carve-out reasons, historical data is not available.
Number of suppliers having incidents related to the environment		0	Absence of reported incidents.

	Unit	Data	Explanation
Freedom of association and collective bargaining in supply chain			
Percentage of direct material suppliers where potential risk related to "freedom of association and collective bargaining" could occur in high-risk areas and provide the list of countries	%	7	China, Vietnam, Turkey, India, Russia. Effective 2023, Accelleron no longer sources from Russia.
Provide the measures to support rights to exercise freedom of association and collective bargaining			Accelleron has a specific supplier CoC forbidding its suppliers from preventing their workforce from undertaking collective bargaining and enforcing the freedom of association. Accelleron considers this aspect in the onboarding risk evaluation and it is also covered by the supplier audit process.
Child labor in supply chain			
Percentage of direct material suppliers where potential risk related to "child labor" could occur in high-risk areas and provide the list of countries	%	7	China, Vietnam, Turkey, India, Russia. Effective 2023, Accelleron no longer sources from Russia.
Number of suppliers having incidents related to child labor		0	Absence of reported incidents.
Measures taken by Accelleron to contribute to the effective abolition of child labor			Accelleron has a specific supplier CoC forbidding the use of child labor, a contract summarizing the obligations related to the absence of child labor, 20 process audits performed in 2022, and several supplier visits.
Forced labor in supply chain			
Percentage of suppliers where potential risk related to "forced or compulsory labor" could occur in high-risk areas and provide the list of countries	%	7	China, Vietnam, Turkey, India, Russia. Effective 2023, Accelleron no longer sources from Russia.
Suppliers with cases of forced or compulsory labor		0	Absence of reported incidents.

	Unit	Data	Explanation
Measures taken by Accelleron to contribute to the effective abolition of forced or compulsory labor			Accelleron has a specific supplier CoC forbidding the use of forced or compulsory labor, a contract summarizing the obligations related to the absence of forced or compulsory labor, 20 process audits performed in 2022, and several supplier visits.
Supplier social issue			
Percentage of new direct material suppliers that were screened using social criteria	%	100	All new direct material suppliers must go through a questionnaire including social topics related to their operations. Due to carve-out reasons, historical data is not available.
Supplier Code of Conduct			
Percentage of suppliers who signed our supplier CoC including anti-corruption policies	%	100	"Suppliers" means every company working on our premises delivering goods and/or services to us.

Join us in driving
sustainability towards
the targets of
The Paris Agreement.

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investors@accelleron-industries.com

www.accelleron-industries.com
