

GRI Content Index for the 2020 Annual Report

GRI	Disclosure	Page	Comments
General Disclosures			
Organizational profile			
102-1	Name of the organization		Bachem
102-2	Activities, brands, products, and services	21	
102-3	Location of headquarters		Hauptstrasse 144 4416 Bubendorf Switzerland
102-4	Location of operations	18	
102-5	Ownership and legal form	41	
102-6	Markets served	16	
102-7	Scale of the organization		Number of employees: page 35 Number of operations: page 19 Sales: page 59 Capitalization: page 103 Products or services provided: page 21
102-8	Information on employees and other workers	35	
102-9	Supply chain	14	
102-10	Significant changes to the organization and its supply chain	65	
102-11	Precautionary Principle or approach	71	
102-12	External initiatives	32	Responsible Care® program
102-13	Membership of associations	38	See chapter on "Stakeholder Dialogue"
Strategy			
102-14	Statement from senior decision-maker	6	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	32	
Governance			
102-18	Governance structure	40	
Stakeholder engagement			
102-40	List of stakeholder groups	38	See chapter on "Stakeholder Dialogue"
102-41	Collective bargaining agreements		Local management is responsible for maintaining good labor relations according to legal requirements
102-42	Identifying and selecting stakeholders	38	
102-43	Approach to stakeholder engagement	38	
102-44	Key topics and concerns raised	38	
Reporting practice			
102-45	Entities included in the consolidated financial statements	86	
102-46	Defining report content and topic boundaries	32	
102-47	List of material topics	33	
102-50	Reporting period		January 1 to December 31, 2020
102-51	Date of most recent report	39	
102-52	Reporting cycle	39	
102-53	Contact point for questions regarding the report		Bachem Holding AG Alain Schaffter, CFO +41 58 595 2021 ir@bachem.com
102-54	Claims of reporting in accordance with the GRI Standards	39	
102-55	GRI content index		The GRI content index can be found on our website under www.bachem.com/company/corporate-social-responsibility
102-56	External assurance	39	The report has not been externally assured

GRI	Disclosure	Page	Comments
Material Topics			
200	Economic		
201	Economic Performance	12	
103-1	<i>Explanation of the material topic and its Boundary</i>	12	
103-2	<i>The management approach and its components</i>	12	
103-3	<i>Evaluation of the management approach</i>	12	
201-1	Direct economic value generated and distributed	12	
205	Anti-corruption	38	See chapter on "Corruption and Fair Competition"
103-1	<i>Explanation of the material topic and its Boundary</i>	38	
103-2	<i>The management approach and its components</i>	38	
103-3	<i>Evaluation of the management approach</i>	38	
205-2	Communication and training about anti-corruption policies and procedures	34, 38	
205-3	Confirmed incidents of corruption and actions taken	38	
	Efficient Organization	39	
	Innovation and Continuous Growth	39	
	Delivery Reliability as a Supplier	39	
300	Environmental		
302	Energy	36	See chapter on "Energy Consumption and GHG Emissions"
103-1	<i>Explanation of the material topic and its Boundary</i>	36	
103-2	<i>The management approach and its components</i>	36	
103-3	<i>Evaluation of the management approach</i>	36	
302-1	Energy consumption within the organization	36	
303	Water	37	See chapter on "Resource Consumption"
103-1	<i>Explanation of the material topic and its Boundary</i>	37	
103-2	<i>The management approach and its components</i>	37	
103-3	<i>Evaluation of the management approach</i>	37	
303-5	Water consumption	36	
305	Emissions	36	See chapters on "Environmental Impact" and "Energy Consumption and GHG Emissions"
103-1	<i>Explanation of the material topic and its Boundary</i>	36	
103-2	<i>The management approach and its components</i>	36	
103-3	<i>Evaluation of the management approach</i>	36	
305-1	Direct (Scope 1) GHG emissions	36	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	36	
306	Effluents and Waste	37	See chapter on "Waste and Recycling"
103-1	<i>Explanation of the material topic and its Boundary</i>	37	
103-2	<i>The management approach and its components</i>	37	
103-3	<i>Evaluation of the management approach</i>	37	
306-2	Waste by type and disposal method	36	
307	Environmental Compliance	37, 38	See chapters on "Environmental Impact" and "Legal Compliance and Respect for Human Rights"
103-1	<i>Explanation of the material topic and its Boundary</i>	37, 38	
103-2	<i>The management approach and its components</i>	37, 38	
103-3	<i>Evaluation of the management approach</i>	37, 38	
307-1	Non-compliance with environmental laws and regulations	38	
308	Supplier Environmental Assessment	37	See chapter on "Sustainable Procurement"
103-1	<i>Explanation of the material topic and its Boundary</i>	37	
103-2	<i>The management approach and its components</i>	37	
103-3	<i>Evaluation of the management approach</i>	37	
308-1	New suppliers that were screened using environmental criteria	37	
	Green Chemistry	37	

GRI	Disclosure	Page	Comments
400	Social		
401	Employment	36	See chapter on "Talent Management"
103-1	<i>Explanation of the material topic and its Boundary</i>	36	
103-2	<i>The management approach and its components</i>	36	
103-3	<i>Evaluation of the management approach</i>	36	
401-1	New employee hires and employee turnover	36	
403	Occupational Health and Safety	34	
103-1	<i>Explanation of the material topic and its Boundary</i>	34	
103-2	<i>The management approach and its components</i>	34	
103-3	<i>Evaluation of the management approach</i>	34	
403-2	Hazard identification, risk assessment, and incident investigation	34	
403-5	Worker training on occupational health and safety	34	
403-9	Work-related injuries	34, 36	
404	Training and Education	34	See chapter on "Personal Development of Employees incl. Vocational Training"
103-1	<i>Explanation of the material topic and its Boundary</i>	34	
103-2	<i>The management approach and its components</i>	34	
103-3	<i>Evaluation of the management approach</i>	34	
404-2	Programs for upgrading employee skills and transition assistance programs	34	
405	Diversity and Equal Opportunity	34	
103-1	<i>Explanation of the material topic and its Boundary</i>	34	
103-2	<i>The management approach and its components</i>	34	
103-3	<i>Evaluation of the management approach</i>	34	
405-1	Diversity of governance bodies and employees	35	
406	Non-discrimination	34	See chapter on "Labor Rights and Fair Working Conditions"
103-1	<i>Explanation of the material topic and its Boundary</i>	34	
103-2	<i>The management approach and its components</i>	34	
103-3	<i>Evaluation of the management approach</i>	34	
406-1	Incidents of discrimination and corrective actions taken	34, 38	
412	Human Rights Assessment	38	See chapter on "Legal Compliance and Respect for Human Rights"
103-1	<i>Explanation of the material topic and its Boundary</i>	38	
103-2	<i>The management approach and its components</i>	38	
103-3	<i>Evaluation of the management approach</i>	38	
412-2	Employee training on human rights policies or procedures	38	
414	Supplier Social Assessment	37	See chapter on "Sustainable Procurement"
103-1	<i>Explanation of the material topic and its Boundary</i>	37	
103-2	<i>The management approach and its components</i>	37	
103-3	<i>Evaluation of the management approach</i>	37	
414-1	New suppliers that were screened using social criteria	37	
416	Customer Health Safety	38	See chapter on "Product Safety and Quality"
103-1	<i>Explanation of the material topic and its Boundary</i>	38	
103-2	<i>The management approach and its components</i>	38	
103-3	<i>Evaluation of the management approach</i>	38	
416-1	Assessment of the health and safety impacts of product and service categories	38	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	39	
418	Customer Privacy	39	See chapter on "Information Security"
103-1	<i>Explanation of the material topic and its Boundary</i>	39	
103-2	<i>The management approach and its components</i>	39	
103-3	<i>Evaluation of the management approach</i>	39	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	39	
419	Socio-economic Compliance	38	See chapter on "Legal Compliance and Respect for Human Rights"
103-1	<i>Explanation of the material topic and its Boundary</i>	38	
103-2	<i>The management approach and its components</i>	38	
103-3	<i>Evaluation of the management approach</i>	38	
419-1	Non-compliance with laws and regulations in the social and economic area	38	