

GRI content index 2022



Statement of use		Bachem has reported in accordance with the GRI Standards for the period January 1 to December 31, 2022.	
GRI 1 used		GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)		No sector standard available.	
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	COMMENTS
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	9, 28	Bachem Hauptstrasse 144 4416 Bubendorf Switzerland
	2-2 Entities included in the organization's sustainability reporting	43	There is no difference between the list of entities included in the financial reporting and the list included in sustainability reporting.
	2-3 Reporting period, frequency and contact point		The reporting period is equal to the annual financial reporting January 1 to December 31, 2022. Publication date is March 7, 2023. Contact point is: Bachem Holding AG Alain Schaffter, CFO +41 58 595 2021 ir@bachem.com
	2-4 Restatements of information	24	2021 Responsible Care Key Figures have been clarified compared to the Annual Report 2021 due to more accurate measurements.
	2-5 External assurance		The sustainability report has not been externally assured.
	2-6 Activities, value chain and other business relationships	17	
	2-7 Employees	12, 23	
	2-8 Workers who are not employees	12	
	2-9 Governance structure and composition	28	
	2-10 Nomination and selection of the highest governance body	28	
	2-11 Chair of the highest governance body	28	
	2-12 Role of the highest governance body in overseeing the management of impacts	28	
	2-13 Delegation of responsibility for managing impacts	28	
	2-14 Role of the highest governance body in sustainability reporting	28	
	2-15 Conflicts of interest	25	
	2-16 Communication of critical concerns	28	
	2-17 Collective knowledge of the highest governance body	20	

	2-18 Evaluation of the performance of the highest governance body	28	
	2-19 Remuneration policies	36	
	2-20 Process to determine remuneration	36	
	2-21 Annual total compensation ratio	36	
	2-22 Statement on sustainable development strategy	20	
	2-23 Policy commitments	20	
	2-24 Embedding policy commitments	7	
	2-25 Processes to remediate negative impacts	20	
	2-26 Mechanisms for seeking advice and raising concerns	20	
	2-27 Compliance with laws and regulations	20	
	2-28 Membership associations	20	
	2-29 Approach to stakeholder engagement	20	
	2-30 Collective bargaining agreements	20	No collective bargaining agreements in place but Bachem encourages the formation of local employee committees to foster an open dialogue between management and employees on working conditions.

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	22	
	3-2 List of material topics	21	
Economic			
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	12	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	10	
	201-2 Financial implications and other risks and opportunities due to climate		Is reported on the Carbon Disclosure Platform.
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	25	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	25	See chapter on Supplier Sustainability Assessments.
	205-2 Communication and training about anti-corruption policies and procedures	25	
	205-3 Confirmed incidents of corruption and actions taken	25	No confirmed cases of corruption were registered in 2022, and no legal proceedings were pending or concluded due to anti-competitive conduct or contra ventions against antitrust or monopolies legislation.
Environmental			
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	22	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	22	
	302-3 Energy intensity	22, 24	
	302-4 Reduction of energy consumption	22	

Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	24	
GRI 303: Water and Effluents 2018	303-5 Water consumption	24	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	22	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	24	
	305-2 Energy indirect (Scope 2) GHG emissions	24	
	305-3 Other indirect (Scope 3) GHG emissions	24	
	305-4 GHG emissions intensity	24	
	305-5 Reduction of GHG emissions	24	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	24	
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	24	
GRI 306: Waste 2020	306-3 Waste generated	24	
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	25	See chapter on Supplier Sustainability Assessments.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	25	
Green Chemistry			
GRI 3: Material Topics 2021	3-3 Management of material topics	24	
Social			
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	12	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	13	
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	22	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	22	
	403-2 Hazard identification, risk assessment, and incident investigation	22	
	403-5 Worker training on occupational health and safety	22	
	403-9 Work-related injuries	24	
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	12	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance	12	

Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	12	
GRI 405: Diversity and Equal	405-1 Diversity of governance bodies and	23	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	12, 26	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	26	No significant fines or non-monetary penalties were issued for non-compliance with laws and regulations in social, economic or environmental matters.
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	25, 26	See chapters on Legal Compliance and Respect for Human Rights and Sustainable Procurement for our human rights due diligence (HRDD) process.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	25	
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	25, 26	See chapters on Legal Compliance and Respect for Human Rights and Sustainable Procurement for our human rights due diligence (HRDD) process.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	25	
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	25	See chapter on Supplier Sustainability Assessments.
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social	25	
Customer health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	26	See chapter on Product Safety and Quality.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	26	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	26	
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	27	See chapter on Information Security.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	27	