

GRI CONTENT INDEX 2021

**Consumer
Business Segment**

Beiersdorf

GRI Content Index 2021

Based on the standards of the Global Reporting Initiative (GRI), we report on environmental, social and economic topics that are material to us. This report has been prepared in accordance with the GRI Standards "Core" option. The index also demonstrates which of the GRI indicators answered simultaneously cover one or more of the Principles of the United Nations Global Compact (UNGC). In addition, reference is made to the respective contribution to the United Nations Sustainable Development Goals (SDGs).

AR = Beiersdorf Annual Report 2021

NFS = Beiersdorf Non-financial Statement 2021 (as part of the Annual Report)

Disclosure	GRI Standard Information	Reference	SDG	UNGC																																			
GRI 102: GENERAL DISCLOSURES 2016																																							
ORGANIZATIONAL PROFILE																																							
102-1	Name of the organization	Beiersdorf AG																																					
102-2	Activities, brands, products, and services	Beiersdorf complies with existing laws and regulatory requirements in all markets. The product formulations may therefore vary from each other and certain products may be subject to limitations for sale in other markets. Page 80, NFS chapter "Product Safety" Page 60, NFS chapter "Business Model" Website: Beiersdorf Our Profile Beiersdorf Brands Beiersdorf FAQ																																					
102-3	Location of headquarters	Beiersdorf AG, Unnastrasse 48, 20245 Hamburg, Germany																																					
102-4	Location of operations	Website: Beiersdorf Global Presence																																					
102-5	Ownership and legal form	Page 189, AR Beiersdorf AG's Shareholdings																																					
102-6	Markets served	Page 124, AR Segment Reporting Page 124, AR Regional Reporting Page 87, AR Results of Operations Consumer Website: Beiersdorf Global Presence Beiersdorf Business Segments																																					
102-7	Scale and size of the organization	In 2021 we sold around 3.8 billion consumer units globally. Page 49, AR People at Beiersdorf Page 188, AR Ten-year Overview Page 87, AR Results of Operations Consumer Website: Beiersdorf Global Presence																																					
102-8	Information on employees and other workers	<table border="1"> <thead> <tr> <th></th> <th>Total employees</th> <th>Thereof temporary employees*</th> <th>Total female employees in %</th> <th>Total male employees in %</th> </tr> </thead> <tbody> <tr> <td>Germany</td> <td>4,188</td> <td>539</td> <td>50%</td> <td>50%</td> </tr> <tr> <td>Europe (excl. Germany)</td> <td>4,429</td> <td>401</td> <td>60%</td> <td>40%</td> </tr> <tr> <td>North America</td> <td>651</td> <td>6</td> <td>62%</td> <td>38%</td> </tr> <tr> <td>Latin America</td> <td>2,228</td> <td>27</td> <td>54%</td> <td>46%</td> </tr> <tr> <td>Africa/Asia/Australia</td> <td>4,243</td> <td>512</td> <td>51%</td> <td>49%</td> </tr> <tr> <td>Total</td> <td>15,740</td> <td>1,485</td> <td>54%</td> <td>46%</td> </tr> </tbody> </table> <p>*Employees with a fixed-term contract (regardless of the duration)</p> <p>Types of worker: The majority of our workers are Beiersdorf employees. Only a small percentage of the organization's work is performed by self-employed individuals or temporary workers. Seasonal variation: There were no significant variations in employment numbers in the reporting period.</p>		Total employees	Thereof temporary employees*	Total female employees in %	Total male employees in %	Germany	4,188	539	50%	50%	Europe (excl. Germany)	4,429	401	60%	40%	North America	651	6	62%	38%	Latin America	2,228	27	54%	46%	Africa/Asia/Australia	4,243	512	51%	49%	Total	15,740	1,485	54%	46%	8, 10	6
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102-9	Supply chain	<p>At Beiersdorf we are committed to ensuring competitive and sustainable growth. We are strengthening our position globally by systematically investing in the expansion and optimization of our supply chain capacities and capabilities. All of these efforts are carried out with a clear commitment to sustainability in each region.</p> <p>As part of our C.A.R.E.+ strategy we are focusing even more on local consumer needs. Our 15 production centers are located in Europe, the Americas, Near East (incl. Africa), and Asia Pacific regions. They manufacture mainly for their local and regional markets, focusing on processing and filling activities. The production network is complemented by selected third-party manufacturers (3PMs). Prime materials are sourced directly from our suppliers. To meet the needs of our consumers and run an increasingly agile supply chain, we perform ongoing supply network analyses and continuously update our supply network. Our production sites and 3PMs deliver goods through a network of warehouses and distribution centers to our customers. Most warehousing and transportation services are externally purchased; only two warehouses are owned and operated by Beiersdorf. Last minute differentiation (co-packing) is mainly integrated in warehouse operations.</p> <p>The material sourcing footprint reflects the needs of innovation and the product assortment on the one hand and the changes in the production center network on the other. Recycled materials, natural ingredients, and the new production site in Leipzig require changes in our material sourcing. Our efforts targeting resilience improvement and supply risk management to assure business continuity form part of a continuous journey for enhancing our material supply.</p>																																					

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102-10	Significant changes to the organization and its supply chain	<p>In 2021 the most prominent changes within our supply chain were related to the continuous efforts to update of our production network.</p> <p>We are currently investing in expansion and modernization projects at our sites in Thailand, Brazil, Poland, Mexico, and Spain. For all these projects, the improvement of sustainability aspects plays a major role. The construction of a new greenfield site in Leipzig and many smaller investments in new equipment and capabilities also fall into this investment category. In 2021 we closed our production site in Chile and shifted the volumes to other production sites within the same region.</p> <p>In Logistics we continuously review our warehouse network. We are currently planning a new state-of-the-art warehouse in the immediate vicinity of the new plant in Leipzig.</p> <p>Page 37, AR Business and Strategy Page 189, AR Beiersdorf AG's Shareholdings Page 131, Consolidated Group, Acquisitions, and Divestments</p>		
102-11	Precautionary Principle or approach	Page 99, AR Risk Report Page 148, AR Risks and Risk Management Principles		
102-12	External initiatives	<ul style="list-style-type: none"> • German Diversity Charter • German Corporate Governance Code (DCGK) • Hamburg initiative for better air quality: "Partnerschaft für Luftgüter und schadstoffarme Mobilität" • "Responsible Care Initiative" of the German Association of Chemical Industries (VCI) • 10 principles of the United Nations Global Compact (UNGC) • The Conventions of the International Labour Organization (ILO) • The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises • The United Nations Universal Declaration of Human Rights • Signatory to the Global Commitment of the Ellen McArthur Foundation in collaboration with the UN Environment Programme 		
102-13	Membership of associations	<p>Organizations with a focus on sustainability:</p> <ul style="list-style-type: none"> • Action for Sustainable Derivates (ASD) • AIM-PROGRESS • European Aerosol Federation (FEA) • Forum for Sustainable Palm Oil (FONAP) • Global Shea Alliance (GSA) • Green Chemistry and Commerce Council (GC3) • Renewable Carbon Initiative • Roundtable on Sustainable Palm Oil (RSPO) • Supplier Ethical Data Exchange (Sedex) • Sustainable Packaging Coalition (SPC) • United Nations Global Compact (UNGC) • Wirtschaft. Initiative. Engagement. (WIE) • Member of the Network of the Ellen McArthur Foundation <p>Industry associations in the cosmetics sector, including:</p> <ul style="list-style-type: none"> • Cosmetics Europe • Consumer Goods Forum (CGF) • Eco-Beauty Score Consortium • European Brands Association (AIM) • European Partnership on Alternative Approaches to Animal Testing (EPAA) • German Association of Chemical Industries (VCI) • Industrie Gemeinschaft Aerosole e.V. (IGA) • Industrieverband Körperpflege und Waschmittel (IKW) 		
STRATEGY				
102-14	Statement from senior decision-maker	Page 26, AR Letter from the Chairman		
ETHICS AND INTEGRITY				
102-16	Values, principles, standards, and norms of behavior	Page 78, NFS chapter "Compliance" Page 76, NFS chapter "Human Rights" Website: Beiersdorf Our Core Values Beiersdorf Compliance Principles Beiersdorf Code of Conduct		10
GOVERNANCE				
102-18	Governance structure	Page 107, AR Corporate Governance Practices Website: Beiersdorf Management Structure Beiersdorf Corporate Governance Statement		
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	Website: Beiersdorf Sustainability Stakeholder Engagement		
102-41	Collective bargaining agreements	At Beiersdorf AG, 49% (2020: 49%) of employees are currently employed under collective pay-scale agreements and 42% (2020: 42%) are employees not covered by such agreements. The remaining 9% (2020: 9%) of the workforce are executive staff. At European level, the guidelines of the European Dialogue serve to promote cooperation on the basis of trust.		
102-42	Identifying and selecting stakeholders	Website: Beiersdorf Sustainability Stakeholder Engagement		
102-43	Approach to stakeholder engagement	Website: Beiersdorf Sustainability Stakeholder Engagement		
102-44	Key topics and concerns raised	Website: Beiersdorf FAQ		

Disclosure	GRI Standard Information	Reference	SDG	UNGC
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	Page 189, AR Beiersdorf AG's Shareholdings Website: Beiersdorf Global Presence		
102-46	Defining report content and topic Boundaries	Page 58, NFS Statement Scope Website: Beiersdorf Materiality Analysis		
102-47	List of material topics	Website: Beiersdorf Materiality Analysis		
102-48	Restatements of information	We are restating our Scope 3 emissions for the 2018 base year and consecutive years due to externally purchased raw and packaging materials as well as for upstream transportation, due to a change in measurement methods and improved data quality.		
102-49	Changes in reporting	Website: Beiersdorf Sustainability Materiality Analysis		
102-50	Reporting period	The reporting period is the calendar year 2021.		
102-51	Date of most recent report	Our sustainability reporting comprises different formats: The Non-financial Statement within our Annual Report, the GRI Content Index, and our Sustainability Highlight Report. All of these were last published in March 2020.		
102-52	Reporting cycle	Beiersdorf AG has an annual reporting cycle.		
102-53	Contact point for questions regarding the report	Website: Beiersdorf Sustainability Organizational Structure Contact		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards "Core" option.		
102-55	GRI Content Index	GRI Content Index 2021: Consumer Business Segment		
102-56	External assurance	Page 164, AR Independent Auditor's Limited Assurance Report		
MATERIAL TOPICS: GRI 200 ECONOMIC				
GRI 201: ECONOMIC PERFORMANCE 2016				
103-1/2/3	Management approach	Page 35, AR Combined Management Report		
201-1	Direct economic value generated and distributed	AR Key Figures Page 87, AR Results of Operations Consumer Page 124, AR Regional Reporting Page 120, AR Income Statement Page 151, AR Employees and Personnel Expenses	8	
201-2	Financial implications and other risks and opportunities due to climate change	The impact of climate change and the effort to combat this pose similar risks and offer similar opportunities to Beiersdorf as they do to the entire cosmetics industry. Risks include climate-induced resource scarcity for renewable feedstocks caused by natural disasters affecting our supply chain, as well as regulatory risks such as emerging regulations on carbon pricing that could impact our cost base. The opportunities are mainly related to new or increased consumer demands. We are addressing these opportunities and risks as part of our C.A.R.E.+ strategy within our roadmaps towards circular resources and climate-positive operations, as well as through our Group-wide risk management process. Page 99, AR Risk Report Link: TCFD Index 2021	13	7
201-3	Defined benefit plan obligations and other retirement plans	Page 141, AR Beiersdorf Pension Provisions		
201-4	Financial assistance received from government	No material governmental financial assistance was received in 2021.		
GRI 205: ANTI-CORRUPTION 2016				
103-1/2/3	Management approach	Page 78, NFS chapter "Compliance" Website: Beiersdorf About Us Our Profile Core Values Beiersdorf Investors Compliance		10
205-1	Operations assessed for risks related to corruption	Although the Beiersdorf business model is not considered to be prone to corruption, corruption-related risks were identified, mainly relating to setting up new businesses, gifts and invitations to/from business partners, and contact with public officials. "Compliance Risk Assessments" (CRA) are carried out regularly as a key element of our Compliance Management System. The assessment of compliance risks is fundamental to developing an adequate compliance program. Corruption is one of the key compliance risks identified in our CRA process. Page 78, NFS chapter "Compliance"		10
205-2	Communication and training about anti-corruption policies and procedures	In potential risk-prone cases, business partners are informed about our anti-corruption policies and procedures. A standardized procedure for communication to business partners has not yet been implemented; however, our Code of Conduct (CoC) for suppliers includes specific anti-corruption requirements. Anti-corruption policies and procedures as part of the "Beiersdorf Corruption Prevention Program" have been communicated comprehensively to governance-body members worldwide. Our employees worldwide have been fully informed about anti-corruption policies and procedures. Corruption prevention training courses as part of the "Beiersdorf Corruption Prevention Program" have been rolled out Group-wide and are mandatory for all employees. Page 78, NFS chapter "Compliance"		10
205-3	Confirmed incidents of corruption and actions taken	Acting in compliance with applicable laws, regulations, and other requirements is inherent to our management principles as well as our company Core Values of Trust and Care. For confidentiality reasons, we do not provide any information on potential corruption incidents, sanctions, or contract terminations.		10

Disclosure	GRI Standard Information	Reference	SDG	UNGC
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016				
103-1/2/3	Management approach	Page 78, NFS chapter "Compliance" Website: Beiersdorf About Us Core Values Beiersdorf Investors Compliance		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Acting in compliance with applicable laws, regulations, and other requirements is inherent to our management principles as well as our company Core Values of Trust and Care. For confidentiality reasons, we do not provide any information on potential legal actions against anti-competitive behavior.		
GRI 207: TAX 2019				
103-1/2/3	Management approach	Beiersdorf stands for reliable brands with high quality standards. Acting responsibly is an inherent part of our corporate culture and the basis of the trust that customers, consumers and stakeholders bestow upon us. We understand this to include full compliance with applicable tax laws and regulations. Beiersdorf considers itself to be a responsible taxpayer. All activities must comply with our corporate Code of Conduct, the Core Principles of Beiersdorf Finance as well as the applicable (tax) laws and regulations in all markets and jurisdictions in which we operate. This applies to all corporate entities of the Beiersdorf AG Group. We follow these principles while developing our business successfully, ensuring competitive growth and increasing shareholder value. Due to the high complexity, taxes involve various risks. Beiersdorf has implemented internal control systems to identify and manage these tax risks. Website: Beiersdorf Code of Conduct Beiersdorf Our Core Values Beiersdorf Compliance Principles		
207-1	Approach to tax	The trust of consumers and employees, our business partners as well as our stakeholders is the basis of our success. Compliance is an indispensable foundation for this trust and our basis for sustainable growth. We comply with all applicable tax laws and regulations in all markets and jurisdictions in which we operate. This includes our commitment to paying a fair amount of tax and disclosing all relevant facts and circumstances to the tax authorities. Further, Beiersdorf seeks to comply with the letter and spirit of the law. Overall, we have a low risk appetite and a low tolerance towards tax risks. We do not undertake tax planning designed to artificially shift profits away from the underlying business activity. In line with this approach we do not make use of tax havens or secrecy jurisdictions to avoid taxes. Beiersdorf has implemented a Tax Compliance Management System based on our Group-wide Compliance Management System (see page 78, NFS chapter "Compliance"). Furthermore, our Business Partner Code of Conduct defines that all Business Partners must comply with applicable tax laws and must not participate in artificial business practices or transactions that have been established purely for tax-evasion purpose. All these principles are embedded in our tax strategy. Various guidelines and frameworks ensure the uniform understanding and implementation throughout the whole affiliated group. In jurisdictions where Beiersdorf is already required to publish its tax strategy, the strategy is already publicly available (e.g. in the UK). The tax strategy is part of the overall business strategy and lies with the Executive Board.	1, 10	
207-2	Tax governance, control, and risk management	The Executive Board of Beiersdorf AG is responsible for ensuring appropriate tax governance throughout the Beiersdorf Group. The Executive Board is advised and supervised by the Finance Committee which monitors corporate policy regarding tax and other finance areas. The appropriateness of and compliance with the tax governance and control framework are evaluated regularly by the Global Head of Tax and Customs, as well as by Corporate Auditing together with the Executive Board. Corporate Governance is a top priority at Beiersdorf and shapes the attitude we take in arranging our tax affairs. Close cooperation between local entities of the Beiersdorf AG Group and headquarters, as well as the local entities of the ultimate parent company maxingvest AG, open corporate communication, proper accounting and auditing, and responsible risk management form the basis of the company's tax procedures. We consider the governance of our tax affairs to be an ongoing and evolving process which we continue to track carefully in order to adapt to future developments. Risk management is an integral part of central and local procedures. Our tax risk management and control processes conform to consistent standards across the Group to identify tax risks and capture those risks in a structured manner. In addition to corporate reporting processes (see page 99, AR Risk Report , page 78, NFS chapter "Compliance"), we operate a Tax and Customs Compliance Reporting process to monitor compliance with tax laws and regulations of all companies of the Beiersdorf Group. Integrity is a fundamental part of our corporate culture and business procedures. We ensure tax integrity by promoting clear guidance and open communication. For the reporting of any suspicion of non-compliance with tax regulations, we actively maintain various internal and external mechanisms and channels, including the incident reporting platform "Speak up. We care." Taxes are part of the annual statutory audit of financial statements (see GRI 102-56). Website: "Speak up. We care." Platform	1, 10	
207-3	Stakeholder engagement and management of concerns related to tax	Key elements of tax compliance are transparency and appropriate documentation. We communicate openly and trustfully with our stakeholders, especially with all required statutory authorities. We maintain a professional and transparent relationship with all statutory authorities and submit information freely to them in the spirit of cooperative compliance. We monitor legislative developments in the countries we are active to react appropriately to them as well as to prevailing discussions of various stakeholders relevant for the tax topic. Beiersdorf actively participates in tax committees of respective institutions which aim for reflection of business needs along with the payment of fair shares of tax.	1, 10	
207-4	Country-by-country reporting	In compliance with the OECD BEPS Actions, and in line with the existing EU Directive (2016/881) and German tax law, Beiersdorf's ultimate parent company maxingvest AG prepares a Country-by-Country report (CbCR) and provides it to the German tax authorities. Due to tax confidentiality, Beiersdorf does not publish this CbCR. The necessary transparency is ensured with the tax authorities, which can assess the figures and data. The CbCR is internally available for all countries where the tax authorities have agreed to the standards developed by OECD and is distributed to participating tax authorities worldwide via bi-/multilateral agreements. Page 132, AR Notes to the Income Statement	1, 10	

Disclosure	GRI Standard Information	Reference	SDG	UNGC
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MATERIAL TOPICS: GRI 300 ENVIRONMENTAL

GRI 301: MATERIALS 2016

103-1/2/3	Management approach	Page 65, NFS chapter "Circular Economy"		
301-1	Materials used by weight or volume	<p>Materials used Unit</p> <p>Packaging materials 165,054 t</p> <p>Non-renewable packaging materials 140,680 t</p> <p>Glass 52,499 t</p> <p>Tinplate 56 t</p> <p>Aluminum/Other metals 17,816 t</p> <p>Plastics 69,084 t</p> <p>Carton composite for liquid or pasty product 1,226 t</p> <p>Renewable packaging materials 23,374 t</p> <p>Paper/Cardboard/Carton 23,374 t</p>	8, 12	7, 8, 9

GRI 302: ENERGY 2016

103-1/2/3	Management approach	Page 61, NFS chapter "Climate Protection"		
302-1	Energy consumption within the organization	<p>Scope 1</p> <p>Stationary direct energy PCs Offices Unit</p> <p>Natural gas 464,286 92,764 GJ</p> <p>Liquid petroleum gas, stationary use (LPG) 15,535 424 GJ</p> <p>Petrol/gasoline (for generators) 0 0 GJ</p> <p>Diesel (for generators) 3,168 1,135 GJ</p> <p>Fuel oil 0 49 GJ</p> <p>Renewable fuel 0 0 GJ</p> <p>Renewable energy produced on site 15,906 1,220 GJ</p> <p>Total 498,895 95,592 GJ</p> <p>Scope 1</p> <p>Mobile energy PCs Offices Unit</p> <p>Non-renewable fuel 20,079 106,666 GJ</p> <p>Renewable fuel 287 2,619 GJ</p> <p>Total 20,366 109,285 GJ</p> <p>Scope 2</p> <p>Stationary indirect energy PCs Offices Unit</p> <p>Electricity purchased 419,088 52,406 GJ</p> <p>District heating purchased 0 14,224 GJ</p> <p>Steam purchased 21,719 0 GJ</p> <p>District cooling purchased 0 558 GJ</p> <p>Total 440,807 67,188 GJ</p>	8, 12, 13	7, 8, 9
302-2	Energy consumption outside of the organization	<p>Energy Consumption Scope 3 Unit</p> <p>Finished goods manufacturing 413,587 GJ</p> <p>Finished goods transport 1,614,178 GJ</p> <p>Warehousing 85,116 GJ</p>	8, 12, 13	7, 8, 9
302-3	Energy intensity	<p>PCs Unit</p> <p>Direct energy/1,000 products 167.17 MJ</p> <p>Indirect energy/1,000 products 147.71 MJ</p> <p>Energy/1,000 products 314.88 MJ</p>	8, 12, 13	7, 8, 9

GRI 303: WATER AND EFFLUENTS 2018

103-1/2/3	Management approach	Page 70, NFS chapter "Water"																												
303-1	Interactions with water as a shared resource	Page 70, NFS chapter "Water"	6, 10	7, 8, 9																										
303-2	Management of water discharge-related impacts	Page 70, NFS chapter "Water"	6	7, 8, 9																										
303-3	Water withdrawal	<p>The table shows the water withdrawal volume at our production centers. We withdraw only freshwater (<=1,000 mg/l Total Dissolved Solids); no other water is withdrawn.</p> <table border="1" style="width:100%"> <thead> <tr> <th rowspan="2">Water withdrawal</th> <th colspan="2">Areas with</th> <th rowspan="2">Unit</th> </tr> <tr> <th>All areas</th> <th>water stress</th> </tr> </thead> <tbody> <tr> <td>Third-party water</td> <td>1,554,632</td> <td>614,490</td> <td>m³</td> </tr> <tr> <td>Ground water</td> <td>114,262</td> <td>88,586</td> <td>m³</td> </tr> <tr> <td>Surface water</td> <td>0</td> <td>0</td> <td>m³</td> </tr> <tr> <td>Seawater</td> <td>0</td> <td>0</td> <td>m³</td> </tr> <tr> <td>Total</td> <td>1,668,894</td> <td>703,076</td> <td>m³</td> </tr> </tbody> </table>	Water withdrawal	Areas with		Unit	All areas	water stress	Third-party water	1,554,632	614,490	m ³	Ground water	114,262	88,586	m ³	Surface water	0	0	m ³	Seawater	0	0	m ³	Total	1,668,894	703,076	m³	6	7, 8, 9
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303-4	Water discharge	We do not differentiate between planned and unplanned water discharges. Therefore, the amounts indicated refer to measured and estimated discharges based on invoices sent from water utility companies to our production centers. The methods of our internal wastewater treatment plants fulfill local legal requirements concerning discharge parameters.	6	7, 8, 9																																												
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303-5	Water consumption	The table shows water consumption data which is calculated as water withdrawal minus water discharge.	6	7, 8, 9																																												
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103-1/2/3	Management approach	Page 68, NFS chapter "Sustainable Land Use" Website: Beiersdorf Sustainability Sustainable Land Use Palm Oil																																														
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None of our operations are in or adjacent to protected areas, or areas of high biodiversity value outside protected areas.	14, 15																																													
304-2	Significant impacts of activities, products, and services on biodiversity	Page 68, NFS chapter "Sustainable Land Use"	14, 15																																													
304-3	Habitats protected or restored	Page 68, NFS chapter "Sustainable Land Use" Website: Beiersdorf Sustainability Sustainable Land Use	14, 15																																													
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	There were no IUCN Red List species identified as affected by Beiersdorf operations in the reporting period.	14, 15																																													
GRI 305: EMISSIONS 2016																																																
103-1/2/3	Management approach	Page 61, NFS chapter "Climate Protection"																																														
305-1	Direct (Scope 1) GHG emissions	The table shows our Scope 1 GHG emissions (own production, leased/owned offices) referring to the direct energy consumption reported in 302-1. Company vehicle emissions are based on fuel consumption reported in 302-1. The amounts are reported in carbon equivalents. The figures are based on primary data, without extrapolation. Page 61, NFS chapter "Climate Protection"	3, 12, 13, 14, 15	7, 8, 9																																												
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Disclosure	GRI Standard Information	Reference	SDG	UNGC																																																																
305-2	Energy indirect (Scope 2) GHG emissions	<p>The table shows our Scope 2 GHG emissions (own production, leased/owned offices, leased/owned vehicles) referring to the indirect energy consumption reported in 302-1. The amounts are reported in carbon equivalents. Figures are based on primary data from energy bills and meters without extrapolation.</p> <p>Page 61, NFS chapter "Climate Protection"</p> <table border="1"> <thead> <tr> <th colspan="4">Scope 2 - GHG emissions (market-based)</th> </tr> <tr> <th></th> <th>PCs</th> <th>Offices</th> <th>Unit</th> </tr> </thead> <tbody> <tr> <td>Electricity purchased</td> <td>0</td> <td>0</td> <td>tCO_{2e}</td> </tr> <tr> <td>District heating purchased</td> <td>0</td> <td>346</td> <td>tCO_{2e}</td> </tr> <tr> <td>Steam purchased</td> <td>1,220</td> <td>0</td> <td>tCO_{2e}</td> </tr> <tr> <td>District cooling purchased</td> <td>0</td> <td>3</td> <td>tCO_{2e}</td> </tr> <tr> <td>Electric company vehicle emissions</td> <td>0</td> <td>0</td> <td>tCO_{2e}</td> </tr> <tr> <td>Total</td> <td>1,220</td> <td>349</td> <td>tCO_{2e}</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">Scope 2 - GHG emissions (location-based)</th> </tr> <tr> <th></th> <th>PCs</th> <th>Offices</th> <th>Unit</th> </tr> </thead> <tbody> <tr> <td>Electricity purchased</td> <td>51,197</td> <td>5,628</td> <td>tCO_{2e}</td> </tr> <tr> <td>District heating purchased</td> <td>0</td> <td>1,005</td> <td>tCO_{2e}</td> </tr> <tr> <td>Steam purchased</td> <td>1,220</td> <td>0</td> <td>tCO_{2e}</td> </tr> <tr> <td>District cooling purchased</td> <td>0</td> <td>3</td> <td>tCO_{2e}</td> </tr> <tr> <td>Electric company vehicle emissions</td> <td>70</td> <td>0</td> <td>tCO_{2e}</td> </tr> <tr> <td>Total</td> <td>52,488</td> <td>6,636</td> <td>tCO_{2e}</td> </tr> </tbody> </table>	Scope 2 - GHG emissions (market-based)					PCs	Offices	Unit	Electricity purchased	0	0	tCO _{2e}	District heating purchased	0	346	tCO _{2e}	Steam purchased	1,220	0	tCO _{2e}	District cooling purchased	0	3	tCO _{2e}	Electric company vehicle emissions	0	0	tCO _{2e}	Total	1,220	349	tCO_{2e}	Scope 2 - GHG emissions (location-based)					PCs	Offices	Unit	Electricity purchased	51,197	5,628	tCO _{2e}	District heating purchased	0	1,005	tCO _{2e}	Steam purchased	1,220	0	tCO _{2e}	District cooling purchased	0	3	tCO _{2e}	Electric company vehicle emissions	70	0	tCO _{2e}	Total	52,488	6,636	tCO_{2e}	3, 12, 13, 14, 15	7, 8, 9
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305-3	Other indirect (Scope 3) GHG emissions	Page 61, NFS chapter "Climate Protection"	3, 12, 13, 14, 15	7, 8, 9																																																																
305-4	GHG emissions intensity	All ratios are based on genuinely covered and measured data.	13, 14, 15																																																																	
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305-5	Reduction of GHG emissions	Page 61, NFS chapter "Climate Protection"	13, 14, 15	7, 8, 9																																																																
GRI 306: WASTE 2020																																																																				
103-1/2/3	Management approach	see 306-2		7, 8, 9																																																																
306-1	Waste generation and significant waste-related impacts	Our 15 manufacturing sites produce skin care products. The main waste streams that are generated in the manufacturing processes are non-hazardous waste such as scrap from filling lines, sludge from WWTP (Wastewater Treatment Plants), unpacked products or packaging materials such as plastic foil or cardboard. One reason for this is that our skin care products do not contain hazardous ingredients that could have a significant negative impact on the environment (e.g. toxic substances). We follow the waste hierarchy by avoiding waste as much as possible. Waste that cannot be avoided is recycled as far as possible or incinerated with energy recovery. Our ZWTL (Zero Waste To Landfill) target does not allow the landfilling of waste (construction waste, such as rockwool, is excluded). Our Procurement and Logistics Departments works closely and continually with our suppliers to minimize transportation packaging and raw material packaging as far as possible, e.g. by using returnable or reusable packaging. All these activities are part of our environmental sustainability initiatives with the aim of avoiding significant and potential waste-related impacts. Internal standards such as SOPs (Standard Operating Procedures) that define minimum requirements for waste management support these activities.	3, 6, 12, 14	7, 8, 9																																																																

Disclosure	GRI Standard Information	Reference	SDG	UNGC
306-2	Management of significant waste-related impacts	Beiersdorf set a target to help prevent an increase in waste at our 15 manufacturing sites. We intend to reduce waste generated by 30% by 2025 (base year 2018). Actions and measures are managed by the Environmental Sustainability management team and the SIM (Sustainability in Manufacturing) project team. They monitor data on waste at least quarterly and steer actions and measures in this context accordingly. Waste disposal facilities must be checked from time to time. The minimum requirements regarding this topic are established in internal standards such as SOPs (Standard Operating Procedures) that foster these activities.	3, 6, 12	7, 8, 9
306-3	Waste generated	Beiersdorf uses the "Sphera" data reporting system to gather data on waste. Each production center (PC) is required to report its data on waste quarterly. In addition, data from all PCs is validated quarterly. Total weight generated Unit Hazardous waste 2,182 t Non-hazardous waste 27,211 t Total 29,393 t	3, 6, 12, 14, 15	7, 8, 9
306-4	Waste diverted from disposal	Total weight of hazardous waste diverted from disposal Unit Preparation for reuse* 57 t Recycling 352 t Other recovery operations 60 t Total weight of non-hazardous waste diverted from disposal Unit Preparation for reuse* 604 t Recycling 13,579 t Other recovery operations 963 t *Wooden pallets and cardboard boxes that can be used for the same purpose (e.g. for shipments) are counted as "Preparation for reuse".	3, 12, 14	7, 8, 9
306-5	Waste directed to disposal	We do not dispose of any kind of waste onsite at our manufacturing sites. One manufacturing site disposed of rockwool (hazardous waste) to landfill in the reporting period. Total weight of hazardous waste directed to disposal Unit Incineration (with energy recovery) 297 t Incineration (without energy recovery) 188 t Landfilling (PCs) 3 t Other disposal operations 992 t Total weight of non-hazardous waste directed to disposal Unit Incineration (with energy recovery) 7,946 t Incineration (without energy recovery) 339 t Landfilling (PCs) 172 t Other disposal operations 392 t		
GRI 307: ENVIRONMENTAL COMPLIANCE 2016				
103-1/2/3	Management approach	Page 78, NFS chapter "Climate Protection"		7, 8, 9
307-1	Non-compliance with environmental laws and regulations	We were not subject to any significant fines or non-monetary sanctions in 2021.		7, 8, 9
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016				
103-1/2/3	Management approach	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain		7, 8, 9
308-1	New suppliers that were screened using environmental criteria	The Responsible Sourcing team analyzes our more than 21,000 direct suppliers to determine whether or not deeper risk screening is needed. Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Website: Beiersdorf Our Human Rights Engagement		7, 8, 9
308-2	Negative environmental impacts in the supply chain and actions taken	In 2021 there were no cases of termination of a supplier relationship due to a major breach of our Business Partner Code of Conduct. Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Website: Beiersdorf Our Human Rights Engagement		7, 8, 9

Disclosure	GRI Standard Information	Reference	SDG	UNGC
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MATERIAL TOPICS: GRI 400 SOCIAL

GRI 401: EMPLOYMENT 2016

103-1/2/3	Management approach	Page 71, NFS chapter "Employees"		6																										
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Wherever we operate around the world, our responsibility to our employees extends far beyond legal requirements. We offer our employees extensive additional benefits, independent of their level. These benefits vary from affiliate to affiliate, but are at a high level overall. Employees on temporary contracts receive partial discretionary and social benefits.	3, 8	6																										
401-3	Parental leave	The return-to-work rate after parental leave for women is currently 99% and for men 100% (based on all employees of Hamburg affiliates who returned from parental leave in 2021). The retention rate after parental leave is currently 91% for women and 93% for men (retention rate is for minimum continuance of twelve months at Beiersdorf after parental leave; based on employees who returned from parental leave in 2020).	5, 8	6																										
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GRI 402: LABOR/MANAGEMENT RELATIONS 2016

103-1/2/3	Management approach	Page 71, NFS chapter "Employees"		3
402-1	Minimum notice periods regarding operational changes	As an employer, Beiersdorf keeps employee representative bodies informed of significant operational changes in compliance with corporate and legal regulations. In Germany we provide timely information to employee representatives on the committees of the company's Works Council. For cross-border matters within Europe, the guidelines of the European Dialogue govern our working relationships with employees.	8	3

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

103-1/2/3	Management approach	Page 73, NFS chapter "Occupational Safety" Website: Beiersdorf Sustainability Engagement for Occupational Safety		3
403-1	Occupational health and safety management system	The foundations of our management system rest on internationally recognized standards such as ISO 45001 and the recommendations of the International Labour Organization (ILO). The scope of our Health & Safety management system covers every activity undertaken by a direct Beiersdorf employee as well as business partners' employees while on our company premises. Third-party manufacturing facilities are not directly within our scope, as they are covered by our Business Partner Code of Conduct. Page 73, NFS chapter "Occupational Safety" Website: Beiersdorf Sustainability Engagement for Occupational Safety		3
403-2	Hazard identification, risk assessment, and incident investigation	Globally, Beiersdorf has set overall requirements for identifying hazards for every activity, including non-routine and emergency ones. Each site is responsible for conducting its own risk assessments. Beiersdorf empowers every employee to take action when identifying an unsafe condition or at-risk behavior, and also provides clear guidance on how to avoid hazardous situations and resolve them immediately. Every major accident, high-risk or critical incident within Beiersdorf is reported and fully analyzed by a multifunctional team until the root cause and/or contributing factors have been identified and actions can be taken to improve and eliminate any chance of recurrence. Page 73, NFS chapter "Occupational Safety" Website: Beiersdorf Sustainability Engagement for Occupational Safety	8	
403-3	Occupational health services	Health-related hazards are part of every risk assessment at our production centers. Beiersdorf also actively maintains its GOOD FOR ME program, which focuses on employee well-being as well as workforce social and medical topics. Page 71, NFS chapter "Employees"	8	

Disclosure	GRI Standard Information	Reference	SDG	UNGC
403-4	Worker participation, consultation, and communication on occupational health and safety	At Beiersdorf we encourage the active participation of every employee by not only reporting risk behaviors or conditions but also providing input to the overall management system and continuous improvement cycle. Based on their local requirements, our production centers establish different councils; one of their objectives is to represent employees' needs regarding health and safety and to support Beiersdorf in continuously promoting a healthier and safer workplace. As an organization, we not only encourage the involvement of committees but of every employee who can positively contribute to our ongoing health and safety journey.	8	
403-5	Worker training on occupational health and safety	On a needs basis, every company site provides training sessions to its employees regarding health and safety management as well as hazard recognition and awareness.	8	
403-6	Promotion of worker health	The Beiersdorf Core Value of Care and our Sustainability Agenda CARE BEYOND SKIN enable us to be proactive in offering different initiatives according to the main needs of a specific site. Page 71, NFS chapter "Employees"	3	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	As part of our strategy, we strive to mitigate any occupational hazard to our employees, including hazards likely to impact business relationships. We adapt quickly based on our continuous improvement process and the H&S Management System. Page 73, NFS chapter "Occupational Safety"	8	
403-9	Work-related injuries	Beiersdorf calculates its Accident Frequency Rate based on 1,000,000 hours worked. The accidents included in the calculation are Lost Time Accidents (>1 day) involving any Beiersdorf employee or contractor-supervised worker. Non-directly supervised contractors' workers are excluded from this calculation, but those are reported and analyzed in the same way as the cases mentioned above. High-consequence injuries are those that result in a fatality or an irreversible injury (such as severed limbs) or have the potential to become one of either. There were no high-consequence injuries at Beiersdorf production centers in 2021.	3, 8	
		Global Accident Reporting (PCs and Offices)		Unit
		Accident Frequency Rate (AFR 1 million)	0.79	
		GRI Accident Frequency Rate (AFR 200,000)	0.16	
		Lost Day Rate (LDR 200,000)	6.64	
		Absentee Rate (AR)	0.03	%
		Commuting Accidents	101	
		Fatalities	0	
		Number of occupational accidents NOT resulting in absenteeism of more than one working day (Minor Accidents)	385	
		Number of occupational accidents resulting in absenteeism of more than one working day (Major Accidents)	27	
		Total scheduled hours worked	36,769,597	h
GRI 404: TRAINING AND EDUCATION 2016				
103-1/2/3	Management approach	Page 71, NFS chapter "Employees"		6
404-2	Programs for upgrading employee skills and transition assistance programs	In 2021 we added further content to our "COMPASS Learning" online learning platform established in 2019. This content is tailored to Beiersdorf's needs and is mainly developed by our specialist academies in the areas of Sales, Finance, Procurement, R&D, HR, Quality, and Planning. Our virtual learning program from "LinkedIn Learning", where employees worldwide can choose from over 15,000 online training courses and more than 500,000 videos in various languages, was again extensively used in the reporting year. To make it easier for the learner to choose from the large number of courses available, we rely on curated learning paths on various current topics such as Working in Virtual Teams, Digitalization, Diversity & Inclusion, and Resilience. This year all training courses offered were converted from face-to-face to virtual formats. We will use the positive experience gained from this to align our future training programs even better and more flexibly to the needs of our employees in terms of method and content.	8	6
404-3	Percentage of employees receiving regular performance and career development reviews	Beiersdorf has specific processes for reviewing performance and development, having introduced a new global approach to development in 2021. Each employee identifies performance KPIs with their manager and also receives performance feedback after the year-end. In 2021, a new process on development and potential was also introduced, during which all employees reflect on their own potential, strengths and development areas and on which basis a personal development plan is prepared. Globally, more than 90% of employees had prepared their development plans by the end of September 2021.	5, 8, 10	6
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016				
103-1/2/3	Management approach	Page 71, NFS chapter "Employees"		6
405-1	Diversity of governance bodies and employees	Our Executive Board currently comprises 86% men and 14% women. Our Supervisory Board comprises 67% men and 33% women. Website: Beiersdorf Sustainability Diversity	5, 8	6

Disclosure	GRI Standard Information	Reference	SDG	UNGC
GRI 406: NON-DISCRIMINATION 2016				
103-1/2/3	Management approach	Page 71, NFS chapter "Employees" Page 76, NFS chapter "Human Rights" Page 78, NFS chapter "Compliance"		6
406-1	Incidents of discrimination and corrective actions taken	Under our strong commitment to Diversity we do not tolerate any form of discrimination, whether due to gender, age, physical appearance or origin. This antidiscrimination principle is firmly established in our company-wide Human Resources policy and Employee Code of Conduct. Possible individual cases of discrimination are investigated with the utmost rigor and if substantiated, rapid counter-measures are taken. However, global figures are not available. In 2021 there were no incidents of discrimination at our headquarters in Hamburg.	5, 8	6
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016				
103-1/2/3	Management approach	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners		2, 3
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners	8	2, 3
GRI 408: CHILD LABOR 2016				
103-1/2/3	Management approach	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners		5
408-1	Operations and suppliers at significant risk for incidents of child labor	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners	8	5
GRI 409: FORCED OR COMPULSORY LABOR 2016				
103-1/2/3	Management approach	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners		4
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners	8	4
GRI 412: HUMAN RIGHTS ASSESSMENT 2016				
103-1/2/3	Management approach	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners		1
412-1	Operations that have been subject to human rights reviews or impact assessments	In 2021 we conducted a human rights assessment via a SMETA 4-pillar audit at our production site in Thailand.		1
412-2	Employee training on human rights policies or procedures	We do not have a specific human rights training course, but have included human rights topics in our Code of Conduct training. We also provide an orientation session for new Beiersdorf employees that covers the CoC for employees. In addition, our Procurement staff are trained annually on the Business Partner CoC via the "Procurement Academy" course. Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners		1
GRI 413: LOCAL COMMUNITIES 2016				
103-1/2/3	Management approach	Page 75, NFS chapter "Community Engagement" Website: Beiersdorf Sustainability Sustainable Land Use		
413-1	Operations with local community engagement, impact assessments, and development programs	Page 75, NFS chapter "Community Engagement"		
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016				
103-1/2/3	Management approach	Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners		2
414-1	New suppliers that were screened using social criteria	The Responsible Sourcing team analyzes our more than 21,000 direct suppliers to determine whether or not deeper risk screening is needed. Page 76, NFS chapter "Human Rights" Website: Beiersdorf Fulfilling Our Responsibility in the Supply Chain Beiersdorf Our Human Rights Engagement Beiersdorf Code of Conduct for Employees Beiersdorf Code of Conduct for Business Partners	5, 8	2
414-2	Negative social impacts in the supply chain and actions taken	In 2021 we identified 75 high-risk suppliers as having significant actual and potential negative social impacts. We did not have any cases of supplier relationship termination due to a major breach of our Business Partner CoC.	5, 8	2

Disclosure	GRI Standard Information	Reference	SDG	UNGC
GRI 416: CUSTOMER HEALTH AND SAFETY 2016				
103-1/2/3	Management approach	Page 80, NFS chapter "Product Safety"		
416-1	Assessment of the health and safety impacts of product and service categories	100% of our finished cosmetic products must obtain approval for release by product safety experts. Page 80, NFS chapter "Product Safety"		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	In 2021 Beiersdorf initiated the voluntary and precautionary recall of nine products (1-2 lots of 9 different Coppertone Sun Aerosol products) on the US market with regards to a potential accidental increase of impurity levels (benzene) in the propellant used.		
GRI 417: MARKETING AND LABELLING 2016				
103-1/2/3	Management approach	Consumer and customer satisfaction is the basis of our business success. Consumers in all our markets around the world can reach us via various communication channels such as Internet-based social media, e-mail, and telephone hotlines. We use an active network of Consumer Interaction Managers to guarantee compliance with our uniform high-quality standards regarding consumer contact in their markets. In addition, we evaluate worldwide complaints centrally, analyze their causes, and implement optimization measures. Page 80, NFS chapter "Product Safety"	12	
417-1	Requirements for product and service information and labeling	We comply with all legal regulations regarding necessary product and service information. Page 80, NFS chapter "Product Safety"		
417-2	Incidents of non-compliance concerning product and service information and labeling	We did not face any non-compliance incidents in this area. We therefore interpret this as a positive indicator that our preventive measures are effective.		
417-3	Incidents of non-compliance concerning marketing communications	We did not face any non-compliance incidents in this area.		
GRI 418: CUSTOMER PRIVACY 2016				
103-1/2/3	Management approach	Consumers, employees and business partners need to trust in our company. Privacy principles represent the expectations of these stakeholders. We have set up a comprehensive Data Protection Management System across the EU to ensure and demonstrate compliance with the General Data Protection Regulation (GDPR). Page 78, NFS chapter "Compliance"		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	For confidentiality reasons we do not provide any information on potential data protection incidents.		
GRI 419: SOCIOECONOMIC COMPLIANCE 2016				
103-1/2/3	Management approach	For Beiersdorf, Care is not limited to the aspect of skin care alone but is one of our four Core Values and therefore inherent to our culture. It encompasses caring for our employees, but also for the communities in which we operate - in short, caring for people. These programs are bundled within our Sustainability Agenda CARE BEYOND SKIN. Website: Beiersdorf Sustainability Society Acting lawfully is an inherent part of Beiersdorf's corporate culture and is anchored in one of our Core Values: Trust. The Beiersdorf Code of Conduct was established as a binding guideline for each individual employee as well as the Executive Board in order to integrate our company Values into everyday working life. Website: Beiersdorf Code of Conduct Beiersdorf Compliance Principles Wherever we operate production centers we ensure that our environmental and safety measures meet or exceed statutory and industry standards through our Group-wide "Environmental Protection and Safety Management Audit Scheme" (ESMAS). Website: Beiersdorf Sustainability Engagement for Occupational Safety Comprehensive internal anti-corruption and competition compliance guidelines, including respective training programs, are implemented locally and are subject to internal auditing. Page 78, NFS chapter "Compliance"		
419-1	Non-compliance with laws and regulations in the social and economic area	Acting in compliance with applicable laws, regulations, and other requirements is inherent to our management principles as well as our Core Values of Trust and Care. Page 99, AR Risk Report		

Beiersdorf

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