

ConnectingChemistry



Sustainability Report 2015

ABOUT BRENNTAG

Brenntag is the global market leader in chemical distribution and present on all of the key world markets with its wide portfolio of products and services. Headquartered in Mülheim an der Ruhr, Germany, the Group operates a global network with more than 490 locations in 72 countries.

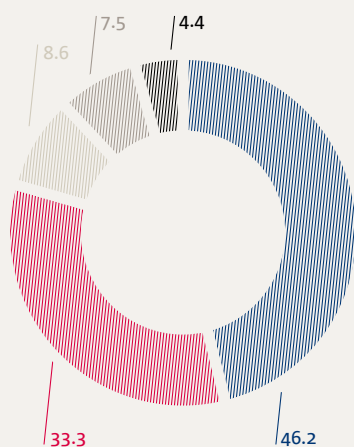
Brenntag connects chemical manufacturers and chemical users. The company provides its suppliers and customers with tailor-made distribution solutions for industrial and specialty chemicals. With over 10,000 products and a supplier base of several thousand companies, Brenntag offers one-stop-shop solutions to around 170,000 customers.

KEY FIGURES

IN EUR M	2014	2013	2012
Sales	10,015.6	9,769.5	9,689.9
Gross profit	2,027.5	1,945.5	1,925.7
Operating EBITDA	726.7	698.3	707.0
Profit after tax	339.7	338.9	337.8
Free cash flow	521.6	543.4	579.3
Employees at Dec. 31	13,870	13,431	13,258
Accident rate (LTIR)	1.6	1.8	2.0
Employee fluctuation in %	6.5	5.8	6.1
ISO 9001 certifications % of operating sites	90	88	86

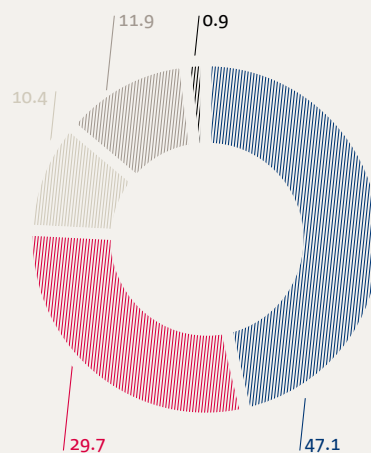
SALES BY REGION as at Dec. 31, 2014

IN %



EMPLOYEES BY REGION as at Dec. 31, 2014

IN %



- Europe
- North America
- Latin America
- Asia Pacific
- All other segments

SUSTAINABILITY AT BRENNTAG

ConnectingChemistry

OUR COMMITMENT WITHIN THE VALUE CHAIN

As the global market leader in chemical distribution, Brenntag connects chemical manufacturers and users in a value-creating partnership. This concept is reflected in our global slogan “ConnectingChemistry”. Brenntag’s key role in the value chain offers huge potential – but also entails a high level of responsibility.

AT BRENNTAG, SUSTAINABILITY is essential to the way we operate. The issues of safety, health and environmental protection are deeply embedded in our corporate culture, as cornerstones of our responsibility to our employees, customers and suppliers and also to the communities we operate in. We aim to use the resources available to us efficiently and sustainably.

THIS REPORT FOCUSES ON sustainability issues associated with Brenntag’s day-to-day business and its portfolio of services: safety, efficient use of resources, supply chain responsibility, compliance and our relationship with our employees and with society at large. We aim to continuously improve on our performance in these areas. For this purpose, we establish and optimize appropriate standards and processes within our international corporate structures, we sensitize our employees accordingly and we provide them with suitable training. Our goal is the continuous global development of our sustainability strategy, thus harmonizing economics with ecology and social issues as part of our business activities.

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More information
online



More information
within the report



**“WE AIM TO CONTRIBUTE TOWARDS
GREATER SUSTAINABILITY IN ALL THE INDUSTRIES AND
APPLICATIONS WE SERVE. ‘CONNECTINGCHEMISTRY’
ALSO STANDS FOR THIS GOAL.”**

STEVEN HOLLAND, CEO

I'D LIKE TO EXTEND A WARM WELCOME

to all Brenntag stakeholders. In its more than 140-year history, Brenntag has become the global market leader in full-line chemical distribution. This success is based on our broad portfolio of products and services, our global presence and business activities spanning multiple sectors, the market and technical expertise of our employees as well as a strictly customer-oriented approach. Through our global network, we connect chemicals producers and users and bring them together in a value-creating partnership. This commitment is reflected in our slogan "ConnectingChemistry".

Our market leadership is not only evident in terms of economic indicators and success. When it comes to sustainability, we also have a leading position and play a key role in the value chain: we aim to contribute towards greater sustainability in all the industries and applications we serve. "ConnectingChemistry" also stands for this goal.

The size of our business only enhances the strategic significance of sustainability. Various sustainability issues may have a direct impact on our business and on the relationship with our partners. Safety is a paramount concern regarding both our global workforce of more than 13,500 employees and also in relation to processes and products. Accordingly, a number of years ago we established a global Health, Safety and Environment (HSE) structure. Our employees are the cornerstone of our success. We aim to protect their health and to develop their capabilities in the best manner possible. I am therefore particularly pleased to report that in 2014, we were able to achieve a further reduction in the Group's LTIR (lost time injury rate) accident rate, which fell from 1.8 (2013) to 1.6. We also aim to minimize the environmental impact of our activities and to use resources efficiently.

For many years now, we have lived up to our responsibility in the chemical industry's supply chain by supporting and fulfilling the standards of the "Responsible Care" and "Responsible Distribution" chemicals initiatives. Moreover,

we are a member of the "Together for Sustainability" initiative, which aims to encourage sustainability throughout the chemical industry's value chain.

This report illustrates Brenntag's commitment to sustainability in relation to the key subject areas. It describes management approaches, organizational structures and processes; selected case studies from the company's regions provide an insight into its contribution at a practical level.

Our 2015 Sustainability Report adheres to the guidelines of the Global Reporting Initiative and also serves as a progress report for the UN Global Compact (UNGC). We joined this initiative in October 2014. This was a conscious and logical step for us, through which we officially signed up to the UNGC's ten principles in the areas of human rights, labour standards, environmental protection and fighting corruption. These principles now complement the standards which we apply in evaluating all of our business activities.

Dear readers, we are working continuously to achieve greater sustainability in our company. We wish to pursue this commitment in dialogue with you, our stakeholders, in order to satisfy your needs and requirements. Please feel free to contact us at sustainability@brenntag.de if you have any comments or questions.

Best wishes,



Steven Holland

Chief Executive Officer Brenntag Group
Mülheim an der Ruhr, July 2015



SUSTAINABILITY AT BRENNTAG

SUSTAINABILITY – A FUNDAMENTAL PART OF OUR BUSINESS MODEL

Sustainability means thinking of tomorrow, today. For companies, this implies factoring environmental and social aspects into their business activities and considering the impact of these activities. In this context, sustainability means striking an appropriate balance between business, ecology and social issues and reconciling these different priorities.

Our central position in the chemical industry's value chain, our portfolio of services and our international corporate structure pose a large number of sustainability challenges that we tackle in our day-to-day operating activities. Sustainability is a fundamental part of our business model and guides Brenntag's activities.

COMPANY PROFILE

Brenntag is the global market leader in chemical distribution. Connecting chemical manufacturers (our suppliers) and chemical users (our customers), Brenntag provides both complete distribution solutions as well as individual chemical products. Brenntag distributes industrial and specialty chemicals for thousands of suppliers, enabling the company to achieve economies of scale and to offer around 170,000 customers a full-line range of more than 10,000 chemical products as well

“WE INVEST IN PEOPLE, EQUIPMENT AND RESOURCES TO PLACE THE BUSINESS IN A ROBUST AND SUSTAINABLE POSITION FOR FURTHER GROWTH.”

STEVEN HOLLAND, CEO

as many services. This includes specific application technologies, extensive technical support and also value-added services such as just-in-time delivery, product mixing & blending, repackaging, inventory management and drum return handling. Brenntag's customers are active worldwide in diverse end-market industries such as adhesives, paints, oil & gas, food, water treatment, personal care and pharmaceuticals.

170,000

CUSTOMERS BRENNTAG
OFFERS A FULL-LINE
RANGE

10,000

CHEMICAL PRODUCTS
AND MANY SERVICES

BRENNTAG

Brenntag maintains a global network with more than 490 locations in 72 countries in the regions North America, Latin America, Europe and Asia Pacific.

As a provider of a full-line product portfolio and as a one-stop-shop, Brenntag plays a key role in the chemical industry's value chain and, as a strategic partner, contributes to greater efficiency. High diversification means that Brenntag is largely independent from the volatility of any single specific market segment or region.

The goal of Brenntag's corporate strategy is to remain the preferred distributor for both specialty and industrial chemicals for its customers and suppliers and, at the same time, the industry leader in safety, growth and profitability. As a guiding principle, the **"2020 Vision"** sets out how Brenntag wants to position itself in the chemical distribution market in the future, in order to continue its successful development:

- / We are the safest chemical distributor, striving for zero accidents and incidents.
- / Throughout the world, we connect chemistry by providing the most effective industry channel for our customers and suppliers.
- / We are the global leader in all our chosen markets and industries, offering the most professional sales & marketing organization in the industry, ensuring consistently high standards every day, everywhere.
- / We strive to provide a working environment where the best people want to work.
- / We aim to generate sustainable and high returns for our shareholders and all other stakeholders.

Efficiency, safety and responsibility towards our employees are fundamental aspects of our corporate strategy and therefore of Brenntag's sustainability strategy, too.

FACTS AND FIGURES

NORTH AMERICA

EUR **3.3** BN
EXTERNAL SALES

> **4,000**

EMPLOYEES IN NORTH AMERICA

READING
USA

HOUSTON
USA

LATIN AMERICA

EUR **0.9** BN
EXTERNAL SALES

> **1,400**

EMPLOYEES IN LATIN AMERICA

ConnectingChemistry BRENNTAG'S VALUE- CREATING FUNCTION WITHIN THE SUPPLY CHAIN

As a provider of a full-line product portfolio and as a one-stop shop, Brenntag brings together chemical manufacturers and chemical users in a profitable partnership.

CHEMICAL MANUFACTURERS

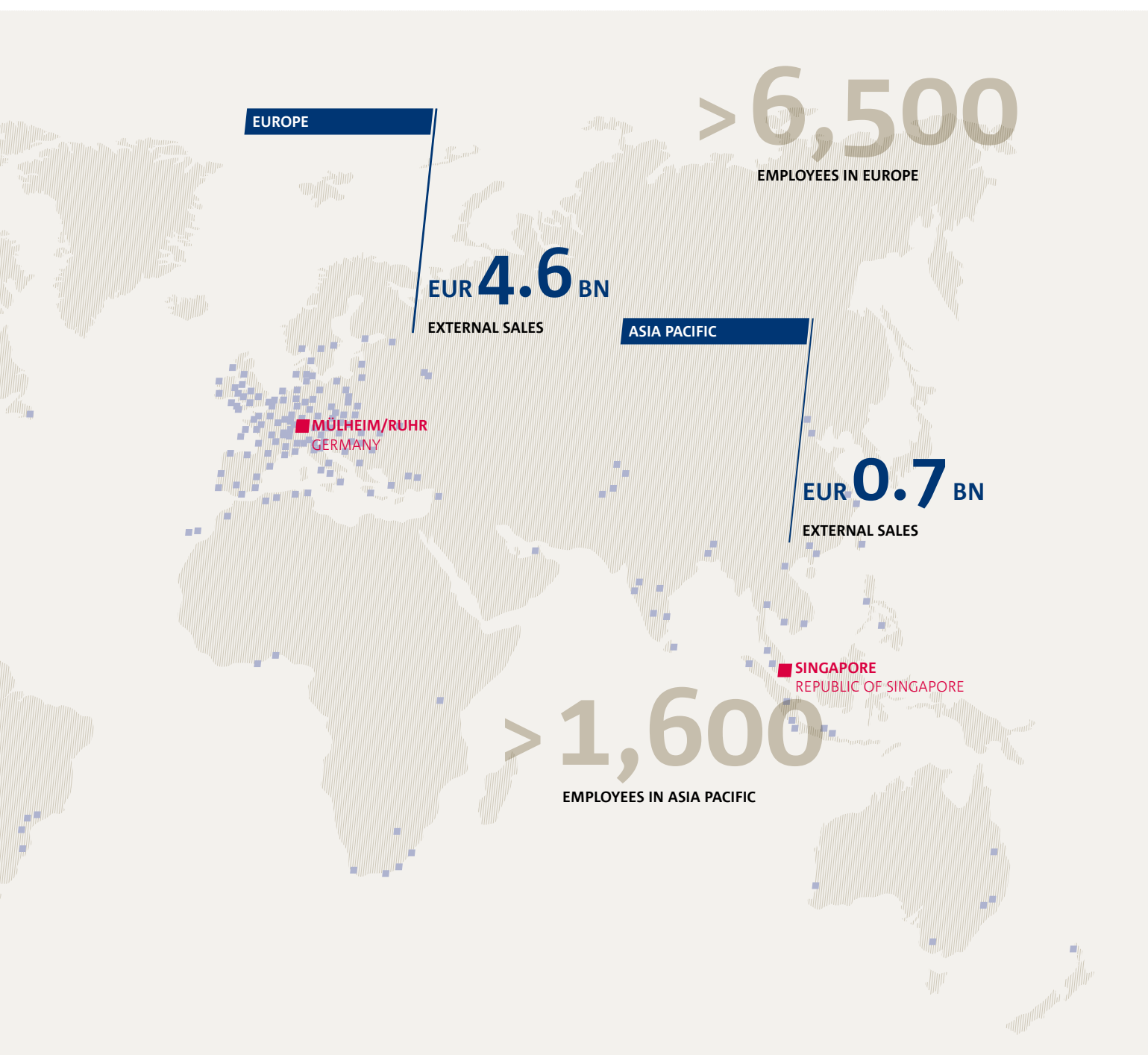
Our suppliers

PURCHASING

TRANSPORT

STORAGE

- / Several thousand suppliers worldwide
- / Full-line product portfolio with more than 10,000 industrial and specialty chemical products
- / Network with more than 490 locations in 72 countries



**FILLING
PACKAGING
LABELLING**

**MIXING AND
BLENDING**

**EXTENSIVE TECHNICAL
SUPPORT**

**WAREHOUSE
MANAGEMENT**

**PACKAGING
TRANSPORT**

CHEMICAL USERS

Our customers

- / Repackaging
- / Filling, labelling, barcoding and palletizing
- / Local distribution and marketing teams comprising more than 5,000 experts
- / Product mixing in line with specific customer requirements
- / Blending and technical service in our own application laboratories

- / Just-in-time delivery and inventory management
- / Return of packaging drums
- / Efficient logistics and transport management

SUSTAINABILITY STRATEGY AND MANAGEMENT

Brenntag's understanding of sustainability is closely linked to its own value chain. Its sustainability activities therefore focus on those issues resulting from our business activities and from our portfolio of services: safety, resource efficiency, supply chain responsibility, compliance and our relationship with our employees and with society at large. As part of an internal materiality analysis, we have identified these issues as key priorities for our company, since they directly influence our business development, our relationships with our partners as well as Brenntag's reputation.

Brenntag aims to achieve continual performance improvements in these key areas. With this goal in mind, we implement, establish and optimize relevant standards and processes, raise our employees' awareness accordingly and provide them with further training. In this way, we intend to shape our sustainability strategy at a global level and to develop it further.

At Group level, there are numerous strategic guidelines, policies and projects in the area of sustainability that have a global scope. Moreover, in accordance with the Group's guidelines and objectives, Brenntag's individual companies and locations pursue a large number of activities of their own accord and in line with local and regional requirements and commitments.

In 2011, Brenntag established an international team which successfully pursues the systematic development of sustainability at Brenntag. Its members include representatives from the areas of HSE, Compliance, HR, Operations, Purchasing and Communications. Brenntag's Board of Management and

SUSTAINABILITY AT BRENNTAG – OUR APPROACH

GOALS

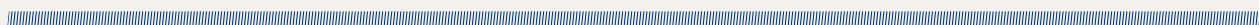
- / "Zero Accidents and incidents"
- / Development of a "Sustainable Procurement Programme"
- / Implementation of an energy and CO₂ efficiency programme

TRANSPARENCY

- / Publication of sustainability reports
- / From 2015: annual reporting
- / Compliance with GRI standards
- / EcoVadis assessment of our sustainability performance

MEMBERSHIPS

- / Since November 2002, participation in the "Responsible Care" and "Responsible Distribution" association initiatives
- / Since July 2015, member of the chemical industry's "Together for Sustainability" initiative
- / Since October 2014, membership of the UN Global Compact – annual progress report on our activities



regional top management support the activities of this sustainability committee. In addition, Brenntag Group's Corporate Development department now has a sustainability coordinator who manages and promotes global projects and initiatives and who maintains a dialogue with those line managers at Group level and in Brenntag's regions.

QUALITY MANAGEMENT

Year	Locations with ISO 9001 certification (in %)
2010	75
2011	81
2012	86
2013	88
2014	90

Brenntag guarantees the quality of its products and services through quality management systems, certificates and audits. The basis for quality management within the Brenntag Group is the internationally applicable ISO 9001 standard. At the end of 2014, 90% of our operating sites had already introduced [quality management systems](#) certified according to this standard.

CORPORATE GOVERNANCE AND COMPLIANCE

Brenntag has always attached great importance to the responsible, prudent and sustainable corporate governance. With these objectives in mind, its management uses various [internal control and risk management systems](#) as well as Brenntag's [compliance organization](#).

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BRENNTAG MAINTAINS MORE THAN 490 LOCATIONS IN 72 COUNTRIES

In all its business activities, Brenntag is committed to acting honestly, fairly and in good faith in its dealings with customers, suppliers and competitors as well as with its employees and the public. Every Brenntag employee is personally responsible for complying with all applicable laws, directives, policies and regulations.

COMPLIANCE ORGANIZATION: At the head of Brenntag's compliance organization is the Board of Management and, within this body, its chairman. Brenntag AG's Governance, Risk & Compliance (GRC) manager regularly reports to the Board of Management on compliance issues and in urgent cases will do so immediately. Furthermore, the regular meetings of the Supervisory Board's Audit Committee include reporting on compliance and whistle-blowing as well as on the ongoing development of the Group-wide compliance management system. The GRC manager is supported by an internal advisory body, the Compliance Committee. This includes representatives from the areas of Law, Audit, Accounting, Health, Safety and Environmental Protection as well as Human Resources.

At a regional level, the Regional Executive Management is responsible for the issue of compliance. Regional compliance managers have been appointed in Brenntag's regions, who regularly pass on information and experience through dialogue with Brenntag AG's GRC manager. They ensure close integration with our business activities at a regional level. Brenntag's regional compliance managers receive, assess and report any compliance issues and/or questions referred to them and coordinate the compliance management system at a regional level.

CODE OF CONDUCT: As a global company, Brenntag is subject to a large number of laws, directives, regulations and ordinances. Furthermore, Brenntag's highest priorities are honesty and integrity. Our fundamental company values, ethical principles, compliance with laws, rules and regulations as well as the relevant guidelines and procedures which are of key significance for Brenntag and its reputation are summarized in a comprehensive [Code of Business Conduct and Ethics](#).



For the management systems and certifications in the fields of environmental protection and occupational safety, please see the **SAFETY** chapter (page 16).



A detailed description of **BRENNTAG'S INTERNAL CONTROL AND RISK MANAGEMENT SYSTEM** is provided on page 123 ff. of the 2014 Annual Report.

You will find the **CORPORATE GOVERNANCE REPORT** on page 54 ff. of Brenntag's 2014 Annual Report.



THE BRENNTAG CODE OF BUSINESS CONDUCT AND ETHICS is freely available in German and English at www.brenntag.com/compliance/index.html.



INTEGRITY It's Brenntag's priority to combine excellent customer services, industry leading performance and quality with the highest degree of ethics, reliability and transparency.

This applies to all of our employees and is thus a central part of our compliance system. It encompasses the fundamental requirements for Brenntag's overall business activities in fields such as:

- / Health, safety and the environment
- / Human rights and working conditions
- / Relationships with business partners and public institutions
- / Bribery and corruption
- / Competition and antitrust law
- / Avoidance of conflicts of interest
- / Data privacy and information security

The aim is to give all employees guidance in the legal and ethical challenges of their daily work and to encourage proper conduct.

This Code of Business Conduct and Ethics has been translated into various languages and has been distributed throughout the entire Brenntag Group and made available to all of our employees. Its observance is monitored by the respective management teams of Brenntag's companies. Every infringement of this code of conduct may lead to disciplinary action and is punished in line with the common company policies.

As well as the Code of Business Conduct and Ethics, there are further Group guidelines which stipulate compliance requirements.

Brenntag attaches great importance to respect for human rights within its sphere of influence and aims to safeguard these rights through its commitment to uphold the principles of the UN Global Compact. In the reporting years 2013 and 2014, Brenntag did not learn of any violation of human rights within its corporate group.

TRAINING: Our compliance programme focuses particularly on observing anti-trust law requirements as well as environmental protection and health. We therefore hold regular employee training sessions covering these issues – through regional events which employees attend either in person or via e-learning systems. The aim is to keep all of Brenntag's employees' knowledge up to date and to avoid any illegal actions as well as to protect the environment and employees. In 2015 and 2016, this training will focus on the topics "general code of conduct", "anti-corruption activities" as well as "antitrust law". Brenntag's newly implemented [global e-learning tool](#) will be used for this.

 **BRENTTAG'S GLOBAL E-LEARNING TOOL**
(see page 37).

WHISTLE-BLOWER SYSTEM AND SANCTIONS: Tried-and-tested processes are in place at Brenntag for the orderly acceptance and processing of Group-wide complaints as well as anonymous reports. Employees can report relevant information either to their direct line manager, to the regional compliance manager or alternatively via a central email address. External persons can also use this central email address. The information received will always be dealt with on a strictly confidential basis. The reports received are examined and appropriate action taken if a compliance infringement has taken place. These processes are managed by Brenntag AG's GRC manager. Email addresses have also been set up at a regional level. The regional compliance managers receive and assess any incoming reports and initiate appropriate measures, where necessary.



UN GLOBAL COMPACT: THE 10 PRINCIPLES

1 HUMAN RIGHTS Businesses should support and respect the protection of internationally proclaimed human rights.

2 HUMAN RIGHTS Businesses should ensure that they are not complicit in human rights abuses.

3 LABOUR STANDARDS Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

4 LABOUR STANDARDS Businesses should commit themselves to eliminating all forms of forced labour.

5 LABOUR STANDARDS Businesses should commit themselves to abolishing child labour.

6 LABOUR STANDARDS Businesses should commit themselves to eliminating discrimination in respect of employment and occupation.

7 ENVIRONMENTAL PROTECTION Businesses should take a precautionary approach to dealing with environmental challenges.

8 ENVIRONMENTAL PROTECTION Businesses should undertake initiatives to promote greater environmental awareness.

9 ENVIRONMENTAL PROTECTION Businesses should encourage the development and distribution of environmentally friendly technologies.

10 FIGHTING CORRUPTION Businesses should work against all forms of corruption, including extortion and bribery.

Incoming reports concern cases of suspected fraud and theft, violations of the code of conduct (e.g. discrimination in the workplace) and other compliance issues. If a suspected case is confirmed, this will incur the sanctions permitted under employment law. Compliance managers also receive general inquiries, e.g. concerning possible conflicts of interest as well as inquiries regarding the acceptance of gifts or invitations.

Year	Number of confirmed compliance incidents*
2013	8
2014	12

* These are cases notified to the GRC manager and for which sufficient evidence has been established. Compliance incidents may also occur which are notified, assessed and processed at a local or regional level but which are not reported centrally on grounds of relevance.

UN GLOBAL COMPACT

In October 2014, Brenntag was the first-ever chemicals distributor to sign up to the United Nations Global Compact (UNGC). This prestigious, international, voluntary initiative aims to encourage sustainable development and social commitment. To this end, ten principles in the fields of human rights, labour standards, environmental protection and fighting corruption have been endorsed. In signing up to the UNGC, Brenntag has undertaken to enshrine these principles as an integral part of its corporate strategy. They will supplement the corporate values and principles which guide our activities.



STAKEHOLDERS

Brenntag pursues dialogue with the business community, the political sphere and with society at large in various ways. Our stakeholders include those groups that are significantly affected by the economic, ecological or social impact of our business or who may be so in future. They also include those groups that may influence the economic, ecological and social impact of Brenntag now and in the future.

Brenntag's key stakeholder groups:

- / Suppliers
- / Customers
- / Employees
- / Investors and analysts
- / Journalists
- / Governments and authorities
- / Associations and organizations
- / Neighbours and local residents, local communities

Brenntag regularly engages in transparent and target-group-specific dialogue with its stakeholders. The goal is to enable our stakeholders to obtain a comprehensive picture of our company and its business activities. In return, this dialogue enables Brenntag to identify the needs and expectations of our stakeholders, to evaluate them and to appropriately reflect them in our business decisions.

The Brenntag Group pursues dialogue with its stakeholders in various ways. Due to the nature of its business model, Brenntag maintains close contact with its suppliers and customers on

a day-to-day basis. It also regularly carries out systematic customer and supplier surveys. It pursues dialogue with business partners worldwide, including at the many trade fairs where the company is present. Brenntag's Corporate Investor Relations and Communications departments engage in regular dialogue with investors, analysts, journalists, etc. They notify their target groups regularly and promptly of current developments within the company. Brenntag maintains an active dialogue concerning industry-specific issues as a [member of relevant technical and industry associations](#) at a local, regional and international level. Our employees are kept informed of current issues through their line managers and also through our internal print and online media. At its various locations, Brenntag pursues lively dialogue with local residents and local authorities. Through events such as open days, it offers the opportunity to get to know one another and to find out more. Regular issues discussed with the Group's stakeholders include occupational safety, the supply chain, efficiency and compliance. They have been included in this sustainability report accordingly.



You will find a list of **BRENNTAG'S KEY MEMBERSHIPS** on our website.

DIALOGUE At an event organized by the industry initiative "Together for Sustainability" in October 2014 in Shanghai, Brenntag discussed current sustainability issues with its customers and suppliers.



SAFETY

SAFETY FIRST – TOP PRIORITY AT BRENNTAG

Our goal is to be the safest chemical distributor worldwide. This commitment encompasses the health and safety of our employees as well as product safety and the protection of the environment. Safety is part of our corporate strategy and is the highest priority in our “2020 Vision”. Worldwide, we

**“WE WANT TO SET SAFETY STANDARDS
WITHIN THE INDUSTRY AND WE REMAIN
COMMITTED TO ACHIEVE OUR ULTIMATE
GOAL OF ZERO ACCIDENTS WORLDWIDE.”**

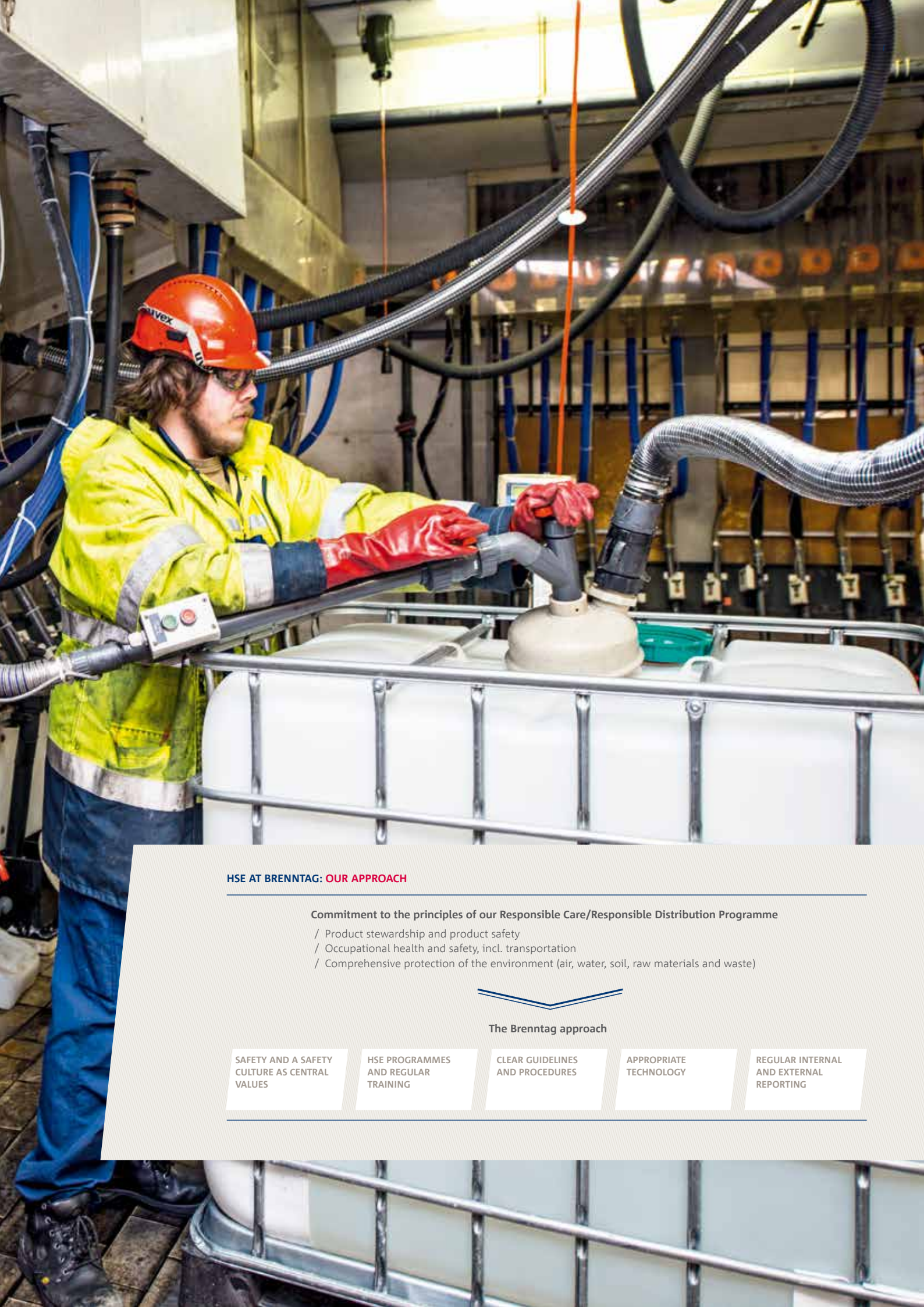
STEVEN HOLLAND, CEO

operate in line with the “safety first” principle and have implemented a global strategy in the areas of health and safety and protection of the environment (HSE strategy). This is realized in a variety of ways in the company’s regions and is practised by every one of our employees. Brenntag is bound by the highest standards in the industry and adopts policies which in many countries far exceed statutory requirements. We are continuously working to further improve our company’s safety culture. We invest in our infrastructure and train our employees with this goal in mind.

HSE STRATEGY AND MANAGEMENT

Our global HSE strategy encapsulates our principles in the areas of safety, product stewardship, the environment, adherence to laws (compliance) and quality. This strategy is implemented in our company’s various regions within the scope of separate HSE programmes. HSE manuals define concrete goals, measures, processes and procedures which are applied and implemented in the regions’ locations. These programmes and measures are coordinated through regional HSE officers and teams at the Group’s locations. They constitute Brenntag’s global HSE network and maintain a continuous process of dialogue with follow-up to correct any deficiencies noted. Compliance with the HSE programme is reviewed through regular internal and external audits.





HSE AT BRENNTAG: OUR APPROACH

Commitment to the principles of our Responsible Care/Responsible Distribution Programme

- / Product stewardship and product safety
- / Occupational health and safety, incl. transportation
- / Comprehensive protection of the environment (air, water, soil, raw materials and waste)

The Brenntag approach

SAFETY AND A SAFETY
CULTURE AS CENTRAL
VALUES

HSE PROGRAMMES
AND REGULAR
TRAINING

CLEAR GUIDELINES
AND PROCEDURES

APPROPRIATE
TECHNOLOGY

REGULAR INTERNAL
AND EXTERNAL
REPORTING

Brenntag manages HSE data in various databases at regional level and also forwards them to the company's central Corporate Health, Safety & Environment department. At each individual location, together with external experts Brenntag continuously examines and evaluates the environmental risks, including historical data which allow inter alia conclusions to be drawn about possible contamination. This information is collated in an environmental database which also serves as a basis for determining environmental provisions and is an instrument for organizing necessary environmental remediation work.

Brenntag has implemented various management systems in the field of HSE. Certifications and assessments by independent third parties document the company's performance and ensure its compliance with applicable standards.

Certified and assessed operating locations (in %)*	ISO 14001	OHSAS 18001	SQAS-ESAD** (Europe)
2010	20	11	73
2011	27	18	63
2012	26	18	68
2013	28	17	69
2014	26	17	79

* The percentage figures for ISO 14001 include purely sales-based locations as well as warehouse locations. The OHSAS 18001 figures exclusively refer to warehouse locations.

** SQAS-ESAD (Safety and Quality Assessment System, European Single Assessment Document) is a catalogue featuring more than 500 detailed questions on the handling of chemicals. It is intended to provide a uniform assessment of the HSE and quality management system of chemical distributors and is associated with the Responsible Care/Responsible Distribution industry initiative.

PRODUCT STEWARDSHIP AND SAFETY

Brenntag takes appropriate measures to ensure the proper handling of our products while they are under the Group's stewardship. This includes procurement, packaging, classification and labelling, handling, storage and safe transportation as well as the creation of product dossiers and safety instructions as well as disposal, where necessary. Here, Brenntag is bound by currently applicable standards and regulations and also closely cooperates with the industry's national and regional umbrella associations which our country subsidiaries belong to.

RESPONSIBLE CARE/RESPONSIBLE DISTRIBUTION: For many years now, Brenntag has taken part in the "Responsible Care/Responsible Distribution" (RC/RD) Programme of the organization of the International Council of Chemical Trade Associations (ICCTA). We are therefore committed to the implementation of the eight guidelines laid down in this global programme covering the following areas:

HSE PROGRAMMES OF THE BRENNTAG REGIONS



Brenntag's regions have developed HSE programmes in order to document and evaluate their performance in the areas of quality, health, safety and the environment and to promote a general culture of safety, for accident prevention and to improve safety in the workplace:

- / Europe: "Cornerstone Programme" and "Safety First Award"
- / North America: "Brenntag Cornerstone Process"
- / Latin America: "CASA Management System" (CASA = CALIDAD/Quality, SEGURIDAD & SALUD/Health and Safety, MEDIO AMBIENTE/Environment)
- / Asia Pacific: "5-Star Facility Award"





AWARD-WINNING SAFETY Within the scope of Germany's 2015 Responsible Care Competition, Brenntag GmbH received awards for its positive ideas in the areas of transport safety and sustainable logistics.

- / Legal requirements
- / Management of risk
- / Policies and documentation
- / Provision of information
- / Training
- / Emergency response
- / Ongoing improvements
- / Community interaction

Brenntag's implementation of the contents of the RC/RD Programme is reviewed by external experts. Environmental performance and safe handling of chemicals are thus reviewed and documented by independent third parties.

Year	Proportion of Brenntag legal entities participating in the RC/RD Programme (in %)
2010	69
2011	67
2012	67
2013	70
2014	76

To ensure effective and systematic chemicals management, data that are necessary for the safe handling of our products during storage, transport and within the delivery chain are stored in central databases at Brenntag. This data is available to most of the Group, and further subsidiaries are continuously signing up for this system. In this way, it is possible, for example, to implement all amendments to European laws simultaneously in all countries and make them accessible to the staff.

REACH: Since June 1, 2007, the European Union's chemicals regulation REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) has formed the legal framework for improved handling of chemicals to protect the environment and human health while also complying with sustainability objectives. Registration of all chemical substances is mandatory by mid-2018. After this deadline, non-registered substances and forms of use will become illegal. REACH also regulates the safe use of chemical products at user level.

Brenntag is affected in various respects by REACH as part of its business operations as a distributor, importer and formulator and in certain cases, as a producer of chemicals. With our transnational REACH team, consisting of a European network of experienced HSE and REACH experts, as well as with the support of the management, Brenntag is well equipped to meet the numerous requirements of the REACH regulation in full.

Brenntag also offers an extensive range of services: Under the motto "REACH beyond", our REACH-trained product managers and sales teams in Europe provide



Further information on **REACH** at Brenntag is available at www.brenntag-reach.com



Since 2002 Brenntag participates in the chemical industry's "Responsible Care" Programme.



WELL PREPARED In order to be able to react appropriately and quickly in case of emergency, as part of its CASA programme Brenntag Latin America regularly performs emergency simulations and rescue exercises, in which local emergency personnel, partner companies and neighbours also participate alongside the company's employees.

our suppliers and clients with support covering every aspect of the regulation:

- / Ensuring a REACH-compliant supply and usage system
- / Safeguarding optimal communication within the delivery chain
- / Support in relation to many REACH-related issues
- / Assistance with imported substances

OCCUPATIONAL SAFETY

Safeguarding our employees' health and safety is our top priority. Brenntag raises its employees' awareness of these issues, provides them with related training and implements

any measures necessary to avoid accidents and incidents. Accidents at work, near misses and similar occurrences are recorded and evaluated centrally according to a standardized system. Any important conclusions are communicated throughout our organization. Assessment findings and their consequences are included in HSE manuals. This ongoing process of improvement has enabled us to continuously reduce the number of reportable industrial accidents within the Group.

A SAFE WORKING ENVIRONMENT

Brenntag's employees receive training covering the correct use of machinery and equipment and wear suitable personal protective gear.



Year	Group accident rate LTIR*
2010	3.8
2011	2.5
2012	2.0
2013	1.8
2014	1.6

* LTIR (Lost Time Injury Rate): number of industrial accidents resulting in at least three days' absence from work per one million working hours.

Unfortunately, despite our extensive preventative and safety measures, Brenntag suffered one fatal accident in the years under review 2013 and 2014. We deeply regret this.

Regular training is an important element of Brenntag's occupational safety culture. This ranges from safety instruction for new employees to comprehensive training measures specially tailored for the work situation and the risk potential of occupational groups or individual employees. Training is given by internal HSE managers and also by external experts, both in the form of face-to-face events as well as digitally. Brenntag is also continuously investing in its equipment and infrastructure so as to optimize plant safety and work processes at its locations and thus further minimize safety risks and sources of accidents. Several [practical examples](#) from our regions follow.

80 – 90%
OF THE ACCIDENTS ARE CAUSED BY
HUMAN BEHAVIOUR

In several European countries, Brenntag has already achieved zero accident-related days of absence for an entire year and has significantly reduced its overall accident rate during the reporting period. The various measures implemented within the scope of its "Cornerstone" programme are paying off. For instance, employees' use of personal protective equipment has been continuously improved upon – this is one reason why the rate of accidents in the "chemical burns" category has fallen by 75% since 2009. The company also held "behaviour-based safety" training events in 2014. These focus on human behaviour, which is the main cause of an accident in 80 to 90% of cases. These management and behaviour-focussed training courses increase employees' risk awareness. Our truck drivers were another core area of focus in 2014, with the goal of intensively raising this occupational group's awareness of the specific risks associated with this core Brenntag activity. These measures have also helped us to reduce the number of accident-related days of absence suffered by our drivers in Europe by more than 50%.

In Latin America, occupational safety forms part of Brenntag's comprehensive [CASA](#) programme. A health and safety week takes place within the scope of this programme every year in all of the region's locations. Workshops and information events, demonstrations and exercises are held, e.g. covering the correct use of protective clothing, emergency procedures, responsible driving and healthy lifestyles. Free health check-ups are also offered. Internal assessments have shown that this training week helps to improve the work environment and has increased Brenntag's employees' level of safety awareness and their readiness to undergo further training.

ENVIRONMENTAL PROTECTION

Brenntag continuously works on minimizing the environmental impact of its business activities on the soil, water and air. In addition to the [efficient use of resources](#), protection of the environment therefore plays a key role for all Brenntag locations. We aim to identify environmental risks early on, to control them by means of various measures – investments in infrastructure, optimized work procedures and qualified employees – and to avoid environmental incidents.

Brenntag's locations in all of its regions fully comply with applicable rules and regulations relating to the protection of the environment and also fulfil our Group's stringent safety standards. Whenever new buildings or plants are constructed or necessary modernization and renovation work is undertaken, environmental protection issues are considered and reflected both in terms of the construction approach and also plant engineering.

At all of our locations worldwide, in the period from 2003–2004 the company's environmental impact underwent a comprehensive assessment by means of an extensive "Environmental Evaluation Questionnaire". Due to their many years of industrial use, the soil and ground water are contaminated at



CASA stands for Quality (CALIDAD), Health and Safety (SEGURIDAD & SALUD) and Environment (MEDIO AMBIENTE).

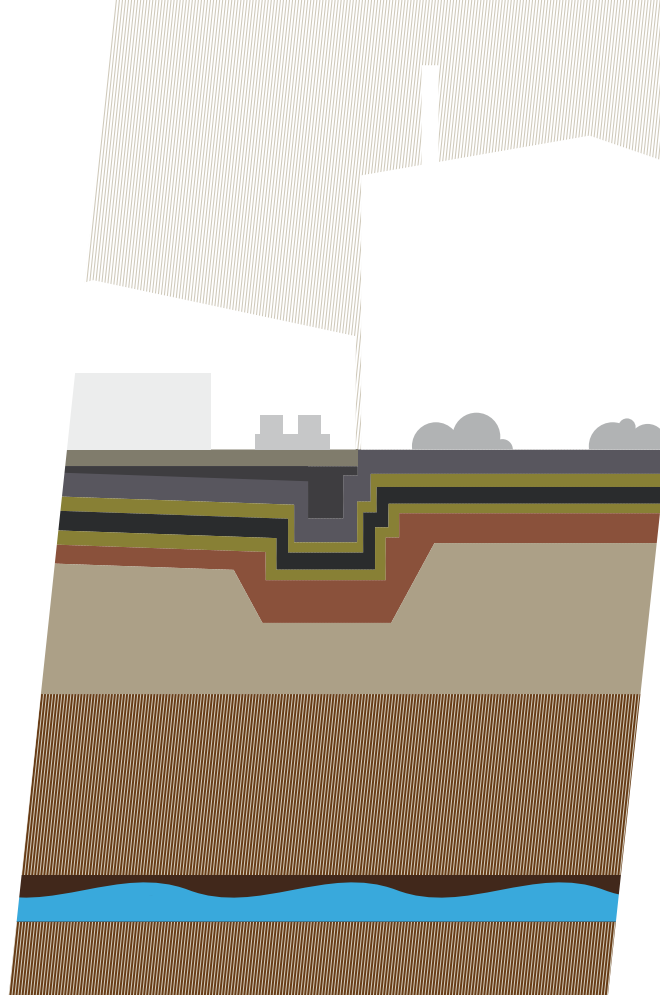
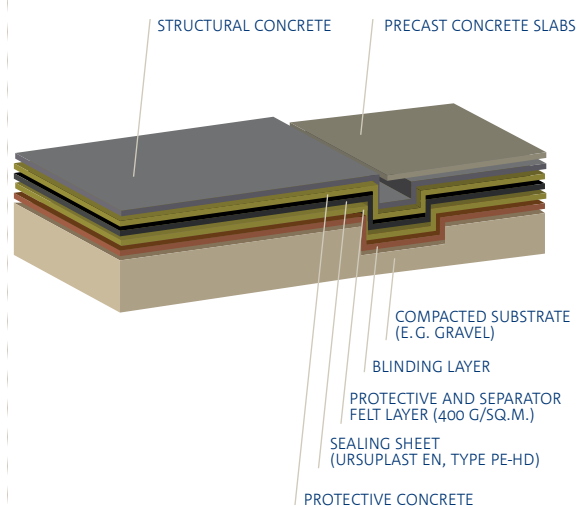


See "[RESOURCE EFFICIENCY](#)" chapter from page 22ff.



See [CASE STUDY](#) on page 21.

STRUCTURE OF FLOOR SEALING



many Brenntag locations due to historical issues. Clean-up measures are ongoing to address issues at these sites. The soil and ground water situation is now reviewed and recorded annually at all of our locations, in cooperation with external experts. At the same time, necessary measures are identified and implemented.

Brenntag's location in Duisburg, Germany, is an exemplary case study of how our holistic approach to protection of the three environmental media – soil, water and air – is put into practice:

The soil in the warehouse is protected through multiple layers, thus preventing contamination of the subsoil and the ground water. Double-walled tanks for acids and alkalis are also fitted with a collection tray. A separate closed circuit has been installed for the water used in the site's process engineering, in its extinguishing systems and for cleaning purposes. Industrial water is captured and then cleaned and treated in several phases before being fed into the public sewer systems just as in normal household water. Water quality is continuously monitored and documented. A large number of measures in and around our plant engineering systems

ensure air pollution control and exhaust air purification. For example, gas leakages during the process of transfer from the road tanker to the storage tank are prevented by means of a special gas displacement procedure; when drums and cans are filled, the company's sub-surface method prevents splashes and reduces emissions; exhaust air emitted during transfer processes is purified in air washers.

While there are local variations due to legal requirements in different countries as well as each plant's architectural history, all of Brenntag's sites implement appropriate soil, water and air protection measures. Our high environmental protection and safety standards are applicable throughout our Group, and we invest in appropriate infrastructure via modernization measures.



CASE STUDY

SAFE DRIVING AND TRANSPORTATION

Every day, Brenntag employees operate a large number of vehicles – trucks, tractors, trailers and forklift trucks – on our company's premises, on those of our customers and on public roads. This has serious risks and hazards associated with it and can cause significant harm to humans and the environment if accidents occur. Brenntag Asia Pacific is aware of these risks and has drawn up a comprehensive vehicle and transport safety scheme as part of its HSE "5-Star Facility Programme". This ensures that employees are able to operate vehicles and equipment expertly and safely throughout the region. The core components of the programme include driver training, the vehicles' good overall condition and the required safety equipment, both for vehicles as well as on the company's sites.

Drivers regularly undergo special safety training. This training includes hazardous goods classification, safe loading methods, behaviour in the event of an emergency, securing cargo and defensive driving. Employees' driving skills are regularly assessed by their superiors. Employees also receive inspection and maintenance training to ensure the vehicles operate at an optimal level. At the start of every working day, a safety meeting is held and vehicles and equipment are

checked. Brenntag Asia Pacific's drivers and operating personnel are also subject to unannounced alcohol and drug testing.

Employees are required to wear suitable safety equipment and clothing such as reflective vests while at work. All delivery vehicles are fitted with personal safety equipment as well as leakage protection systems which undergo regular checks. Pathways are marked and appropriately indicated on Brenntag Asia Pacific's premises. In places with poor visibility and in blind spots, convex mirrors have been fitted to prevent collisions and accidents involving forklift trucks, for example. Thanks to its vehicle and transport safety programme, Brenntag Asia Pacific has been able to reduce the number of accidents in the region (LTIR 2013: 0.4; LTIR 2014: 0.0) and to increase its employees' level of safety awareness.

SAFE WALKWAYS

Marked paths on the company's premises help to prevent accidents and collisions.



RESOURCE EFFICIENCY

SPARING AND OPTIMAL USE OF RESOURCES – A WORTHWHILE GOAL

See “SAFETY”
chapter from
page 14ff.

We aim to minimize the ecological impact of our business activities. Besides [protection of the environment](#), therefore, sustainable and optimal use of resources plays a key role at Brenntag. Through various measures we are seeking to use electricity, fuel, water and other materials as efficiently as possible and to reduce our emissions. At the same time, through its products and services Brenntag helps its customers to use resources sparingly.

Brenntag’s environmentally efficient products, processes and services help to reduce the ecological footprint while also lowering the company’s material, energy and disposal costs. Brenntag will establish a Group-wide CO₂ reporting system to enable a greater level of transparency in future and for improved measurement of the economic and ecological effects of its activities.

INTERNAL EFFICIENCY MEASURES

Brenntag aims to conduct its business activities as efficiently as possible. This includes the use of resources at our locations worldwide. Brenntag is implementing various efficiency-boosting measures in the context of local and regional outline conditions and legislative proposals, tailored to the company’s activities at each of its locations. These measures are frequently based on the data collected through the company’s occupational safety and environmental protection programmes, which provide information regarding the volume and nature of resources used. Our measures focus on the use of water and energy, waste reduction as well as transport and fleet management. A few practical examples from Brenntag’s regions follow, which provide an insight into the various measures which our company has implemented in relation to this issue.

CASA stands for Quality
(CALIDAD), Health and
Safety (SEGURIDAD &
SALUD) and Environment
(MEDIO AMBIENTE).

WATER: As part of its extensive [CASA](#) programme, Brenntag Latin America is regularly monitoring water use at all of its locations for documentation, analysis and control of the volume and nature of its use over time. Brenntag’s locations in this region have already implemented a large number of efficiency measures with this goal in mind. For example, they capture and store rainwater. This is used in sanitary facilities, for emergency showers and fire protection systems, for irrigation of green spaces and also in production processes.



-36%

THE LATIN AMERICA
REGION HAS CUT WATER
CONSUMPTION PER
TONNE OF GOODS SOLD
BY OVER A THIRD.

WORLDWIDE, BRENNTAG'S
LOCATIONS IMPLEMENT
APPROPRIATE MEASURES
TO ENSURE MAXIMUM
RESOURCE EFFICIENCY
FOR THEIR BUSINESS
ACTIVITIES.

Over the years, the measures implemented in Brenntag's Latin America region have lowered water use:

BRENNTAG LATIN AMERICA

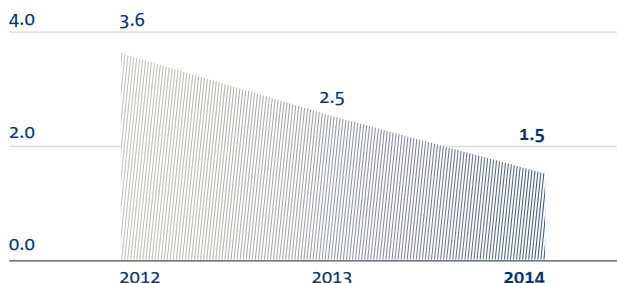
	2014	2013	2012
Water use per tonne product sold* (in litre)	68.3	94.1	106.4
Total water use (in million litres)	76.2	77.0	89.2

* Warehouse sales

Brenntag's location in Costa Rica serves as one example of this holistic approach: in a first phase, actual water use here was monitored in the company's office and warehouse buildings. Any identified leaks or uncontrolled use was eliminated. In a second step in 2014, various measures were implemented to enable the use of collected rainwater. During the rainy season, up to 6,000 litres of water are captured in containers on top of the roof of the company's main warehouse. Using only the force of gravity and a system of tubes, this water is fed to the location's various buildings and used here for a number of different purposes. Water-conserving sanitary installations have also been installed. Green spaces are no longer irrigated from above. This is now handled by means of a system of pipes which are directly linked up with the plants' roots. Overall, these measures have had a considerable impact: at this Brenntag location alone, water use has been reduced by more than half over a period of three years.

BRENNTAG COSTA RICA: WATER USE SIGNIFICANTLY REDUCED

IN MILLION LITRES



ENERGY: The Latin America region is also a role model for energy saving and shows how Brenntag's locations are working towards the goal of efficient use of resources. The warehouses at many locations in this region have been designed to enable natural lighting and natural ventilation. Many office buildings also receive natural light by means of so-called "solar tubes". Sensors and time switches for lighting systems and refrigerators reduce power consumption, as do energy-saving light sources. In Honduras, solar panels on the roof of the plant are used to heat water for production of Brenntag's AGROFEED fertilizer; in Brazil, solar cells power street lighting on the company's site.

BRENNTAG LATIN AMERICA

	2014	2013	2012
Energy use per tonne product sold * (in Megajoule)	16.2	15.7	14.6
Total energy use (in Megajoule)	12,243,642	12,814,532	18,049,803

* Warehouse sales

Despite the energy-saving measures listed above, energy use in this region has increased over the past three years. This is attributable to acquisitions as well as the expansion of several warehouse locations, including electrical equipment. Over the next few years, the energy saving measures applied in all the region as well as the best practices implemented in this area, are expected to be reflected in a reduced volume of energy use.

SOLAR POWER Brenntag's location in Honduras uses solar panels to heat water for its fertilizer production.



Through its "Project Respect" programme, Brenntag UK & Ireland has also monitored usage data for its 18 locations and for its vehicle fleet for several years now, with the goal of a reduction in its CO₂ emissions in the long term. A core focus of this project is the optimization of logistics processes. This includes employee training courses covering the area of environmentally efficient driving, energy efficiency measures such as the use of time-controlled lighting plus investments in reusable packaging. Over time, these measures have delivered a significant reduction:

BRENNTAG UK & IRELAND

	2014	2013	2012
CO ₂ emissions per 1.000 tonnes product sold *(in tonnes)	20.72	22.00	22.01
Total CO ₂ emissions (in tonnes)	22,952.73	22,919.40	22,930.65

* Warehouse and in direct sales

WASTE/RECYCLING: Brenntag maintains a close dialogue on the subject of waste/recycling with manufacturers and with the national umbrella associations of chemicals distributors. For instance, the latter have introduced various measures to reduce the volume of waste in the industry and to increase recycling rates. Many Brenntag entities have enrolled in these programmes and have established collection and recycling systems at their locations. They recycle drums and other containers for further use. Intensive and regular training of Brenntag employees covering the issues of handling, storage and transportation of chemical products also ensures that unnecessary waste is avoided right from the outset and reduces the volume of waste.

A concrete example is the “chemicals distributors’ deposit scheme for reusable chemicals packaging” which many of the firms belonging to the German chemicals trade association (Verband Chemiehandel, VCH) initiated in 1996. Since this time, a uniform deposit-based system has been successfully introduced for the supply and collection of reusable chemicals packaging. The Group’s German subsidiary Brenntag GmbH is a member of this scheme and has thus undertaken to adopt specific procedures for the supply and collection of reusable chemicals packaging. The joint goals of the scheme are as follows:

- / Careful handling of packaging, thus preserving its value;
- / Improved occupational safety for chemical distributors and their customers, by reducing the risks associated with residues and the unauthorized addition of foreign substances to empty containers;
- / Avoiding customers’ misuse of reusable chemicals packaging as mixing containers;
- / Improved safety for transportation of empty containers, by ensuring that they are in good condition, have been completely emptied, are properly sealed and appropriately labelled;
- / The return of empty containers and their recycling in line with applicable regulations – unnecessary waste is avoided by completely emptying containers and prohibiting the addition of any foreign substances or waste;
- / Orderly disposal of empty containers which are no longer usable, with the goal of recycling as much of the packaging materials as possible.

TRANSPORT/FLEET MANAGEMENT:

As a distributor, Brenntag causes air-polluting CO₂ emissions through its fleet of vehicles. Thanks to a well-organized route planning system and modern logistics management, Brenntag’s locations avoid unnecessary journeys

and limit fuel consumption and waste gas emissions as far as possible. Our drivers also receive regular training on the topic of resource-efficient driving.

Many Brenntag companies use modern telematics systems for their transport logistics, so as to optimize the use of their vehicle fleets. These generally include on-board computers, which register vehicles’ data and transmit this back to the depot. These telematics systems are also linked up to upstream and downstream business management software systems. This system registers various items of information concerning the merchandise transported and also the individual drivers,





EFFICIENT USE OF RESOURCES

Brenntag's trained employees avoid unnecessary waste in handling, storing, and transporting products and ensure that materials are used efficiently.

their routes and the individual vehicles. This data is clearly presented on a dashboard. In particular, this information includes driving times and durations, the number of stops, the maximum speed, kilometres driven and fuel usage.

On-board units also provide visual and acoustic signals which warn drivers if they are close to exceeding the permitted driving time. Drivers can visualize from directly within their vehicles their own driving performance in terms of their driving speed, engine speed, acceleration, braking and engine idling. These units thus provide transparency, enable environmentally-efficient driving and, not least, improve our drivers' occupational safety.

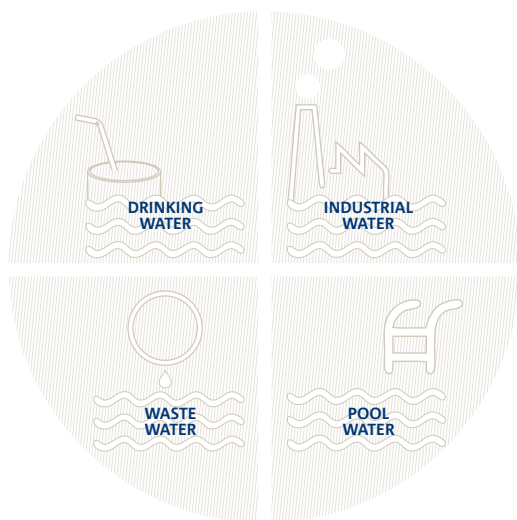
SUSTAINABLE SOLUTIONS FOR OUR CUSTOMERS

Through innovative products and tailor-made solutions, Brenntag helps its customers to preserve resources and to use them more efficiently in their business processes.

Brenntag's experts are frequently in demand for their in-depth expertise in the fields of chemicals, components, procedures, processes and application technologies. The following examples illustrate the added value associated with our services.

WATER TREATMENT: Brenntag serves customers in the field of water treatment worldwide. As well as a secure supply, this industry requires the highest quality standards in relation to a large number of biological, physical and chemical processes. In this case, Brenntag can rely on many years of experience and expertise in relation to water treatment process engineering.

SEGMENTS WATER TREATMENT



Our experts have specialist knowledge of every aspect of the industry, closely cooperate with the manufacturers, are familiar with applicable safety and quality regulations and advise customers on implementation.

Our portfolio of high-quality chemical products and application-specific mixtures, blends and formulations covers every water treatment issue and every phase of this process, including treatment of waste and process water, sludge treatment, treatment of drinking water and disinfection of swimming pools.

12,000
CUBIC METRES OF FRESH WATER ARE
SAVED ANNUALLY AT A CHILEAN COPPER
MINE THANKS TO BRENNTAG'S
CUSTOMER SOLUTION

Brenntag closely cooperates with its customers and provides expert advice: our technicians help to develop tailored formulations and give seminars and workshops, so as to optimize use and handling of products. Brenntag thus helps to improve the level of efficiency within the supply chain, with optimized use of resources and improved productivity for its customers.

One example of this is Brenntag's product **Clorious2**. This new type of stable chlorine dioxide solution efficiently and sustainably removes and prevents microbial infestations within water cycles. Among other benefits, it significantly reduces the volume of water use.



See **case study**
on page 30f.

A further example of Brenntag's water expertise involves a customer solution in Chile: to reduce the mining industry's use of scarce fresh water, seawater is now used for copper refining. However, this seawater has to be transported to the mines which are frequently situated well inland and requires energy-intensive desalination once there. To avoid these steps, a Brenntag customer has developed a technology which enables the use of seawater for copper sulphide treatment. Since 2014, it has used a solution consisting of sodium bisulphite powder and salt water which Brenntag Chile manufactures on site. Brenntag constructed a dilution plant which it operates at the mine for this purpose. This has not only reduced the costs for the customer but has also improved the environmental footprint: with a full rate of utilization, annual use of fresh water has been reduced by an estimated 12,000 cubic metres, while annual CO₂ emissions have been cut by an estimated 1,000 tonnes as more than 400 tanker lorry trips to the mine are saved every year.

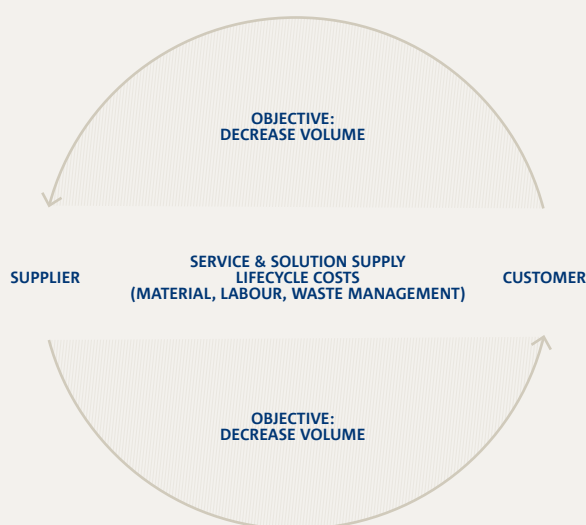
FUELS: Vehicle emissions are one of the key causes of air pollution and the greenhouse effect. Brenntag's AdBlue/Diesel Exhaust Fluid (DEF) product helps to reduce diesel engines' harmful nitrogen oxide and soot particle emissions. Brenntag distributes this product under different names on different continents: AdBlue in much of Europe and now also in Asia Pacific, DEF in North America. AdBlue/DEF is a high-purity chemical which consists of urea and demineralized water. Brenntag delivers the mixture to its customers in quantities matching their individual requirements. Each batch includes a quality certificate guaranteeing the purity of the product.

CHEMICAL LEASING – A SUSTAINABLE BUSINESS MODEL

Through chemical leasing, Brenntag offers its customers an innovative, service-oriented and sustainable business model whereby customers pay for the benefit which they realize through a chemical product. The supplier (in this case, Brenntag) is paid on the basis of functional units within the process – e. g. the volume of water purified – instead of the volume of the chemical supplied for the cleaning process. Chemical leasing fulfils a joint objective for both the supplier and the customer: to achieve the desired effect while using the lowest possible volume of chemicals. Both parties have an incentive to achieve a further reduction in their use of chemicals through process optimizations. Where necessary, Brenntag thus provides in-depth technical advice for its customers as well as supplementary services to ensure that this business model works for both parties. Chemical leasing is particularly attractive in the areas of cleaning, heating/cooling, coatings, paints and finishes and also waste water treatment.

CHEMICAL LEASING MODEL

ALIGNED OBJECTIVE





For diesel engines fitted with selective catalytic reduction (SCR) technology, a precisely dosed quantity of this urea solution is sprayed into the exhaust flow. This results in a chemical reaction which produces ammonia. Once this passes the catalytic converter together with the nitrogen oxide, the latter is converted into water and nitrogen in the form of harmless molecules which are also present in the air we breathe.

Demand for AdBlue/DEF has increased due to the mandatory introduction in many countries of SCR technology in the diesel engines of commercial vehicles as well as other statutory regulations requiring lower emissions. Brenntag is one of the leading providers of this sustainable product as well as related services (storage, filling and transportation) and thus helps to reduce the level of air pollution associated with heavy vehicle traffic.

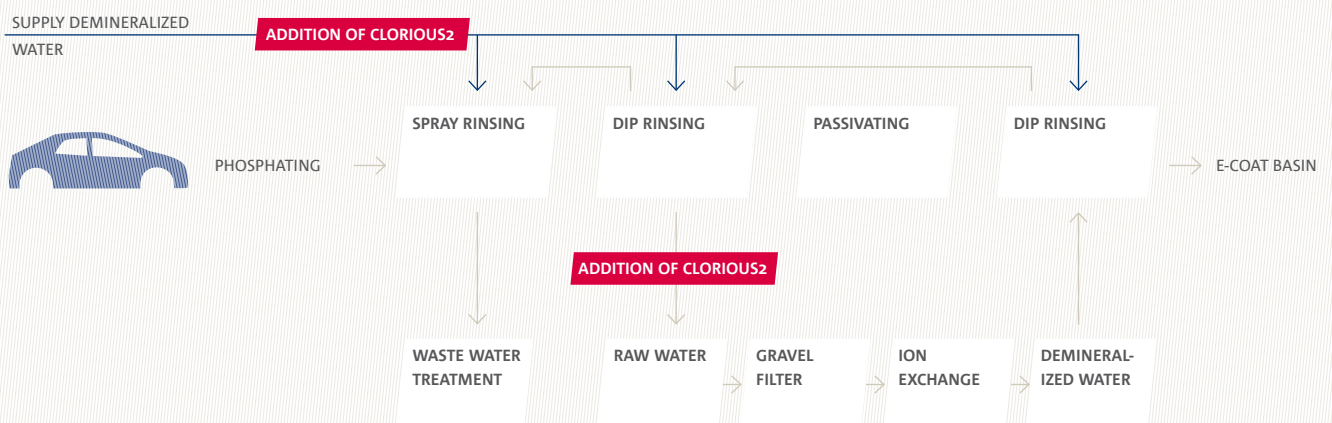
FERTILIZERS: For over 15 years, Brenntag Latin America has produced and distributed a series of liquid fertilizers under its AGROFEED brand. These products involve a combined fertilization and irrigation concept developed by experts in cooperation with Brenntag. Using a special method, the primary nutrients nitrogen, phosphate and potassium carbonate are enriched with calcium and magnesium. In a composition and dosage which is specially mixed for the customer, these liquid fertilizers are directly added to the irrigation system for plants, improving their uptake of these nutrients. This system uses less fertilizer than other methods require to achieve the same effect, and the tubes of the irrigation system do not need to be cleaned as frequently. With its AGROFEED products, Brenntag offers its customers in Latin America an environmentally friendly and also cost-efficient solution and is thus helping to improve sustainability in agriculture.

VERSATILITY Brenntag can rely on many years of experience and expertise in relation to water treatment process engineering. Our portfolio of high-quality chemical products and application-specific mixtures, blends and formulations covers every water treatment issue and every phase of this process.

SUSTAINABLE IMPACT Brenntag's product "Clorious2" removes and prevents microbial infestations within water cycles and thus contributes to increased sustainability and efficiency within the bodywork pretreatment process.



APPLICATION OF CLORIOUS2 IN CAR BODY PRETREATMENT



CASE STUDY

CLORIOUS2 – A SUSTAINABLE SOLUTION FOR THE AUTOMOBILE INDUSTRY

Due to the statutory ban on the use of toxic heavy metals (e.g. nickel and chrome VI) in bodywork pretreatment, the automobile industry faces tough challenges due to microbial infestation. This leads to large numbers of germs in the functional baths for the surface treatment process and, above all, in the immersion rinsing zones filled with fully desalinated water between the individual coating processes. Biofilms and slime films form in the basins as well as in inaccessible areas of the system such as pipelines. This results in a series of recurrent, time- and cost-intensive conditions which affect production, consume additional resources, permanently damage the equipment and adversely affect the surface quality of the bodywork.

Through its product “Clorious2”, Brenntag offers automobile manufacturers an efficient and sustainable solution for the removal of microbial infestation and – even more importantly – for its permanent prevention. This new type of chlorine dioxide solution is used as an oxidizing agent and disinfectant in the water recirculating systems of the rinsing zones during the bodywork pretreatment process – with many positive effects.

Brenntag offers Clorious2 as part of a holistic concept: the toxic gas chlorine dioxide is liquefied in a concentrated solution and transported in a specially designed container which complies with the highest safety standards (while resembling a normal drum) and can be used directly from this container. The chlorine dioxide agent completely decomposes during the process. Clorious2 does not contain any undesirable or harmful by-products and only biologically decomposable products result during its use (“green fingerprint”).

Moreover, Brenntag distributes this product on the basis of its “chemical leasing model”. Brenntag thus charges for the quantity of process water treated instead of the quantity of Clorious2 sold. This results in a win-win situation, since both the client and Brenntag have an interest in efficient use of Clorious2.

	Changes thanks to the use of Clorious2	Further advantages
Use of microbiology in the production process	Measurable reduction in the volume of bacteria, fungi, yeast and algae; removal of existing biofilms in the long term; more stable process water quality	No bio-corrosion; careful treatment of the equipment in the long term means greater longevity; less maintenance; fewer cleaning intervals; reduced use of bag filters means less waste
Use of biocides	Reduction of more than 40% in the biocide quantities used; improvement in the range of effects and without oxidative stress for ion exchange resins	Immediate improvement in water quality; reduced quantities of waste water
Water use	Reduction of approx. 20% in water use; reduced use of pumps	Improved environmental footprint thanks to reduction in use of water and electricity; lower costs for effluent water treatment
Occupational safety	Minimization of health risks due to the reduction in the level of microbial contamination; use of a special, contact-free Clorious2 removal system	Low level of risk for employees

SUPPLY CHAIN RESPONSIBILITY

WORKING TOGETHER FOR SHARED SUCCESS

See **COMPANY PROFILE**
and **GRAPH**
SUPPLY CHAIN
on pages 6 and 7.

As the global market leader in chemical distribution, Brenntag plays a key role within the industry's **supply and value chain**.

Brenntag

- / has a range of more than 10,000 industrial and specialty chemicals products,
- / sourced from several thousand suppliers,
- / for approx. 170,000 customers,
- / with more than 490 locations in 72 countries.
- / In 2014, the total cost of materials amounted to EUR 7.94 billion (2013: EUR 7.78 billion).

Brenntag is aware of the responsibility which comes with this position. The safety and quality of chemical products and services can only be ensured through the joint commitment of all stakeholders within the chemical industry. Sustainability issues such as health, safety and environmental protection, working practices, supplier management and governance are increasingly important criteria when choosing business partners and making purchasing decisions.



2015 EcoVadis scoring:
**SILVER STATUS FOR
BRENNTAG**

Brenntag maintains a close and ongoing dialogue with its suppliers and customers – through its regional and global procurement and distribution structures as well as its HSE organization. Over the past few years, there has been an increasing demand – particularly on the part of customers – for information concerning the issues of sustainability. Brenntag is responding to these needs by ensuring that our sustainability performance is transparent and measurable, e.g. through sustainability reports, EcoVadis scoring, and issue-specific audits at our locations.

Brenntag also contributes to increased levels of information and safety within the supply chain by providing safety data sheets, which are delivered in bulk to all of our customers with every product sold. In 2014, Brenntag Europe alone sent more than 450,000 safety data sheets to its customers, mainly electronically.

ECOVADIS SCORING

To ensure the transparency of its own sustainability performance and to satisfy its customers' requirements, Brenntag undergoes external assessment by EcoVadis, a leading provider of sustainability assessments. Performance is evaluated in terms of four different categories: environment, labour practices, fair business practices and sustainable procurement. EcoVadis awards scoring points on the basis of the responses that the assessed company provides in a comprehensive online questionnaire as well as its accompanying documentation. EcoVadis evaluates approx. 6,000 companies every year in this way, in around 150 different industrial sectors in 95 countries.

In its February 2015 assessment, Brenntag was awarded 47 points and thereby upgraded to **silver status**. Brenntag is keen to achieve further scoring improvements. To this end, it is currently reviewing the possibility of further measures within its various business segments.

Moreover, since mid-2015, Brenntag has encouraged its own suppliers to undergo an EcoVadis self-assessment, in order to achieve greater transparency regarding the sustainability performance within the supply chain. Brenntag aims to initiate around 200 assessments per year from 2015 onwards and to review the findings.

CASE STUDY

“TOGETHER FOR SUSTAINABILITY” – THE INDUSTRY INITIATIVE

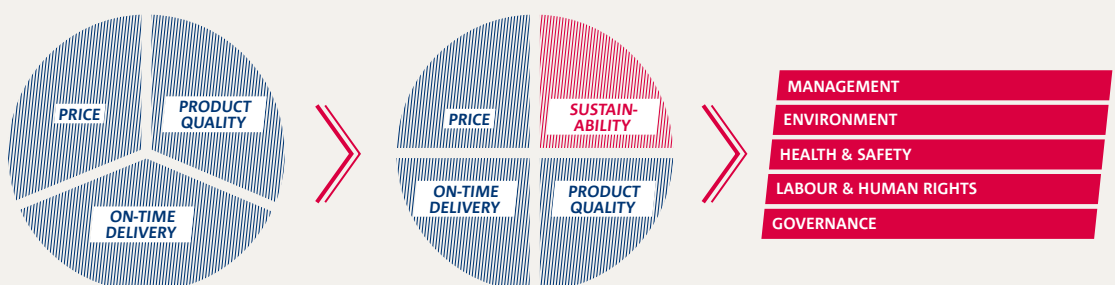
As an association of renowned international chemical companies, the “Together for Sustainability” (TfS) initiative is based on the idea of working together to promote sustainability. Founded in 2011 by BASF, Bayer, Evonik, Henkel, Lanxess and Solvay, the initiative’s membership is continuously growing. The common goal is to develop and implement a global audit programme for suppliers, in order to improve sustainability within the chemical industry’s supply chain and to set industry standards. In July 2015, Brenntag was the first chemical distributor who became a member of TfS: as a member, Brenntag is part of a recognized sustainability network and is able to adopt established standards and instruments and thereby further professionalize its own sustainability approach. Since October 2014, Brenntag is already participating in the initiative through working groups, and plans to fully complete the TfS onboarding process by 2016.

“The members of TfS are convinced that the chemical industry can only achieve change in the area of sustainability by acting in unison. We bring together the relevant industry players with this goal in mind. As the global market leader in chemical distribution, Brenntag is an important link in the supply chain and will help to improve the sustainability performance of the industry as a whole. That is why, in 2014, we invited the company to apply for TfS membership and we are confident that Brenntag will fulfil our demanding requirements,” says Ruediger Eberhard, Chief Procurement Officer of Evonik Industries and TfS President.

www.tfs-initiative.com



SUSTAINABILITY IS BECOMING A KEY ASPECT WITHIN THE SUPPLY CHAIN



EMPLOYEES

QUALIFICATION AND MOTIVATION – WORKING FOR BRENNTAG

With their expertise, their skills and their dedication, our employees are a cornerstone of our company's success. Together with their commitment, our employees' high level of qualification and their targeted development are prerequisites for Brenntag's long-term competitiveness. The recruitment, retention and development of the best employees are one of Brenntag's strategic objectives. This is why Brenntag positions itself as an attractive employer that offers its employees good working conditions and a working environment that motivates them.

HUMAN RESOURCES MANAGEMENT

Brenntag's operational human resources management activities are handled on-site in its regions and at its various locations. True to our company's overarching goals and values, programmes and measures are implemented here in the areas of personnel recruitment, support and development. Experienced HR managers assist our employees in all human resources issues as well as in their development within the company. Every Brenntag region provides needs-oriented training measures that employees can make use of in accordance with their duties and the requirements of their position.

In 2014, the central position of "Global Human Resources Director" was established as part of our strategy to position Brenntag as the preferred employer globally in the field of chemical distribution. The goal is the ongoing development and management of the company's global HR strategy, whereby long-term personnel development and succession planning for management positions are key priorities.


EMPLOYEE STRUCTURE

As at December 31, 2014, Brenntag's total workforce amounted to 13,870 employees, an increase of 439 employees, or 3.3%, on the previous year. This increase reflects our Group's growth strategy and has resulted from the expansion of our capabilities in the Asia Pacific region as well as the acquisitions made in 2014, among other things. Nearly 90% of Brenntag's workforce are employed outside Germany.

PERSONNEL AND EXECUTIVE DEVELOPMENT

Through a large number of training courses and measures, Brenntag helps its employees to comply with ever more stringent national and international requirements and supports their professional and personal development. In order to meet local requirements, individual locations are responsible for specific personnel development measures and their management. In every region, employees receive training in accordance with their duties in the company and their individual development needs. Occupational safety is a key area of focus for training. Our employees' safety is one of Brenntag's most important priorities and basic values. Worldwide, we operate in accordance with the "Safety First" principle. Our training measures also include technical seminars, courses and workshops in fields such as sales, logistics, chemistry, environmental protection and quality management, as well as personal development measures such as intercultural training, negotiating skills, presentation techniques and conflict management.

To ensure the timely preparation of junior managers to take on more advanced tasks with management responsibility, various programmes for their development are offered at a regional level that are aligned with the specific requirements of Brenntag's various regions and countries as well as local conditions. At the "HRM Expo" trade fair, Brenntag's

 For information on occupational safety, please see the "SAFETY" chapter starting on page 18.



EMPLOYEES BY REGION

	Dec. 31, 2014		Dec. 31, 2013	
		in %	abs.	in %
Europe	6,529	47.1	6,360	47.4
North America	4,116	29.7	3,990	29.7
Latin America	1,452	10.4	1,422	10.6
Asia Pacific	1,652	11.9	1,538	11.4
Other segments	121	0.9	121	0.9
Brenntag Group	13,870	100.0	13,431	100.0

EMPLOYEES PER AREA OF WORK

	Dec. 31, 2014		Dec. 31, 2013	
		in %	abs.	in %
Sales	5,225	37.7	4,930	36.7
Distribution	1,905	13.7	1,877	14.0
Warehouses	4,282	30.9	4,141	30.8
Administration	2,458	17.7	2,483	18.5
Brenntag Group	13,870	100.0	13,431	100.0

EMPLOYEES BY GENDER

	Dec. 31, 2014		Dec. 31, 2013	
		in %	abs.	in %
Women	4,670	33.7	4,512	33.6
Men	9,200	66.3	8,919	66.4
Brenntag Group	13,870	100.0	13,431	100.0

EMPLOYEE FLUCTUATION

	2014	2013
	in %	in %
Brenntag Group	6.5	5.8

|||||

The number of employees indicated has been calculated on the basis of the Group's headcount as at the end of the past year.



PERSONNEL DEVELOPMENT Brenntag's executive management programme BOSS serves the development of the individual abilities and management skills of our company's experienced key players worldwide.

German national organization received a silver medal for the "2013/2014 International German Training Prize" from the German professional association for trainers, advisers and coaches (Bundesverband für Trainer, Berater und Coaches, BDVT e.V.).

In accordance with the Group's growth strategy, the "Brenntag Organic Sustainable Strategies" (BOSS) executive management programme, which was developed specially for Brenntag, promotes global human resources development. This programme is run by INSEAD, one of the world's largest and most prestigious graduate business schools, and serves the development of the individual abilities and management skills of our company's experienced key players worldwide. This programme also promotes the systematic, international knowledge transfer at management level.

HEALTH AND WORK-LIFE BALANCE

Brenntag actively promotes its employees' health as well as a work-life balance. In each of Brenntag's regions, there are measures that reflect the local social norms and conventions. For instance, in countries with inadequate social security arrangements, these measures include supplementary private health insurance. In addition, Brenntag organizes information events covering health issues or makes a financial contribution to preventative measures.

The compatibility of their family and professional needs is a further key factor in employees' job satisfaction. Flexible working time models are available at many locations, to support employees who have children or who are caring for relatives.

DIVERSITY AND EQUAL OPPORTUNITIES

Brenntag benefits from its employees' diversity and sees this as an important factor for the success and the competitiveness of its business. The recruitment, employment and development of employees solely reflect their qualifications and abilities in relation to their respective duties.

Brenntag will never discriminate against its employees, business partners or third parties on grounds of their race, ethnic origin, gender, marital status, age, religion or belief, skin colour, disability or sexual orientation. These principles are laid down in our own "Code of Business Conduct and Ethics".

REMUNERATION AND PENSION SCHEMES

Brenntag's remuneration policy is defined by factors such as cost-effectiveness, competitiveness, attractiveness and fairness. Employees' qualifications, experience and level of responsibility are paramount criteria.

There are both defined benefit and defined contribution pension plans for the employees of the Brenntag Group. The pension obligations differ due to the legal, tax and economic conditions of the respective country and depend on the number of years of service and the pay grade of the respective employee.



CASE STUDY

E-LEARNING AT BRENNTAG

Since 2014, Brenntag's regions have gradually rolled out a global learning management system that supports compliance with Brenntag's guidelines as well as relevant laws and regulations. Employees are able to access a virtual e-learning tool online, at any time and anywhere. This system offers the full range of modern training measures, including presentations, videos and additional reference materials. This new system sensibly complements Brenntag's range of training courses in its various regions.

The tool enables the Group's human resources departments to manage mandatory further training courses – e.g. for central compliance issues such as anti-trust law and Brenntag's code of conduct – and thus supports the Group's local management teams. Using this e-learning tool, every Brenntag employee will be required to undergo training that covers the company's Code of Business Conduct and Ethics in future.



The Latin America region pioneered this system in 2014 and now uses it across the region, currently offering more than 300 courses in the fields of business and management skills, chemistry and industry expertise, HSE, sales and quality management.

This tool is currently being implemented in Europe; the Asia Pacific and North America regions will follow successively. Course content can be adjusted in line with national considerations, whether in terms of legal issues or due to differences between the Group's various business units and locations.



COMMUNITY

TAKING RESPONSIBILITY – AT A LOCAL LEVEL

With its more than 490 sites worldwide, Brenntag is present in many local communities – as an employer, a business partner and a neighbour. We see ourselves as part of these communities, as a “corporate citizen”, and we maintain a close dialogue with them. Brenntag and its employees assume social responsibility at a local level in various ways – by contributing funding, donations in kind, expertise and personal commitment.

Local needs vary in line with governmental, cultural and structural differences in the many countries in which Brenntag operates. Brenntag’s sites therefore make their own decisions on where and how to get involved, in order to provide the best possible support.

PROMOTING EDUCATION

The promotion of education is a focus of Brenntag’s activities in all of its regions. A large number of sites cooperate with schools and universities in order to encourage young people’s interest in chemistry and our industry, to sensitize them regarding the handling of chemicals and to support their education. In view of the company’s broad range of activities, only a few examples can be provided here.

For many years now, Brenntag North America has sponsored the national “You Be The Chemist” school competition, organized by the National Association of Chemical Distributors. Through internships and open days, Brenntag Asia Pacific offers students in countries such as Thailand and Malaysia the chance to gain practical experience; in Chile, Brenntag Latin America supports industrial school students’ dual training programme. Twice a year, the German subsidiary presents the “Brenntag-Award”, which is endowed with prize money, to the best graduate of the “Business Chemistry” course of study at the Heinrich-Heine-University in Düsseldorf. Brenntag Turkey participates in a special support scheme for women and provides traineeships for selected female students from universities

in south-eastern Anatolia. In partnership with the “Society of Women Engineers”, Brenntag North America provides college scholarships for young women.

LOCAL COMMITMENT

Many Brenntag sites have signed mutual aid agreements in their respective communities. For instance, in North and Latin America, Brenntag provides financial support for the local fire brigade, police and emergency services, as well as equipment and technical expertise in the form of joint exercises and seminars. We also provide aid in case of acute emergencies: in the Philippines in 2014, Brenntag together with a partner provided the victims of typhoon Haiyan with a mobile water treatment van.

In many cases, Brenntag employees get involved personally, collecting money and donations in kind or investing time and manpower in support of charitable causes. In North America, for instance, Brenntag has closely cooperated with the non-profit organization “Habitat for Humanity” for many years now: here, Brenntag employees help to build secure and affordable housing for the needy. Assistance for families in need is also a goal pursued by the “Hogar de Cristo” association, to which Brenntag’s employees in Ecuador donate part of their salary. Brenntag matches the funds raised.



REPORT PROFILE

ABOUT THIS REPORT

The reporting period of this Sustainability Report covers the 2013 and 2014 financial years of Brenntag Group (January 1, 2013 to December 31, 2014) and thus follows on from the 2013 Sustainability Report published in August 2013. Any deviations in the reporting periods for individual data and contents are noted separately. From 2015 Brenntag will publish these reports annually. The next sustainability report will thus appear in 2016.

Brenntag's 2015 Sustainability Report follows the guidelines of the Global Reporting Initiative (GRI). GRI has confirmed that the report was prepared according to the GRI G3 Guidelines, at Application Level B. This report has not been subject to any further external confirmation (audit). For details of the summarized GRI index, please see pages 41 to 44.

This 2015 Sustainability Report is also an annual progress report (Communication on Progress – COP) for the United Nations Global Compact (UNGC), which Brenntag joined in October 2014. This report has therefore also been published on this organization's website www.unglobalcompact.org.

As a rule, this Brenntag sustainability report covers all Group companies and business units in which Brenntag has a shareholding of more than 50%. You will find a list of Brenntag's key shareholdings on pages 225 ff. of Brenntag's 2014 Annual Report. Any deviations from these coverage parameters are identified in the relevant section of the report.

We have limited ourselves to reporting key sustainability issues and activities for Brenntag and have opted for a brief

presentation of this information. We have prepared this report in accordance with the principles of balance, clarity, accuracy, timeliness, comparability and reliability.

The contents and data provided in this report have been determined by means of internal processes. They derive from Brenntag's existing management systems and from official company documents and have been obtained from the operational units of Brenntag's regions as well as the responsible corporate departments. The contents of this report have been reviewed by employees with the relevant specialist expertise.

Its contents also reflect the results of regular dialogue with our stakeholders.

The data published in this report have been compiled and processed with meticulous care. However, we are unable to completely rule out the possibility of transmission errors.

On grounds of legibility, we use the term "employees" throughout this report. This includes both male and female employees.

GRI INDEX

GRI has confirmed that the report was prepared according to the GRI G3 Guidelines, at Application Level B.



INDICATOR	REFERENCE	COMMENT	UN GLOBAL COMPACT PRINCIPLES
1 Strategy and Analysis			
1.1 Foreword from the CEO	Page 3		■
1.2 Key impacts, risks, and opportunities	Pages 8, 14, 22, 32; Annual Report p. 128–132		■
2 Organizational Profile			
2.1 Name of the organization		Brenntag AG	■
2.2 Primary brands, products, and services	Inner cover page, Annual Report p. 74, www.brenntag.com/de/pages/servicesProducts/index.html		■
2.3 Operational structure of the organization	Pages 6–7, Annual Report p. 74–75, 225–233		■
2.4 Location of organization's headquarters		Mülheim/Ruhr	■
2.5 Countries with major operations	Pages 6–7		■
2.6 Nature of ownership and legal form	Annual Report p. 43, 74–75		■
2.7 Markets served	Annual Report p. 74–75		■
2.8 Scale of the reporting organization	Inner cover page, Annual Report fold out pages, Annual Report p. 144–145		■
2.9 Significant changes regarding structure or ownership	Page 40		■
2.10 Awards received in the reporting period	Pages 17, 36		■
3 Report Parameters			
3.1 Reporting period	Page 40		■
3.2 Date of most recent previous report	Page 40	2013	■
3.3 Reporting cycle	Page 40	Annually	■
3.4 Contact point for questions regarding the report	inner cover page	Imprint	■
3.5 Process for defining report content	Pages 8, 13, 40		■
3.6 Boundary of the report	Page 40		■
3.7 Limitations on the scope of the report	Page 40		■
3.8 Basis for reporting on joint ventures, subsidiaries, etc	Page 40		■
3.9 Data measurement techniques and bases of calculations	Page 40		■
3.10 Explanation of any re-statement of information provided in earlier reports	Page 40		■
3.11 Significant changes in the scope, boundary, or measurement methods		There are no significant changes in the methods and content compared to the content published in the 2013 Sustainability Report that needed to be retroactively corrected.	■
3.12 GRI content index	Pages 41–44		■
3.13 External assurance for the report		This report has not been subject to any external confirmation (audit).	■
4 Governance, Commitments, and Engagement			
4.1 Governance structure, including responsibility for sustainability	Pages 8–9, Annual Report p. 49–53, 54–55		1–10 ■
4.2 Independence of Supervisory Board		In accordance with German law, the duties of the CEO and those of the Supervisory Board are strictly separated from each other.	1–10 ■
4.3 Control body or independent members of the highest governance body		In accordance with German stock corporation law, Brenntag AG has a dual management system, comprising the Board of Management and the Supervisory Board.	1–10 ■

■ Fully reported
■ Partially reported
□ Not reported

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Core Indicator
Additional indicator

INDICATOR	REFERENCE	COMMENT	UN GLOBAL COMPACT PRINCIPLES	
4.4	Shareholder and employee recommendations to the Executive Board	Page 11, Annual Report p. 43, 46	1–10	■
4.5	Linkage between Executive Board compensation and sustainability performance	Annual Report p. 103–105	1–10	■
4.6	Processes to avoid conflicts of interest	Pages 9–11	1–10	■
4.7	Executive Board members' expertise on sustainability	www.brenntag.com/management	1–10	■
4.8	Mission statement, codes of conduct, and corporate values	Pages 6, 9	1–10	■
4.9	Executive Board and Supervisory Board-level processes for overseeing the organization's risks and opportunities regarding sustainability	Page 8, Annual Report p. 123–126	1–10	■
4.10	Processes for evaluating Executive Board performance	The highest management body at Brenntag is evaluated according to long-term commercial success.		■
4.11	Consideration of the precautionary approach	Annual Report p. 78, 123–126	7	■
4.12	Participation in external initiatives	Pages 3, 9, 12	1–10	■
4.13	Memberships	Pages 8, 33, www.brenntag.com	1–10	■
4.14	List of stakeholder groups engaged by the organization	Page 13		■
4.15	Identification and selection of stakeholders	Page 13		■
4.16	Stakeholder engagement	Page 13		■
4.17	Consideration of stakeholders' interests	Page 13, 33		■
ECONOMIC INDICATORS				
	Disclosure on management approach	Annual Report p. 76–78	1, 4, 6–7	■
EC1	Direct economic value generated and distributed	Annual Report fold out pages, Annual Report p. 142, 179		■
EC2	Financial implications of climate change		7	□
EC3	Organization's defined benefit plan obligations	Annual Report p. 178, 192		■
EC4	Financial assistance received from the government			□
EC5	Ratios of standard entry level wage compared to local minimum wage		1	□
EC6	Policy, practices, and spending on local suppliers			□
EC7	Procedures for local hiring		6	□
EC8	Infrastructure investments and services provided primarily for public benefit			□
EC9	Type and scope of significant indirect economic impacts			□
ENVIRONMENT				
	Disclosure on management approach	Pages 22, 32–33	7–9	■
EN1	Weight/volume of the materials used	As a chemical distributor, we purchase and sell manufactured products. No production that requires the use of materials takes place in the conventional sense.	8	■
EN2	Percentage of materials used that are recycled input materials	See EN1	8–9	■
EN3	Direct energy consumption		8	□
EN4	Indirect energy consumption	Page 24	8	■
EN5	Energy saved	Pages 24, 25	8–9	■
EN6	Initiatives to provide products/services with a higher energy efficiency	Pages 24, 26, 31	8–9	■
EN7	Initiatives to reduce indirect energy consumption	Page 24	8–9	■
EN8	Total water withdrawal	Pages 22–24	8	■
EN9	Sources affected by water withdrawal		8	□
EN10	Percentage of water recycled and reused	Pages 22–24	8–9	■
EN11	Land owned/used in or adjacent to protected and high-biodiversity areas	Brenntag's locations are usually located in industrial areas and not in areas of conservation. Conventional motorways, roads and streets are used for transportation. If these pass through areas of conservation, Brenntag adheres to the corresponding legal requirements (e.g. bans on transporting certain hazardous materials through these areas).	8	■

■ Fully reported
■ Partially reported
□ Not reported

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Core indicator
Additional indicator

INDICATOR	REFERENCE	COMMENT	UN GLOBAL COMPACT PRINCIPLES	
EN12	Significant impacts on biodiversity	See EN11	8	■
EN13	Habitats protected or restored		8	□
EN14	Management of impacts on biodiversity		8	□
EN15	Number of affected species on the IUCN Red List and other lists		8	□
EN16	Direct and indirect greenhouse gas emissions	Page 24	8	■
EN17	Other relevant greenhouse gas emissions		8	□
EN18	Initiatives to reduce greenhouse gas emissions	Pages 24, 25, 27–28	7–9	■
EN19	Ozone-depleting substances		8	□
EN20	NO, SO, and other significant air emissions		8	□
EN21	Water discharge		8	□
EN22	Weight of waste	Page 24	8	■
EN23	Significant spills	There were no significant spills during the reporting period.	8	■
EN24	Waste deemed hazardous under the terms of the Basel Convention		8	□
EN25	Water bodies affected by discharges of water and runoff		8	□
EN26	Initiatives to mitigate environmental impacts of products and services	Pages 26–29	7–9	■
EN27	Percentage of products with reused packaging	Pages 24–25	8–9	■
EN28	Fines/sanctions for non-compliance with environmental laws and regulations	There were no fines paid during the reporting period.	8	■
EN29	Environmental impacts of transporting products, goods, and employees	Pages 265–26	8	■
EN30	Total environmental protection expenditures and investments	Annual Report p. 190	7–9	■
LABOUR PRACTICES AND DECENT WORK				
	Disclosure on management approach	Pages 14–16, 34	1, 3, 6	■
LA1	Workforce by employment type, employment contract, and region	Page 35		■
LA2	Employee turnover	Page 35	6	■
LA3	Benefits provided to full-time employees			□
LA4	Employees covered by collective bargaining agreements		1, 3	□
LA5	Notice periods regarding significant operational changes		3	□
LA6	Workforce representation in health and safety committees		1	□
LA7	Injury, absenteeism and fatalities	Page 19	1	■
LA8	Training, counseling, and risk-control programmes regarding serious diseases	Pages 18–19, 34–36, 38	1	■
LA9	Agreements with trade unions on health and safety topics		1	□
LA10	Hours of training			□
LA11	Skills management and lifelong learning	Pages 34–37		■
LA12	Employees receiving regular performance and career development reviews			□
LA13	Diversity of senior management and staff structure	Page 35, www.brenntag.com/aufsichtsrat (supervisory board)	1, 6	■
LA14	Ratio of basic salary of men to women	Page 36	1, 6	■
HUMAN RIGHTS				
	Disclosure on management approach	Pages 8–11, 32–33	1–6	■
HR1	Investment agreements that include human rights clauses		1–6	■
		For every company acquisition, aspects such as compliance and employment agreements are examined in addition to commercial factors as part of due diligence. We disclose information about these transactions in the annual report.		
HR2	Percentage of suppliers and contractors that have undergone screening		1–6	■
		To date, we have not screened our suppliers for compliance with human rights. We will initiate a screening process in August 2015.		
HR3	Hours of employee training on human rights aspects		1–6	□
HR4	Incidents of discrimination and actions taken	Pages 11–12	1–2, 6	■

■ Fully reported
 ■ Partially reported
 □ Not reported

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Core Indicator
 Additional indicator

INDICATOR	REFERENCE	COMMENT	UN GLOBAL COMPACT PRINCIPLES	
HR5	Operations at risk and actions to support freedom of association	By signing up to the UNGC, we initiated a global investigation within the Group. We did not identify any business units where freedom of association is restricted.	1–3	■
HR6	Operations at risk and measures to eliminate child labour	By signing up to the UNGC, we initiated a global investigation within the Group. We did not identify any business units where there was a risk of child labour.	1–2, 5	■
HR7	Operations at risk and measures to eliminate forced and compulsory labour	By signing up to the UNGC, we initiated a global investigation within the Group. We did not identify any business units where there was a risk of forced labour.	1–2, 4	■
HR8	Security personnel trained in aspects of human rights		1–2	□
HR9	Incidents of violations involving rights of indigenous people		1–2	□
SOCIETY				
	Disclosure on management approach	Pages 8–11	10	■
SO1	Management of impacts on local communities	Pages 13, 38		■
SO2	Percentage/number of business units analyzed for risks related to corruption	Pages 9–11	10	■
SO3	Employees trained in anti-corruption policies and procedures	Page 11	10	■
SO4	Actions taken in response to incidents of corruption	Pages 11–12	10	■
SO5	Public policy positions, participation in public policy development, and lobbying		1–10	□
SO6	Contributions to politicians, and political parties		10	□
SO7	Legal actions for anti-competitive behavior	Annual Report p. 131		■
SO8	Fines/sanctions for non-compliance with laws and regulations	Annual Report p. 131		■
PRODUCT RESPONSIBILITY				
	Disclosure on management approach	Pages 15–18	1, 8	■
PR1	Life cycle stages in which health and safety impacts of products are assessed		1	□
PR2	Incidents of non-compliance with health and safety regulations		1	■
PR3	Product labeling/product information	Pages 3, 8, 16–18, 32	8	■
PR4	Incidents of non-compliance with product labeling regulations		8	■
PR5	Practices related to customer satisfaction			□
PR6	Programmes for adherence to laws and voluntary codes related to marketing communications	As a company that operates exclusively in the B2B area, we are not in direct contact with end customers. We therefore only use advertising measures to a very limited extent. This is done in compliance with existing laws and agreements.		■
PR7	Incidents of non-compliance with marketing communications regulations	There were no incidents during the reporting period.		■
PR8	Number of substantiated complaints regarding breaches of customer privacy	There were no complaints during the reporting period.	1	■
PR9	Fines for non-compliance with laws concerning the use of products and services	Annual Report p. 131		■

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Core indicator
 Additional indicator

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