

6.1 Key figures on sustainability


Financial and non-financial key figures that are important for measuring the sustainability performance of the Schaeffler Group are presented below.

If not otherwise indicated, the information refers to the Schaeffler Group. The reference period covers the business years from 2016 to 2018. Due to a revision of the key figure set, key figures from the previous year are occasionally no longer reported. Furthermore, selected key figures broken down by region are only shown in the online report.

In the course of preparing the combined separate non-financial report of the Schaeffler Group, selected qualitative

and quantitative details were submitted to an external business audit taking into consideration the International Standards on Assurance Engagements (ISAE) 3000 (Revised) for the purpose of obtaining a limited assurance engagement with respect to the information required by law as per Sections 315b and 315c in conjunction with Sections 289c to 289e HGB. Key figures audited in this context are marked with a ✓ sign. Key figures that were audited as part of the business reporting process (2018 and 2017) are marked with a ✓✓.

The figures are generally rounded, which can lead to slight deviations in the calculation of sums.

 An expanded key figure set is available in the online report: www.schaeffler-sustainability-report.com

Sustainable management

		2018	2017	2016	Percentage change (2017–2018)	Assessment
Total revenue	EUR millions	14,241	14,021	13,338	1.6	✓✓
Revenue Automotive ¹⁾	EUR millions	8,997	8,991	10,338	0.1	✓✓
Revenue Industrial ¹⁾	EUR millions	3,385	3,150	3,000	7.5	✓✓
Revenue Automotive Aftermarket ¹⁾	EUR millions	1,859	1,880	N/A	-1.1	✓✓
Revenue Europe	%	51.3	51.2	53.1	0.2	✓✓
Revenue Americas	%	20.2	20.8	21.0	-2.9	✓✓
Revenue Greater China	%	18.0	17.5	15.4	2.9	✓✓
Revenue Asia/Pacific	%	10.5	10.5	10.5	0	✓✓
Net income ²⁾	EUR millions	881	980	859	-10.1	✓✓
Shareholders' equity ^{3) 4)}	EUR millions	3,060	2,581	1,997	18.6	✓✓
Net financial debt	EUR millions	2,547	2,370	2,636	7.5	✓✓
New suppliers reviewed in initial assessments ⁵⁾	Number	111	157	114	-29.3	✓
Web-based compliance training participants in the reporting year ⁶⁾	Number	9,578	8,160	N/A	17.4	✓
Response rate of surveyed suppliers on the use of conflict minerals ^{7) 8) 9)}	%	94.3	91.2	88.0	3.3	✓
Coverage rate of certified smelting plants in the supply chain ^{8) 10)}	%	100	100	100	0	✓
Confirmed cases of human rights violations ¹¹⁾	Number	0	0	N/A	0	✓

Customers and products

		2018	2017	2016	Percentage change (2017–2018)	Assessment
Research and development (R&D) expenses	EUR millions	847	846	751	0.1	✓✓
R&D ratio	%	5.9	6.0	5.6	-1.7	✓✓
R&D employees ¹²⁾	Number	7,991	7,790	7,304	2.6	✓
R&D centers	Number	20	18	17	11.1	✓✓
Patent registrations ¹³⁾	Number	2,417	2,383	2,316	1.4	
Awards for customer satisfaction/product quality	Number	65	58	50	12.1	✓✓
Coverage rate of quality management systems ¹⁴⁾	%	100	100	100	0	✓✓
Revenue business division E-Mobility ¹⁾	EUR millions	486	416	N/A	16.8	✓✓

Environment and energy¹⁵⁾

		2018	2017	2016	Percentage change (2017–2018)	Assessment
Coverage rate for EMAS certification ¹⁶⁾	%	88.2	87.9	89.3	0.3	✓
Coverage rate for ISO 14001 certification ¹⁶⁾	%	88.7	88.3	89.9	0.5	✓
Coverage rate for ISO 50001 certification ¹⁶⁾	%	85.8	85.2	83.7	0.7	✓
Total energy consumption ¹⁷⁾	GWh	3,367	3,233	3,119	4.1	✓
Electricity consumption	GWh	2,365	2,339	2,255	1.1	✓
Natural gas consumption	GWh	876.7	798.0	742.0	9.9	✓
Fuel oil consumption	l	880,462	748,143	850,959	17.7	✓
Propane/LPG consumption	t	4,097.9	3,938.0	3,401.0	4.1	✓
District heating consumption	MWh	63,429.6	67,393.0	69,414.0	-5.9	✓
Greenhouse gas emissions ^{18) 19)} , total ²⁰⁾	t CO ₂	1,461,790	1,409,388	1,474,864	3.7	✓
Greenhouse gas emissions ^{18) 19)} (Scope 1)	t CO ₂	193,708	175,635	163,828	10.3	✓
Greenhouse gas emissions ^{18) 19)} (Scope 2) location based	t CO ₂	1,268,082	1,233,752	1,311,036	2.8	✓
Greenhouse gas emissions ¹⁹⁾ (Scope 2) market based ²¹⁾	t CO ₂	851,916	833,350	937,839	2.2	✓
Water consumption ²²⁾	m ³	6,089,564	5,964,821	5,018,560	2.1	✓
Amount of waste, Germany	t	312,383	302,969	313,259	3.1	✓
Recycling rate, Germany ²³⁾	%	91.1	94.9	96.3	-4.0	✓
Transport volume, outbound ^{24) 25) 26)}	Million tkm	161	161	N/A	0.0	
CO ₂ emissions, outbound ^{24) 25) 26)}	t	144,675	149,153	N/A	-3.0	

Employees and society²⁷⁾

		2018	2017	2016	Percentage change (2017–2018)	Assessment
Number of employees, total	Number	92,478	90,151	86,662	2.6	✓✓
Labor turnover rate ²⁸⁾	%	4.8	3.9	3.6	23.1	✓✓
Average age	Years	39.9	39.7	39.8	0.5	✓✓
Average tenure	Years	11.2	11.0	11.2	1.8	✓✓

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		2018	2017	2016	Percentage change (2017–2018)	Assessment
Permanent employees	%	90.7	90.1	89.4	0.7	
Part-time ratio, Germany ²⁹⁾	%	6.3	6.5	6.2	-3.1	✓
Total personnel costs	EUR millions	4,600	4,437	4,167	3.7	✓✓
Provisions for pensions, total	EUR millions	2,173	2,124	2,182	2.3	✓✓
Management positions ³⁰⁾	Number	5,666	5,526	5,118	2.5	
Proportion of female managers, total ³⁰⁾	%	13.2	12.4	11.8	6.5	✓✓
Proportion of female employees, total	%	22.0	21.7	21.4	1.4	✓✓
Proportion of severely disabled employees, Germany ³¹⁾	%	5.5	5.5	5.5	0	✓✓
Classroom training sessions, Germany	Number	3,648	3,514	4,054	3.8	✓✓
Participants in classroom training, Germany	Number	31,874	30,646	37,345	4.0	✓✓
Participants in e-learning courses, Germany	Number	65,580	15,593	25,074	320.6	✓✓
Web-based training offers	Number	95	97	90	-2.1	✓✓
Accident frequency/AccR ^{32) 33)}	AccR	6.2	7.1	8.4	-12.7	✓✓
Coverage rate OHSAS 18001/ISO 45001 ¹⁶⁾	%	88.7	88.3	83.7	0.5	✓
Coverage rate of learning management system ¹⁶⁾	%	70.5	51.9	0	35.8	✓
Apprentices	Number	3,275	3,185	2,982	2.8	✓✓
Trainees in Germany	Number	51	49	40	-6.1	✓✓
Dual students in Germany	Number	182	173	165	5.2	✓✓
“Two in One” students in Germany ³⁴⁾	Number	159	163	178	-2.5	✓✓
Master’s degree students in Germany	Number	18	22	31	-18.2	

1) Previous year’s figures according to the segment structure reported in 2018.

2) Attributable to shareholders of the parent company.

3) Including noncontrolling interests.

4) Retrospective adjustment of the 2017 figure due to a change in the accounting for income tax benefits. See explanatory information in the annual report 2018 in the Appendix Note 1.4 Method change IAS 8.

5) Requested in 2018.

6) Employees incl. temporary staff, apprentices, interns, and contract workers.

7) Response rate of relevant suppliers surveyed on the use of conflict minerals as defined under the Responsible Minerals Initiative.

8) Survey period from March to February of the following year.

9) 2018 value checked in interim status in December 2018.

10) Risk areas as defined in the RCOI.

11) Contraventions of the prohibition on forced labor and child labor and cases of discrimination by origin, skin color, or gender.

12) The values reflect the workforce headcount at the end of the year. The figures for 2016 and 2017, which were based on average values in the 2017 sustainability report, were subsequently converted to a headcount at the end of the year.

13) Patent registrations concern first filings filed with the German Patent and Trade Mark Office.

14) According to the scope of the Schaeffler Group’s management manual and valid certification rules.

15) The key environmental indicators of emissions and energy and water consumption are based on the consumption of the 75 production sites at 71 locations. The calculation is based on certification in accordance with ISO 14001, ISO 50001, and OHSAS 18001 and entry in the EMAS site registry; reporting date 12/31/2018.

16) Relating to employees.

17) Energy sources included: Electricity, natural gas, district heating, propane, fuel oil, without the amount of electricity produced by the gas-powered CHP.

18) The value for 2016 has been corrected in the course of a subsequent validation. It therefore differs from the value presented in the sustainability report 2017.

19) The calculation of greenhouse gas emissions is based on the emission factors of the VDA (2017) and the Probas database of the German Federal Environmental Agency. Emission sources covered: Scope 1 (natural gas, fuel oil, propane) and Scope 2 (electricity, district heating).

20) Total of Scope 1 and Scope 2 (location based).

21) Supplier-specific emission factors were used to determine Scope 2 market based.

22) Water consumption includes municipal and internal company water. 2017 value corrected based on subsequently reported data.

23) Recycled or recovered amount of total waste, excluding metals and scrap.

24) Not included are rail transports and special transports, such as machine transports during removal.

25) Distribution of Schaeffler products to the end customer (last-mile transports).

26) Calculation of CO2 emissions according to DIN EN 16258.

27) Unless otherwise indicated, the employee figures refer to the reporting date of December 31 of the respective year.

28) Initiated by employees; related to the average number of employees from 1/1/2018 to 12/31/2018.

29) The values for 2016 and 2017 have been corrected retrospectively. Instead of Schaeffler AG, they refer to Schaeffler in Germany.

30) “Managers” are defined as employees in a supervisory function.

31) Schaeffler Group Germany, without temporary workers.

32) Accident rate (AccR) measurement = occupational accidents from one day of absence per 1 million hours worked.

33) Employees incl. temporary staff, apprentices, and interns.

34) The “Two in One” study combines a Bachelor’s degree with vocational training.