LISTENING PAYS OFF

HOW EVONIK USES IDEAS TO CREATE THE FUTURE
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Dear readers,

Evonik has plenty of power to create—a quality that is urgently needed in view of the global challenges of our time.

Population growth, climate change, and every human being’s justified desire for prosperity and well-being are among our major concerns. It is also necessary to point out that the natural resources of our planet are limited. In the face of all these challenges, we human beings have an inexhaustible source of strength on our side: our creativity and the resulting ability to respond to new challenges by coming up with new solutions. This creativity is the key skill we need for the 21st century. Another expression for it is “being fit for the future.” This skill includes being a reliable partner who does what he has resolved to do and has promised to others.

That’s why it’s so important for us at Evonik to communicate the main outlines of our entrepreneurial ideas and actions openly and clearly. In this context, sustainability also includes the constant monitoring of how well we are living up to our commitments to our customers, suppliers, employees, neighbors, governments, and society.

On this basis, we work day after day to become even better, even safer, and even more efficient. That’s because for a long time now, sustainability and business success have been working hand in hand. That’s the kind of responsibility we take on at Evonik. It’s a commitment to ensure not only that our company is fit for the future but also that progress in our markets is properly balanced from a social, environmental, and economic point of view.

Klaus Engel,
Chairman of the Executive Board

Thomas Wessel,
Chief Human Resources Officer
WE PRODUCE WHAT EVERYONE WANTS:
THE FUTURE
Only if you listen to people can you find out what needs and requirements will define our lives in the future. And only if we continue gathering this knowledge day by day will we be able to come up with answers that help to meet the urgent challenges of the future. This is the conviction that underlies the central promise of Evonik: Power to create. That’s because our business is to be fit for the future. As a leading producer of specialty chemicals, we help our customers all over the world to constantly make their products and solutions a little bit better, with greater benefits and less use of resources. That’s why sustainability—in social, environmental, and economic terms—is a fixed component of our corporate strategy. We take on responsibility—for our business, our employees, the environment, and society. This brochure provides some insights into what motivates us and what the results look like.
SUSTAINABILITY at Evonik

OUR CLAIM
How Evonik’s power to create is rooted in its entrepreneurial ideas and actions. From page 8

OUR PROMISE
What Evonik commits itself to as a good corporate citizen. From page 14

People
Solving problems

Our planet
Conserving resources

Innovation
One of the world’s most innovative companies

Employer
Good work and bright prospects

Profits
Creating value

The environment
Reducing emissions and water use, avoiding waste

Solvester
OUR VALUES
What guides Evonik on its path to the future. From page 38

Innovation-driven
Courage to Innovate
Total dedication
How we succeed together
How we create innovations

OUR OPERATIONS
How Evonik’s products help to reach a balance between economic, environmental, and social factors. From page 24

A solution supplier
Customer-oriented
Responsible action
How we safeguard the future
How we succeed together
Technical solutions and application know-how

Solutions for the world of tomorrow
Close cooperation with customers worldwide
“I WANT GOOD IDEAS TO CHANGE THE WORLD”
PART 1: OUR CLAIM
Evonik—Power to create

EVONIK IS THE ONE PROVIDING INNOVATIVE SOLUTIONS THAT HELP TO MAKE OUR LIVES MORE SUSTAINABLE, MORE HEALTHY, AND MORE COMFORTABLE

SUSTAINABILITY IS PART OF OUR CORPORATE THINKING AND ACTION, AND IT’S FIRMLY EMBEDDED IN OUR DNA

AS A COMPANY, WE WANT TO GROW SUSTAINABLY AND FIND SOLUTIONS TO PRESSING FUTURE CHALLENGES FOR AND WITH OUR CUSTOMERS
Sustainability is a key component of our performance pledge “Power to create” and an integral part of our corporate strategy. We take on responsibility—for our business, our employees, the environment, and society.

For Evonik as a globally operating specialty chemicals company, business responsibility and long-term business success are two sides of the same coin. That can be seen in our customers’ growing demand for our products and services, which maintain an excellent balance between economic, environmental, and social factors. Thanks to our innovative strength and technological leadership, we enable our customers to offer energy-efficient and resource-conserving solutions. The areas of application range from consumer goods for daily use to healthcare products, animal nutrition, and industrial applications such as energy-saving tires, wind turbines, high-performance lubricants, and lightweight construction.

Our sustainability strategy responds to the megatrends we have identified in our corporate strategy—health, nutrition, resource efficiency, and globalization—and supplements them with environmental and social goals.

The Executive Board bears the overall responsibility for sustainability at Evonik; the Executive Board member directly responsible is the Chief Human Resources Officer. The themes derived from Evonik’s sustainability strategy are translated

GLOBALIZATION

Free trade, global production chains, and social networking around the world—these developments have brought prosperity and growth to regions that were among the poorest in the world only a generation ago. At the same time, globalization is throwing current conditions into question. Shaping change, taking advantage of its opportunities, and achieving the best results for human beings is an immense challenge for businesses and governments.
into binding targets in both the operating units and the specialist departments.

In addition to our financial targets, we have also set ourselves challenging non-financial targets. Especially important to us is our responsibility for the safety of our employees and the people who live near our production sites. A uniform safety culture with high standards and clear safety guidelines is firmly established throughout the Group. For the period between 2013 and 2020, we have set ourselves environmental targets in the areas of specific greenhouse gas emissions and specific water intake. Our waste management is just one example of our efforts to use resources efficiently.

In order to further reduce Evonik’s environmental footprint, we are continuously optimizing our processes along the entire value chain. We rely on the use of alternative raw materials and biotechnological processes whenever this is possible and reasonable.

Evonik operates production plants in 25 countries. As a responsible neighbor, we want to contribute to positive social developments in the places where our production facilities are located. We support socially beneficial projects and act as a sponsor in the areas of science, culture, education, and sports.

**HEALTH AND NUTRITION**

The world’s population is growing, and people in general are growing older than ever before. This is good news. But these developments are also generating new questions in many modern societies. There is a growing need for high-quality food, care products, and medical care. How can we provide healthy food for a world in which an estimated more than nine billion people will be living in 2050? All over the globe, research and development workers, political decision makers, and business people are looking for answers and solutions for the world of tomorrow.
Our commitment to sustainability is receiving public recognition. Evonik is listed in renowned stock market indices for responsible investment, and it is well positioned in leading sustainability ratings and rankings.

In 2015 the United Nations defined 17 Sustainable Development Goals. The fact that 193 nations have signed on to pursue these goals is strengthening us as we move along the path we’ve set for ourselves. Socially, environmentally, and economically sustainable development is a global issue. Evonik is making a crucial contribution to this effort.

Our own sustainability activities overlap at many points with the objectives the United Nations aims to achieve with its Sustainable Development Goals by 2030. Evonik has been taking on business responsibility on its own initiative for a long time now—as a global employer, a crucial link in global supply chains, and a technological trendsetter.

We have the creativity, market knowledge, and power to create needed to shape industries and technologies all over the world. Today Evonik is already making the lives of millions of people more sustainable, healthier, and more comfortable. Our claim is to smooth this path for coming generations as well.

RESOURCE EFFICIENCY

Our resources are limited, and this simple realization has finally sunk in. The need to deal responsibly with drinking water, renewable and fossil raw materials, and the climate has long since become the responsibility of society as a whole. We can’t afford to be satisfied with the progress that has been made so far. In order to safeguard our prosperity and our quality of life, the world has to reinvent itself and continually improve on the progress it has already achieved.
“I WANT COMPANIES TO TAKE ON RESPONSIBILITY”
We want to make Evonik the best company in the specialty chemicals industry in the areas of environmental protection, employment, and innovation, we want more.
WE WANT TO BE A ROLE MODEL WHEN IT COMES TO CONSERVING NATURAL RESOURCES

■ Using energy efficiently
For Evonik, dealing responsibly with energy is important from both an environmental and an economic point of view. We have already reached a high level of efficiency, and we want to steadily raise it even further. In order to do so, we rely on technical solutions such as the cogeneration of heat and power as well as production networks that integrate chemical manufacturing with energy generation.

■ Using water efficiently
Water is one of the most important auxiliary materials for the chemical industry. We want to use water as efficiently as possible and to further decrease our emissions into bodies of water. In order to save fresh water, we use integrated water systems in which we can reuse water several times for a variety of purposes.

■ Reducing waste
We want to reduce waste in our production processes as much as possible. We are doing that by continuously improving our processes and by expanding our integrated production networks. Systematic waste management helps us to reduce our use of materials and further decrease our waste volumes. We try to recycle as much of our unavoidable waste as possible by channeling it back into our production process or by using it to generate energy.

■ Reducing emissions
Almost every production process releases greenhouse gases and other emissions into the atmosphere. We are working to further reduce these emissions along the entire value chain. Efficient technologies and production processes are helping us to do just that.

■ Using renewable raw materials
We are continuing our efforts to increase the proportion of renewable raw materials we use, in all the areas where this makes sense from technical, economic, environmental, and social perspectives. In many cases these efforts enable us to make our products more climate-friendly and reduce our dependence on petrochemical raw materials. When we use renewable raw materials, we often evaluate their life cycles with the help of environmental balance sheets.

“I WANT ACCESS TO CLEAN WATER TO BE SOMETHING OTHER THAN A LUXURY”
WE WANT TO BE THE PREFERRED EMPLOYER

■ Avoiding accidents
We want to avoid all accidents—at work and also on the way to and from the workplace. In order to do that, we implement the full range of technical and organizational measures and also train our employees to behave safely in general.

■ Protecting health
At Evonik, we take a holistic approach to protecting and promoting our employees’ health. We offer the best available medical care at our facilities, a health-oriented work environment, and a well-functioning workplace emergency management system. The standards we set in these areas are binding for all of our facilities worldwide.

■ Our promise as an employer
“Exploring opportunities. Growing together.” Our promise as an employer sums up our corporate philosophy: People who want to make a difference can find a variety of global career and development opportunities at Evonik. At the same time, we focus on international cooperation and team spirit. Our promise to our employees is consistent with our claim to continuously develop and grow together in every respect—as individuals and as a company.

■ Promoting diversity
We believe that our specialty chemicals company is enriched by the diversity of our employees with regard to their gender, education, age, and nationality. This diversity enhances our potential to develop new ideas, products, and processes. That’s why we explicitly promote diversity within our Group.

■ Managing responsibly
We create a work environment that respects individuality and encourages all of our employees to show initiative. Our basic management principles include cooperation based on trust and responsibility, socially responsible partnership, and sustainability. We respect employee and human rights, and we fight corruption and discrimination. Our management bodies operate in line with the principles of good corporate governance and follow the recommendations of the German Corporate Governance Code.

■ Promoting talent
One of Evonik’s main concerns is to recruit and promote talented employees. In the competition for the best minds, we aim to be an especially attractive employer worldwide. One component of our development process for talented employees is volunteer work—sustainability in both senses of the word.

■ Enhancing qualifications
Evonik intends to recruit its specialists and executives primarily from its own ranks. That’s the reason for our ongoing focus on in-house training programs and customized top-quality professional development for our employees throughout the world. We believe that lifelong learning is the key to personal development and the attainment of individual professional goals. We therefore want to give even more of our employees worldwide access to high-quality programs that help them develop their knowledge and potential.

■ Implementing social partnership
At Evonik, we believe that business success and good work are inseparable. This harmony is based on an active social partnership between employer and employees. We advocate the cooperative structuring of the work environment—through measures ranging from age-compatible working conditions to the balancing of professional and family responsibilities—in order to cope with the changing requirements of the labor market.
"I WANT ALL DOORS TO BE OPEN FOR TALENTED EMPLOYEES"
“I WANT SUSTAINABLE GROWTH AND REWARDING WORK FOR EVERYONE”
WE WANT TO BE ONE OF THE MOST INNOVATIVE COMPANIES IN THE WORLD

■ Researching strategically
We do strategic and farsighted research on fundamental innovations that have the potential to radically change technologies, sectors, and our society. This opens up completely new growth fields for us, and it enables us to develop new skills for the entire Group.

■ Operating globally
In order to stay close to our markets, we are systematically internationalizing our research and development activities. In the process, we promote networking and communication between our experts all over the world and we invest in new research and development infrastructures at our sites on every continent.

■ Promoting creativity
We are boosting our innovative strength by promoting a lively innovation culture that enables our employees to recognize, develop, and quickly implement good ideas. In the process, we are intensifying knowledge sharing, entrepreneurial thinking, and constructive ways of dealing with errors.

■ Developing young people
We believe that our involvement in the areas of education and science is especially important. We want to promote talented and committed students and recruit them as our employees. And we want to get young people interested in scientific and technical professions at an early age.

■ Being open to ideas
Innovations primarily arise at the interfaces of various disciplines. That’s why we want to create networks between our experts; work on innovations together with our partners from industry and science, customers, and suppliers; and be even more open to these external partners.

■ Strengthening sustainability
We are systematically expanding our contribution to sustainable development through innovation. That’s why our innovation processes take environmental and social effects into account.
20% reduction of specific greenhouse gas emissions between 2012 and 2020

0 accidents as a long-term goal

12% reduction of specific water intake between 2012 and 2020

24% is the approximate share of women employees at Evonik*
PART 2: OUR PROMISE

9% of Evonik’s employees are apprentices*, well above the average of about 6% in German industries.

500 is the approximate number of projects* in Evonik’s innovation pipeline.

90% of the expenditures for research & development go to the operating units. Evonik invests over 10% in strategic research in order to enter completely new areas of technology*.

Over €4 billion will be spent on research and development in the next ten years.

*Fiscal 2014
"I WANT ENVIRONMENTALLY CORRECT MEASURES TO ALSO BE ECONOMICALLY CORRECT"
Good for animal feed, even better for the climate

1 kg of Methionine as an additive in animal feed = 260 kg less soy meal in feed = 7.9 kg less nitrate in mineral fertilizer = 8 kg less ammonia in manure
People’s growing appetite for meat, eggs, and cheese is creating new challenges for mankind. Amino acids in animal feed are helping.

For most people, a healthy diet includes some animal protein. In addition, more and more people in the world can now afford to consume milk, eggs, and meat. The OECD estimates that pork production alone will increase by around 10 million tons by 2024, while poultry production will rise by more than 20 million tons. This development will have far-reaching consequences for the environment, because the amount of land needed to cultivate feed crops will increase and greenhouse gas emissions will rise. The strain on soil and water will grow as well.

If animal feed does not contain a balanced composition of amino acids, the animal has to consume more protein—more soybeans, for example. But the cultivation of the soybeans takes up valuable cropland and puts soil and water under even more strain. This can be prevented if amino acids are added to animal feed in the right amounts. The amino acids enable the animals to optimally process the feed they eat. This reduces greenhouse gas emissions, water consumption, and land requirements, and also helps to prevent soil and water from becoming too acidic and over-fertilized.

Throughout the world, Evonik produces and markets the four key essential amino acids for the state-of-the-art feeding of animals. Evonik also collects nutrient data about feed harvests worldwide to ensure that environmental aspects are taken into account for each feed mixture. And it has developed software that also takes environmental indicators into account to help customers find the optimal recipe for every type of feed and animal.

Clean results

Evonik’s comprehensive life cycle analyses show that more and more of its products are having a positive impact on the environment and the climate.

For each ton of CO₂ emitted during the production of methionine, CO₂ emissions can be reduced by 23 tons during the entire product life cycle in agricultural meat production. Such systematic analyses of the environmental impact of a product extend from the production of the raw materials to the product’s disposal. Evonik has also made such environmental impact studies for other products, including road markings, lubricants, and low-resistance tires (see page 31). Evonik has subjected more and more of its products and innovations to such a holistic analysis.
If you want to produce maximum wind power as steadily as possible, you have to aim high. Because the yield increases overproportionally to the length of the rotor blades, new wind power facilities tend to become steadily larger and are often installed offshore.

However, the stresses on a facility increase with its size. For example, the tip of a 70-meter-long rotor blade can move at up to 400 kilometers per hour and bend up to ten meters in the direction the wind is blowing.

The structure can withstand these stresses thanks to special materials such as those from Evonik, which have to be extremely strong and flexible. They must not get soft at high temperatures or brittle at low ones. They must not be affected by UV light, sand, salt, rain or ice.

Materials such as crosslinkers and adhesive additives from Evonik give the structure the right mix of strength and flexibility, and special coating additives protect the entire facility against the elements.

This use of high-tech systems also benefits the environment, because the more fail-safe and efficient the big new facilities operate, the more affordable and reliable green wind power will become.
“I WANT OUR ENERGY SUPPLY TO BE SUSTAINABLE AND SECURE”

Materials for building tomorrow’s world

Materials have always been an important driving force for technological progress

- New materials that are developed with the help of specialty chemicals from Evonik can noticeably improve resource efficiency, climate protection, and health—for example, especially light materials for cars and airplanes as well as membranes for processing biogas, and biodegradable implants for medical use. High-performance polymers from Evonik enable designers and developers to turn new ideas into reality. The range of uses is extremely broad here as well, extending from soles for state-of-the-art sport shoes and lenses for LED headlights to casings for flexible gas pipelines in deep-sea applications. New materials are among Evonik’s main fields of innovation.
Better transportation

“I WANT TO BE MOBILE AND TO ACT IN A CLIMATE-FRIENDLY WAY”

MOBILITY, SAFETY, COMFORT, AND SUSTAINABILITY—MATERIALS FROM EVONIK MAKE MANY THINGS POSSIBLE IN CARS

For a long time, the main trends in the automotive industry were toward increased comfort and safety. One of the undesirable side effects of these trends was that every new vehicle generation was heavier than the preceding one. However, car makers now want to put an end to that. Modern drivers’ environmental awareness and the statutory emission limits are requiring vehicles to become lighter—without, however, sacrificing any comfort or safety. As a result, steel is increasingly being replaced in vehicle bodies and chassis by composite materials that are lightweight yet robust. And extremely resilient plastics are performing the same role in the engine compartment, the transmission, and the exhaust system.

About one third of all the materials in today’s automobiles are the result of state-of-the-art chemistry, and this share is increasing. The smart use of materials helps to make components durable and recyclable, and manufacturers are attempting to achieve more sustainability even at the raw material stage. With its expertise in creating innovative detailed solutions, Evonik is promoting this sustainability trend in cars.
More than just lightweight: efficiency all around

However, lightweight construction alone does not suffice to make cars more sustainable. Thanks to special additives, paints can today be processed in a more efficient and environmentally friendly manner than in the past, and they are also better at protecting vehicles over the years. Other components are produced from renewable raw materials. Smart chemistry used in making lubricants for engines, transmissions, and axles is helping to reduce fuel consumption. Moreover, the LEDs in smart headlights and attractive taillights are made especially efficient by lenses and optical waveguides composed of plastic from Evonik.

Using the silica-silane system for “green” tires

Ever since efficiency labels became mandatory for car tires in the EU and elsewhere, drivers have focused more consciously on sustainability and grip. A tire change is all it takes. “Green” tires reduce rolling resistance and improve the car’s grip on wet roads, without having a shorter service life. Uniting all of these features in a single tire was considered illusory for a long time. However, such tires are now made possible by a special combination of silica and silanes from Evonik. After a vehicle is equipped with these tires, its fuel consumption can drop by up to eight percent compared to cars fitted with conventional tires.
Non-infectious and chronic diseases cause 38 million deaths each year and are a major challenge for the development of medicines. There are active substances that combat cancer and make new treatments possible by directly intervening in physiological processes. These cutting-edge active substances have to be securely transported to the right place in the patient’s body so that they can have the optimal therapeutic effect. Evonik has polymers in its product range that do precisely that. One of the ways a medicine can reach the bloodstream is through the digestive tract. Another possibility is to use depot medications made of a biodegradable polymer. These medicines are injected subcutaneously, and they continuously release the active substance over a period of months.
Discerning customers want effective, environmentally friendly bodycare products. Evonik is fulfilling their wishes.

State-of-the-art skincare products make skin moist and smooth. The effect of such products is often due to active substances and additives from Evonik. The situation is similar with haircare products, for which Evonik is continuously developing new and more effective care additives, surfactants, and thickening agents. The extensive tests are always conducted on real hair—often in cooperation with the manufacturers of shampoos, conditioners, and other haircare products.

The demands of the globally growing customer groups differ from region to region and are subject to various trends and fashions—so Evonik conducts its research and development activities close to the markets in laboratories on nearly all continents.

As a result, bodycare and cosmetic products now reconcile the highest quality standards with a critical awareness of environmental issues.
CITIES WILL BE GREENER IN THE FUTURE

Materials from Evonik are helping to make cities fit for the future

More than half of the world’s population already lives in cities, and this share might rise to over two thirds in about 40 years. This concentration of more and more people in small areas has benefits as well as drawbacks. And it probably can’t be prevented anyway. That’s why it will be essential to make cities more sustainable and worth living in.

Modern cities are a testing ground for new technologies. New infrastructures, new transportation systems, and innovative construction are the domains of future-oriented cities. Take street lighting, for example. Special plastic lenses from Evonik are already making the use of LEDs in street lighting simpler and more efficient.

From London to Lagos and from Shenzhen to São Paulo—cities everywhere are investing in efficient infrastructure that will be usable for a long time. Whether it’s for the renovation of old quarters or the construction of new neighborhoods and transport routes, innovative specialty chemicals are always helping cities to make more sustainable investments.

For example, building protection systems from Evonik are reliably equipping bridges and facades to withstand the ravages of time. This saves maintenance costs and helps conserve financial and environmental resources.

Insulation materials are also playing an important role in making architecture sustainable. Precursor products and additives from Evonik are of crucial importance here. Completely new insulation materials made from silica from Evonik are enabling builders to very effectively insulate existing structures and meet the highest quality standards in new buildings. Additives for the company’s adhesives and insulation materials are used in multi-paned windows so that even the highest efficiency requirements can be met. Road markings made with Evonik’s proprietary technology are more durable than conventional ones and help to make urban areas safer.

And, last but not least, materials from Evonik are making completely new concepts such as vertical farming possible. This trend might make cities more self-sufficient in the future, thanks to locally produced food.
Evonik products for road markings have as much as 44% less global warming potential than conventional technologies from competitors.

For each 1,000 km traveled, low-resistance tire technology and oil additives from Evonik enable vehicles to travel up to 100 km further on the same amount of fuel.

Evonik’s additives for hydraulic fluids can reduce the fuel consumption of hydraulic machines such as excavators by up to 30%.

Building protection products from Evonik can reduce the maintenance costs of buildings and bridges by up to 70% over a period of ten years.

A coating consisting of innovative materials from Evonik only has to be half as thick as conventional mineral insulation in order to have the same insulating effect.
The most efficient wind power facilities have rotor blades that are 70 meters long or more. Such large rotors are made possible by materials from Evonik.

Triple-glazed thermally insulating windows whose seals contain binders from Evonik insulate ten times better than single-glazed windows.

Automobile and airplane components that are made of composite materials from Evonik generally weigh only half as much as parts made of metal.

One kg of methionine can replace 260 kg of soy meal in animal feed. On average, this means that 7.9 kg less nitrate is needed as fertilizer and 8 kg less ammonia is emitted from manure.

Compared to well-established alternatives, five Evonik products together reduce emissions by 92.5 million tons of CO$_2$ equivalent.
“I’D LIKE TO WORK FOR MORE THAN JUST THE MONEY”
We aim to grow through sparing no effort, the courage to innovate, and responsible action

As a reliable partner of our customers, we orient ourselves according to three well-established corporate values. Our commitment to them can be seen in our daily work throughout Evonik. They act as a framework by which individuals orient their thinking and actions. As a basis for sustainable business success. And as a claim to provide trendsetting answers to pressing questions about the future.
BY SPARING NO EFFORT, WE MEAN...

...working with passion to achieve industry leadership status with all of our businesses.

...taking responsibility and letting ourselves be judged by our results.

...creating a working environment geared to performance in which we call for, acknowledge, and reward each individual’s contribution toward shared success.
BY THE COURAGE TO INNOVATE, WE MEAN...

...gearing our business processes to market demands and fine-tuning them on an ongoing basis.

■

...taking calculated business risks, sharing knowledge throughout our organization, and giving our employees leeway to take responsible action.

■

...continuing to learn.

■

...translating new ideas into market-ready products and services in a swift, customer-focused manner.
BY RESPONSIBLE ACTION, WE MEAN...

...respecting the differing cultures and heritage within our international organization and harnessing this diversity in securing the corporate success of Evonik.

...setting ourselves ambitious goals and actively seeking and fostering their implementation.

...dealing openly and fairly with one another as well as with others.

...conserving the resources entrusted to our care and committing to sustainable social and ecological conduct.
Organizations/networks

Evonik is also actively involved in sustainability activities outside the company. We address a variety of issues through our support of, and active involvement in, numerous national and international organizations and networks.

Chemie³

Evonik is involved in the sustainability initiative Chemie³, which is sponsored by the German Chemical Industry Association (VCI), the trade union IG Bergbau, Chemie und Energie (IG BCE), and the Federation of the Employers of the Chemical Industry (BAVC).

The Sustainability Code

Evonik’s sustainability management complies with the requirements of the Sustainability Code (DNK).

Global Reporting Initiative

Evonik supports the Global Reporting Initiative (GRI) as an organizational stakeholder. GRI is a network-based organization that has paved the way for the development of the world’s most widely used sustainability reporting standard. Evonik has oriented itself to this standard since 2009.

Responsible Care

Evonik is a signatory of the Responsible Care Global Charter of the International Council of Chemical Associations (ICCA). Evonik has committed itself to complying with the initiative’s requirements.

Indices/ratings

We have our sustainability performance assessed by external organizations. Evonik has been included in leading responsibility-oriented investment indices and has successfully positioned itself in the assessments of major sustainability rating agencies.

Carbon Disclosure Project

Since 2012, Evonik has regularly taken part in the world’s largest climate initiative, the Carbon Disclosure Project (CDP). The CDP assesses companies’ reporting on climate-change-related matters. In 2015 Evonik further improved its CDP rating to 98/B.

Oekom Research

Oekom Research, a globally leading rating agency for sustainable investments, has given Evonik a prime rating (B–). Evonik is thus in the top group of the chemical industry.

EcoVadis

The Together for Sustainability (TfS) initiative aims to improve the sustainability of the global supply chain by standardizing the assessments and audits of suppliers worldwide. TfS has selected EcoVadis as its partner. EcoVadis is a Paris-based rating agency for sustainable procurement management that operates an electronic platform where members can obtain suppliers’ sustainability ratings. Like all other TfS members, Evonik is periodically subject to an EcoVadis assessment. In 2016 Evonik was once again awarded the Gold standard, and it continues to be one of the top performers in the chemical industry.
PART 4: OUR VALUES

■ Together for Sustainability
As one of the founding members of this chemical company initiative, Evonik is seeking to increase the transparency and sustainability of the supply chain.

■ UN Global Compact
Evonik joined the UN Global Compact in 2010. Evonik promotes the compact’s principles, which aim to safeguard sustainable and ethical corporate governance.

■ WBCSD
As a member, Evonik supports the aims of the World Business Council for Sustainable Development (WBCSD), an international business leadership forum, in which around 200 companies have committed themselves to promoting sustainable development.

■ FTSE4Good
Evonik has been in the FTSE4Good Index since 2014. This index family of the FTSE Group defines strict criteria for environmental management, human rights, labor rights, health and safety, sustainability in the supply chain, and corporate governance.

■ STOXX® Global ESG Leaders Index
In 2014 Evonik was included in the STOXX® Global ESG Leaders Index, which means that it is among the 25 percent of the world’s most sustainable companies with regard to the transparency of its environmental, social, and governance activities.

■ Sustainalytics
In 2014 the rating agency Sustainalytics assessed Evonik’s sustainability performance. The results show that Evonik is among the top five companies of the 157 chemical firms that have been assessed to date.

■ RobecoSAM
Every year the investment specialist RobecoSAM—which focuses exclusively on sustainability—assesses around 2,000 companies for its Sustainability Yearbook. In January 2016, Evonik, participating for the first time, was included in the yearbook as a Sustainability Leader with the distinction “Silver Class.”
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BISSINGER[+] GmbH
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As of February 1, 2016

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