

In our sustainability reporting we commit ourselves to Level B following the Global Reporting Initiative (GRI) 3.1 guidelines. H.C. Starck’s Sustainability Steering Committee defined the report content following the GRI process determining materiality. The report 2012 covers the business operations of H.C. Starck and its entities in 2011 and 2012. H.C. Starck publishes changes its Update 2013 and 2014 together with a reviewed GRI table.

Strategy and Profile

1. Strategy and Analysis			
1,1	Statement from the Board	Sustainability Report 2012: p. 1; Update 2013: p. 2; Update 2014: p. 2	Reported
1,2	Description of key impacts, risks, and opportunities.	Sustainability Report 2012: p. 6-7	Reported
2. Organizational Profile			
2,1	Name of the organization.	H.C. Starck Group	Reported
2,2	Primary brands, products, and/or services.	Sustainability Report 2012: p 2-4	Reported
2,3	Operational structure of the organization	Sustainability Report 2012: p 2-3, 8-9; Update 2013: p. 4; Update 2014: p. 4	Reported
2,4	Location of organization's headquarters.	Munich, Germany	Reported
2,5	Number of countries where the organization operates,	Worldwide, Sustainability Report 2012: p. 2-3	Reported
2,6	Nature of ownership and legal form.	Opus Investment S.à r.l. is the parent company of the group. The company is owned by The Carlyle Group (majority) and Advent International	Reported
2,7	Markets served	Sustainability Report 2012: p 2-3	Reported
2,8	Scale of the reporting organization.	Sustainability Report 2012: p 2-3, 20	Reported
2,9	Significant changes during the reporting period regarding size, structure, or ownership	No significant changes	Reported
2,10	Awards received in the reporting period.	<ul style="list-style-type: none"> • Northeast Ohio Evolution of Manufacturing Awards (2011, 2012, 2013, 2014) (Magazine „Smart Business“): Outstanding performance in production process and implementation of Lean Management, Six Sigma, sustainable Energy Management and environmentally-friendly production. • 2011 „Sony Green Partner“ • Green Flag Award for Protection of the Environment (2008-2014) and Gold Flag Award (2013, 2014) (Industrial Estate Authority of Thailand): Activities in commercial and industrial areas related to protecting the environment and social responsibility • Supplier Excellence Award (2011) (Raytheon Integrated Defense Systems) 	Reported

		<ul style="list-style-type: none"> • EEF South West Region Innovative Operating Practices Award for the manufacturing site Calne, UK (2012): Effective problem-solving in the area of product quality, adherence to delivery dates and amount of waste. • Jury-Award UK Best Factory Awards (2011) (Cranfield School of Management and „Works Management“): Excellence in production management (process optimization) • Ohio Safe Work Environment Awards 2012: „Group Award“ and „100%Award“ (Greater Cleveland Safety Council & Ohio Bureau of Workers' Compensation) • Ohio Safe Work Environment Awards 2013: „Group Award“, „100%Award“, „Special Award“ (Greater Cleveland Safety Council & Ohio Bureau of Workers' Compensation) • Honor „In Anerkennung besonderer Verdienste für die Berufsausbildung“ (2011) (Industrie- und Handelskammer Braunschweig, Germany), „Ausbildungsbetrieb der chemischen Industrie 2012/2013“ mit Siegel „Für besondere Ausbildungsleistungen“ (Arbeitgeberverband Chemie Baden-Württemberg, Germany) • „Best Plant Award 2013“ and „Best Plant Award 2014“ (Magazine „Industry Week“) • Silver Performance Excellence Award 2014 (Boeing) • Lockheed Martin Excellence Award 2014 (Lockheed Martin) 	
3. Report Parameters			
3,1	Reporting period	Sustainability Report 2012 and Update 2013: 01. January 2011 - 31. December 2013; Update 2014: January 1 – December 31, 2014	Reported
3,2	Date of most recent previous report	First Report 2012; Update 2013; Update 2014:	Reported
3,3	Reporting cycle	Three-year cycle with intermediate Updates.	Reported
3,4	Contact point for questions regarding the report or its contents.	sustainability@hcstarck.com	Reported
3,5	Process for defining report content.	<p>H.C. Starck’s Steering Committee Sustainability defined the report content following the GRI process determining materiality. All relevant units are part of the Steering Committee Sustainability (Sustainability Report 2012: p. 9)</p> <p>The Steering Committee discussed possible topics to be included into the report and defined the report content according to the most material topics for H.C. Starck during a workshop in Munich at the end of 2012. The relevance of the selected topics for stakeholders was anticipated by the Committee. Being a First-Reporter, it is planned to ask stakeholders about their opinion on the published report and adjust with the next report.</p> <p>Materiality as defined in GRI Reporting Guidelines and used for this report: The information in a report should cover topics and indicators that reflect the organizations significant economic, environmental and social impacts; or that would substantively influence the assessments and decisions of stakeholders.</p>	Reported
3,6	Boundary of the report	H.C. Starck Group	Reported

3,7	Limitations on the scope or boundary of the report	The report covers the business operations of H.C. Starck and its entities. Limitations of data are marked where necessary.	Reported
3,8	Basis for reporting that can significantly affect comparability	The report covers the business operations of H.C. Starck and its entities.	Reported
3,9	Data measurement techniques and the bases of calculations.	In our reporting we commit ourselves to the Global Reporting Initiative (GRI) 3.1 guidelines. Credible reporting is based on transparency and valid data. We register the data of all relevant organizational units and companies worldwide that fall within the scope our consolidated financial statements. The data measurement techniques, bases of calculations and limitations of data are explained below the relevant tables in the report and the GRI table. The reported data undergo plausibility checks to ensure a high level of data integrity.	Reported
3,10	Explanation of any re-statements of information provided in earlier reports	First Report 2012; Update 2013; Update 2014	Reported
3,11	Significant changes from previous reporting periods	First Report 2012; Update 2013; Update 2014	Reported
3,12	GRI Index	GRI-Index: www.hcstarck.com/GRI_index	Reported
3,13	External Assurance	No external assurance.	
4. Governance, Commitments, and Engagement			
4,1	Governance structure of the organization	http://www.hcstarck.com/en/hc_starck_group/about_hc_starck/organization.html	Reported
4,2	Indicate whether the Chair of the highest governance body is also an executive officer.	Supervisory Board: Dr. Engelbert Heimes (Chairman) Executive Board: Dr. Andreas Meier (Chairman)	Reported
4,3	Members of the Board of Directors that are independent and/or non-executive members	http://www.hcstarck.com/en/hc_starck_group/about_hc_starck/organization/supervisory_board.html	Reported
4,4	Mechanisms to provide recommendations or direction to the highest governance body	Monthly Board Meetings and Business Review Meeting with shareholder representatives	Reported
4,5	Linkage between compensation and the organization's performance	H.C. Starck Compensations System	Reported
4,6	Processes to ensure conflicts of interest are avoided	Code of Conduct	Reported
4,7	Process for determining the qualifications and expertise of the Board members	http://www.hcstarck.com/en/hc_starck_group/about_hc_starck/organization.html H.C. Starck GmbH follows the performance principle and non-discrimination rule – all positions are assigned according to performance and qualification.	Reported

4,8	Statements of mission or values, codes of conduct, and principles	Sustainability Report 2012: p. 6-9	Reported
4,9	Procedures for overseeing economic, environmental, and social performance	Sustainability Report 2012: p. 8-9	Reported
4,10	Processes for evaluating the highest governance body's performance	Sustainability Report 2012: p. 8-9 H.C. Starck reports on a yearly basis a Performance Report including sustainability Key Performance Indicators to its owners.	Reported
4,11	How the precautionary approach is addressed	The precautionary approach is addressed in all decisions regarding investments. The aim is to minimize the environmental impact in all new investments.	Reported
4,12	Externally developed economic, environmental, and social charters to which the organization subscribes or endorses	Sustainability Report 2012: p. 8, 10-11	Reported
4,13	Memberships in associations and/or advocacy organizations	ITAI, TIC, IMO, WVM, Arbeitgeberverband (Germany), pro Goslar, Aussenhandelskammer (Germany), Ti-CMC, iTSCi, Public Private Alliance; REWIMET	Reported
4,14	List of stakeholder groups engaged by the organization	We are creating value for all our stakeholders and by doing so, we aim to increase our corporate value. All our business units and operations actively work toward these goals. Specifically, we create value: <ul style="list-style-type: none"> • For our customers by providing advanced materials and components that improve the performance of their products in a reliable and sustainable way. • For our investors by increasing the value of our company, outperforming the competition and by generating superior returns on investment while focusing on sustainable growth. • For our employees by providing a unique work environment in which they can follow their professional passions and find opportunities for development and growth. • For our social and natural environment by taking responsibility for the way we do business, by using scarce resources sensibly and by continuously improving the sustainability of our business. 	Reported
4,15	Basis for identification and selection of stakeholders	See 4,14	Reported
4,16	Approaches to stakeholder engagement	To date, approaches to stakeholder engagement are not measured strategically and cannot be reported.	Not Reported
4,17	Key topics and concerns raised through stakeholder engagement	To date, our stakeholder engagement is not measured strategically. Key topics and concerns raised through stakeholder engagement cannot be reported.	Not Reported

Performance Indicators

Economic Performance Indicators			
MA	Management Approach	Sustainability Report 2012: p. 10-11 Update 2013: p. 2-3 Update 2014: p. 4-5 http://www.hcstarck.com/en/hc_starck_group/about_hc_starck/corporate_conduct.html	
EC1	Economic value generated and distributed	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14	Partially Reported
EC4	Significant financial assistance from government	In 2012, H.C. Starck received financial assistance from the government to the amount of 223,000 Euro.(162.000 Euro in 2013), not reported in 2014	Reported
EC5	Range of wage ratios	We highly value our employees and their contribution to the success of H.C. Starck, so we pay adequate and fair wages to all our employees including attractive benefits.	Reported
EC7	Procedures for local hiring	H. C. Starck employs mainly local personal at each site. In 2012, only three employees are “Expats”, employees send from other sites. In 2013, we had eight expats, in 2014 nine.	Reported
EC8	Infrastructure investments and services	We are a regionally important employer with a strong innovation track record in up-grading our sites (see Sustainability Report 2012: p. 14/15). Local dialogue is important for all our sites, for example with BUND e.V. and other environmental NGOs, as well as the citizens at our sites, scientific and educational facilities, see Sustainability Report 2012 p. 18-19	Reported
Environmental Performance Indicators			
MA	Management Approach	Sustainability Report 2012: p. 14-15, Update 2013: p. 7 Update 2014: p. 9	
EN3	Direct energy consumption by primary source	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14	Partially Reported
EN4	Indirect energy consumption by primary source	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14	Partially Reported
EN8	Total water withdrawal	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14	Partially Reported

EN16	Direct and indirect greenhouse gas emissions	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14	Reported
EN18	Initiatives to reduce GHG emissions	Sustainability Report 2012: p. 14-15, Update 2013: p. 7 Update 2014: p. 9	Reported
EN20	NOx, SOx, and other air emissions	Gas Emissions: 2011: 187,285 kg, 2012: 148,285 kg, 2013: 114.765 kg, not reported in 2014 (Volatile Organic Compounds (VOC), Sulphur Oxides (SOx = SO2+SO3 calculated as SOx), Carbon monoxide (CO) and Nitrogen oxides (NOx))	Reported
EN22	Weight of waste	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14	Reported
EN23	Significant spills	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14	Reported
EN24	Waste deemed hazardous under the terms of the Basel Convention	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14	Reported
EN26	Initiatives to mitigate environmental impacts	Sustainability Report 2012: p. 14-15, Update 2013: p. 7 Update 2014: p. 9	Reported
EN28	Significant fines and sanctions	No significant environment-related fines during reporting period.	Reported
Social Performance Indicators			
Labor Practices and Decent Work			
MA	Management Approach	Sustainability Report 2012: p. 16-17 Update 2013: p. 7 Update 2014: p. 10	
LA1	Workforce by employment type	Sustainability Report 2012: p. 20 Update 2013: p. 9 Update 2014: p. 10	Partially Reported
LA5	Minimum notice period(s)	German Law ("Betriebsverfassungsgesetz") minimum notice periods apply to H.C. Starcks sites in Germany. Minimum notice periods are not specified in collective agreements.	Reported
LA7	Rates of injury and number of work-related fatalities	Sustainability Report 2012: p. 20, p. 17 Update 2013: p. 10, p.8 Update 2014: p. 14 Cases Contractors (Germany): Number of Days Away from Work Cases of third party	Reported

		Contractors: 2011: 1, 2012: 3, 2013: 2, not reported in 2014	
LA8	Education programs for workforce and others on health and safety topics	Sustainability Report 2012: p. 16-17 Update 2013: p. 8 Update 2014: p. 10 Total Number of Regular Occupational Health Checkups: 2011: 2,294; 2012: 2,545; 2013: 1,772; 2014: 2,988 Number of In-service HS Training for HCST Employees: 2011:6,211 , 2012: 8,203, 2013: 7.084; not reported in 2014 Number of First Aid Trainings: 2011: 313, 2012: 258, 2013: 214; 2014: 691	Reported
LA13	Employees according to gender, age group, and other indicators of diversity.	Sustainability Report 2012: p. 20 Update 2013: p. 10 Update 2014: p. 14 The quota of people with disabilities employed at H.C. Starck in Germany in 2012: Hermsdorf: 1.6 %, Goslar: 2.97 %, Laufenburg: 2.68% The quota of people with disabilities employed at H.C. Starck in Germany in 2013: Hermsdorf: 1.8 %, Goslar: 4.8 %, Laufenburg: 3.13%, Selb: 7.7% The quota of people with disabilities employed at H.C. Starck in Germany in 2014: Hermsdorf: 1.9 %, Goslar: 3.8 %, Laufenburg: 3.7%, Selb: 7.0%	Reported
LA14	Ratio of salary of men to women	H.C. Starck GmbH follows the performance principle and non-discrimination rule – all positions are assigned and paid according to performance and qualification.	Reported
Human Rights			
MA	Management Approach	Sustainability Report 2012: p. 10-11 Update 2013: p. 5 Update 2014: p. 8	
HR3	Training on aspects of human rights	Since January 1 st , 2011, all new employees are informed about the content of the corporate code of conduct, including human rights, anti-corruption and compliance. Per cent of employees with corporate code of conduct trainings: Employees worldwide 2011: 16.4% Employees worldwide 2012: 18.32 % Employees worldwide 2013: 8.88 % Employees worldwide 2014: 10.04%	Reported
HR4	Incidents of discrimination and actions taken	No incidents registered during reporting period.	Reported
HR6	Incidents of child labor	Corporate Code of Conduct (available upon request: send email to sustainability@hcstarck.com) Supply Chain: see Sustainability Report 2012: p. 10-11, Update 2013: p. 5; Update 2014: p. 8	Reported
HR7	Risk for incidents of forced labor	No incidents registered during reporting period.	Reported

Society			
MA	Management Approach	Sustainability Report 2012: p. 18-19 Update 2013: p. 9 Update 2014: p. 12 Corporate Code of Conduct (available upon request: send email to sustainability@hcstarck.com) covering anti-corruption, competition regulations and Corporate Compliance. See Sustainability Report 2012: p. 10-11, Update 2013: p. 5; Update 2014: p. 8	
SO1	Programs to assess impacts on communities	Each of our sites is engaged in social projects. For examples see Sustainability Report 2012: p. 18-19, Update 2013: p. 9; Update 2014: p. 12	Reported
SO2	Units analyzed for risks related to corruption	So far not part of analysis and reports. The H.C. Starck Travelling Guideline has been reviewed for corruption risks.	Reported
SO5	Public policy positions and lobbying	Public policy positions and lobbying are not monitored at all sites of H.C. Starck.	Reported
SO7	Anti- competitive behavior, anti-trust, and monopoly practices	No incidents registered during reporting period.	Reported
SO8	Significant fines for non- compliance with laws and regulations.	No incidents registered during reporting period.	Reported
Product Responsibility			
MA	Management Approach	Sustainability Report 2012: p. 12-13 Update 2013: p. 6 Update 2014: p. 6	
PR1	Assessment of health and safety impacts	Hazardous material is highly regulated by law: "Substitutionspflicht" and REACH Impact on health an environment has to be reported transparently for each material. H.C. Starck has to apply product innovations in case they are improvements for health and safety of customers and/or employees.	Partially Reported
PR3	Product and service information	Material Safety Data Sheets, see http://www.hcstarck.com/en/products/products_a-z.html	Reported
PR5	Practices related to customer satisfaction	Plus, Customer satisfaction is part of regular customer site visit reports and customer audits at H.C. Starck manufacturing sites. Customer satisfaction is reported to the Board in management reviews.	Reported
PR6	Marketing and adherence to laws and standards	Not relevant: H.C. Starck is a B2B company with no marketing or advertisement activities directly addressing end-customers. All product information is highly regulated by law (see Material Safety Data Sheets)	Reported
PR8	Customer privacy and data	Customer Data is managed in a central data base, maintaining high security status. No incidents registered during reporting period.	Reported