

Our sustainability targets for 2019 and beyond

Our sustainability strategy is geared to integrating sustainability even more firmly into our operating units and establishing it in our regions. The following targets are intended to play a central part in this.

	Planned deadline
Strategy and growth	
Anchor sustainability in strategy dialogues	2019
Synchronize the publication date of financial and non-financial indicators	2019
Review the SDGs of relevance for Evonik (from 2020)	2020
Governance and compliance	
Proportion of female executive board members: 25 percent up to June 30, 2022	2019 ff.
Women at the first two management levels below the executive board: 20 percent at each level ^a	Year-end 2019
Structure and implement the revised internal regulations on gifts and hospitality	2019
Introduce uniform group-wide standards on monitoring business partners	2019
Update the rules on internal investigations	2019
Employees	
Analyze the results of the global employee survey	2019
Ongoing development of the global development strategy	2019
Discuss and implement Evonik's new corporate values worldwide	2019
Further support for diversity at Evonik	2020
Occupational Health Performance Index ≥ 5.0	2019 ff.
Include further sites in the calculation of this index (+ 15 in 2019)	2019
Value chain and products	
Impact valuation:	
• Complete the worldwide monetary valuation of the impact of our business along the value chain	2019
• Update the data to include 2017 and 2018	2019
Conduct at least 20 supplier sustainability audits p.a. under the shared audit principle of the Together for Sustainability initiative	2019 ff.
Continue the analysis of suppliers by reviewing at least 80 TfS assessments	2019 ff.
Evaluate the sustainability performance of 90 percent of suppliers of critical raw materials	2020
Develop recommendations for action on palm oil, palm kernel oil, and their derivatives at Evonik	2019 ff.
External monitoring of suppliers of renewable raw materials and in-house supplier criteria	2019 ff.
More than €1 billion additional sales in the six innovation growth fields	2025
Increase sales of products and applications developed in the past five years to 16 percent in the mid term	^b
Establish a risk estimate for >99 percent of substances placed on the market in quantities of >1 metric ton p.a.	Year-end 2020
Conduct a more far-reaching assessment of all products containing >0.1 percent hazardous chemicals of high concern (hChC) ^c , e.g., CMR ^d 1A/1B, PBT ^e (CMS ^{PLUS})	Year-end 2020
Conduct a sustainability analysis of our businesses using the extended methodology	2020
The environment	
Reduce absolute scope 1 and scope 2 emissions by 50 percent (reference base: 2008)	2025
Introduce a global water management system, including site-specific action plans	2019 ff.
Further reduce production waste	2019 ff.
Safety	
Accident frequency rate ^f should be ≤ 1.30	2019 ff.
Incident frequency rate ^g should be ≤ 1.10	2019 ff.
ESTER pilot phase; global rollout of ESTER, starting in the second half of the year	2019
Locomotive strategy: replace two old shunters in Rheinfelden by one modern locomotive and a road/rail shunter	2019 ff.
Implement the requirements profile for warehouse service-providers	2019 ff.
Implement the global minimum standard for logistics service providers	2019 ff.
Define details of the evaluation of European rail logistics providers using SQAS Rail ^h	2019 ff.

^a 27.3 percent for the first management level below the executive board and 20.0 percent for the second management level achieved (December 2018). | ^b From 12 percent in 2018 to 16 percent in the mid term. | ^c hChC = hazardous chemicals of high concern. | ^d CMR = carcinogenic, mutagenic, toxic for reproduction. | ^e PBT = persistent, bioaccumulative, toxic. | ^f Number of accidents at work resulting in absence from work per 1 million working hours. | ^g Number of incidents per 1 million working hours. | ^h SQAS Rail is a Cefic safety and quality evaluation system for rail transportation.