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	102-51: Date of most recent report	25.02.2021	
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Topic-specific disclosures

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ENVIRONMENT

Material aspect: **Energy consumption and emissions in production and premises of PALFINGER**

GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	52-54	
	103-2: The management approach and its components	54-56	
	103-3: Evaluation of the management approach	52-56	
GRI 302: Energy 2016	302-1: Energy consumption within the organization UNGC 7-9	57	Not applicable: PALFINGER has no cooling energy or steam consumption and does not sell energy.
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions UNGC 7-9	56-57	Not applicable: PALFINGER does not produce any biogenic CO ₂ emissions.
	305-2: Energy indirect (Scope 2) GHG emissions UNGC 7-9	56-57	Location-based Scope 2 emissions are not relevant to control: For PALFINGER, the practical application of the market-based approach makes more sense.

Material aspect: **Emissions in product use and Environmental impacts in supply chain**

GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	52-54	
	103-2: The management approach and its components	54-56	
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SOCIAL		
Material aspect: Safety of products & solutions		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	52-54
	103-2: The management approach and its components	54-56
	103-3: Evaluation of the management approach	52-56
GRI 416: Customer Health and Safety 2016	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	59
		Not applicable: Regardless of fault, every incident is documented and investigated. Due to PALFINGER's business model, service incidents are not recorded separately.
Self-defined	Accidents in connection with PALFINGER products	59
Material aspect: Gesundheit und Sicherheit der Mitarbeiter		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	52-54
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GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	58-60
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	403-4: Worker participation, consultation, and communication on occupational health and safety	59-61
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	403-6: Promotion of worker health	58-60
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47, 58-60
	403-8: Workers covered by an occupational health and safety management system	59
Material aspect: Training & development, attract and retain experts/talents & knowledge management		
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	52-54
	103-2: The management approach and its components	54-56
	103-3: Evaluation of the management approach	52-56

GRI 401: Employment 2016	401-1: New employee hires and employee turnover UNGC 3-6	60	
GRI 404: Training and Education 2016	GRI 404-3: Percentage of employees receiving regular performance and career development reviews		Regular appraisal interviews are held with all employees at PALFINGER
Material aspect: Diversity & equal opportunities			
GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	52-54	
	103-2: The management approach and its components	54-56	
	103-3: Evaluation of the management approach	52-56	
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees UNGC 3-6	63, 73	In 2022, the diversity strategy will be revised and new goals defined, and thus the disclosure of the diversity categories will be re-evaluated for steering relevance.

GOVERNANCE

Material aspect: **Compliance with and Leadership commitment to values, legal & ethical standards**

GRI 103: Management Approach 2016	103-1: Explanation of the material topic and its Boundary	52-54	
	103-2: The management approach and its components	54-56	
	103-3: Evaluation of the management approach	52-56	
GRI 205: Anti-corruption 2016	205-3: Confirmed incidents of corruption and actions taken UNGC 10	16	

Material aspect: **Clear internal policies, standardized processes**

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Material aspect: **Transparency & correct reporting**

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	103-3: Evaluation of the management approach	52-56	

GRI 419: Socioeconomic Compliance 2016	419-1: Non-compliance with laws and regulations in the social and economic area UNGC 1	64	
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Material aspect: **Deal with megatrends**

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