

rating & reporting standard

The esg2go Rating & Reporting Standard was developed by CCRS, Center for Corporate Responsibility and Sustainability (<https://ccrs.ch>). The calculations are constantly being developed, the reached scores can therefore also change over time. You will find further information at <https://esg2go.org>.

Company Information

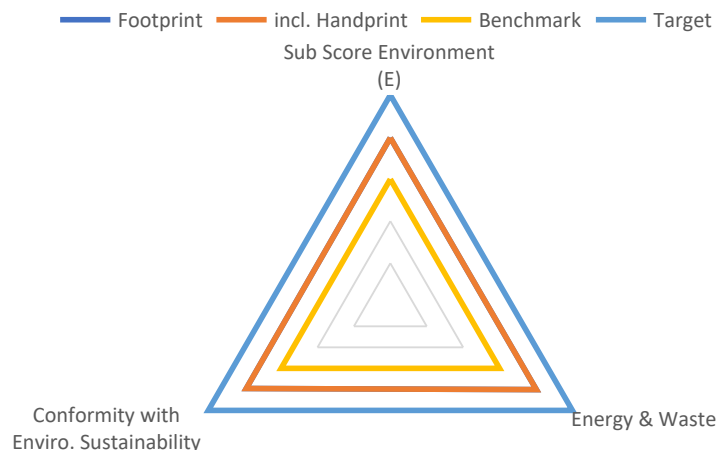
Company Name	Dolder Hotel AG
Company ID	CHE-105.834.438
Economic Sector	Tertiär (Dienstleistungen)
NOGA-Code	Beherbergung
Reference Date	31.12.2022
Date of Entry	15.05.2023

Total Score

Here you can see how your SME performed compared to other SMEs in your economic sector. If your score is above the benchmark, your performance is above average. The benchmark and target are 60 and 100, respectively. These values are adjusted to industry and company size.

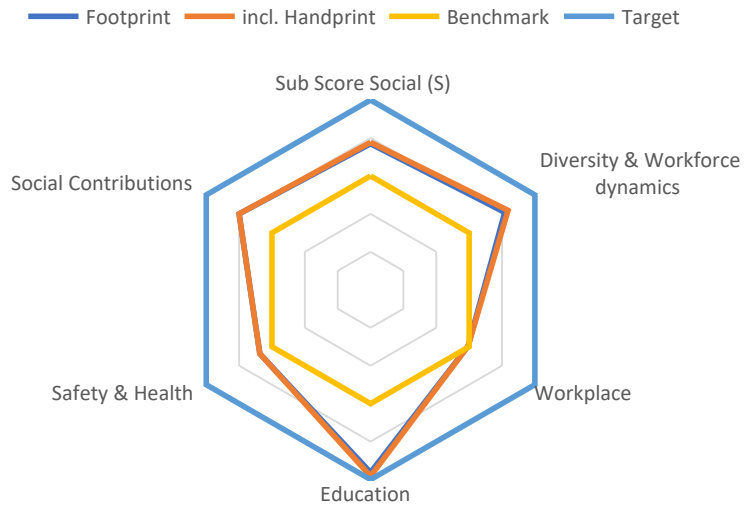
Score incl. Handprint	78.37
Score Footprint	78.05
Environment (E)	79.68
Social (S)	77.73
Governance (G)	77.01

Environment (E)



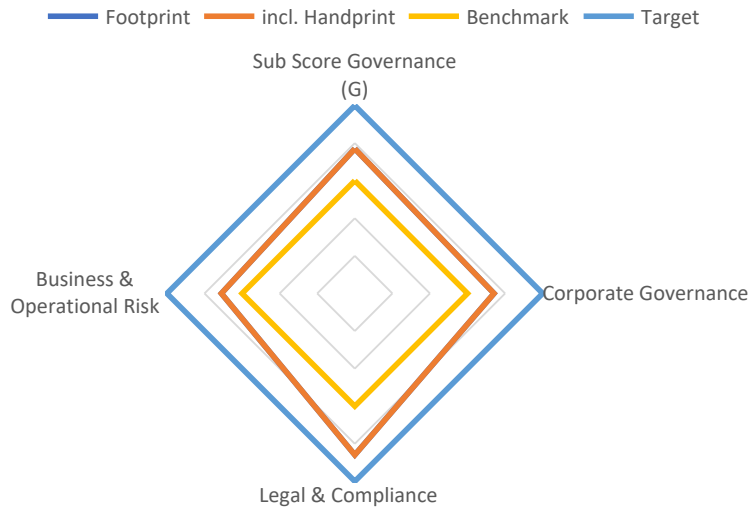
	Footprint	incl. Handprint	Benchmark	Target
Sub Score Environment (E)	79.68	79.68	60	100
Energy & Waste	80.21	80.21	60	100
Conformity with Enviro. Sustainability	79.15	79.15	60	100

Social (S)



	Footprint	incl. Handprint	Benchmark	Target
Sub Score Social (S)	76.93	77.73	60	100
Diversity & Workforce dynamics	81.68	83.68	60	100
Workplace	59.35	59.35	60	100
Education	96.24	98.24	60	100
Safety & Health	67.39	67.39	60	100
Social Contributions	80.00	80.00	60	100

Governance (G)



	Footprint	incl. Handprint	Benchmark	Target
Sub Score Governance (G)	77.01	77.01	60	100
Corporate Governance	74.10	74.10	60	100
Legal & Compliance	85.92	85.92	60	100
Business & Operational Risk	71.02	71.02	60	100

Sustainability Rating Tool

Environment (E)

	Score Footprint	Score including Handprint	Class Benchmark	Deviation to BM	Distance to Target
Energy & Waste	80.2054	80.2054	60	20.2054	19.7946
Conformity with environmental sustainability	79.1489	79.1489	60	19.1489	20.8511
Sub Score Environment (E)	79.6772	79.6772	60	19.6772	20.3228

Social (S)

	Score Footprint	Score including Handprint	Class Benchmark	Deviation to BM	Distance to Target
Diversity & workforce dynamics	81.6778	83.6778	60	23.6778	16.3222
Workplace	59.3548	59.3548	60	-0.6452	40.6452
Education	96.2380	98.2380	60	38.2380	1.7620
Safety & Health	67.3927	67.3927	60	7.3927	32.6073
Social contributions	80.0000	80.0000	60	20.0000	20.0000
Sub Score Social (S)	76.9327	77.7327	60	17.7327	22.2673

Governance (G)

	Score Footprint	Score including Handprint	Class Benchmark	Deviation to BM	Distance to Target
Corporate governance	74.1044	74.1044	60	14.1044	25.8956
Legal & compliance	85.9155	85.9155	60	25.9155	14.0845
Business & Operational Risk	71.0156	71.0156	60	11.0156	28.9844
Sub Score Governance (G)	77.0118	77.0118	60	17.0118	22.9882

Total Score

	Score Footprint	Score including Handprint	Class Benchmark	Deviation to BM	Distance to Target
Total Score	78.0463	78.3663	60	18.3663	21.6337

Sustainability Rating Tool

for SMEs in Switzerland

Basic information

Company name:	Dolder Hotel AG
Company ID:	CHE-105.834.438
Company founding date:	01.07.1894
Economic sector:	Tertiär (Dienstleistungen)
Industry sector (NOGA-code):	Beherbergung
Address:	Kurhausstrasse 65
Postal code:	8032
City:	Zürich
Phone number:	+41 44 456 60 00
Website:	www.dolderhotelag.com

Contact person

Name:	Stefan
Surname:	Aerni
Phone number:	+41 44 456 66 11
E-mail:	sustainability@dolderhotelag.com

Location and date of data entry

City:	Zürich
Canton:	ZH
Valuation date:	31.12.2022
Date of entry:	15.05.2023

Environment (E)

Key area	Code	Indicator	Value	Unit / Type	
Energy & Waste	E23	Total electricity costs	1'145'462	CHF	
	E1	Total electricity consumption	7'168'376	kWh	
	E2	Electricity consumption from renewable sources	7'168'376	kWh	
	E3	Fuel costs according to list in the definition	33'384	CHF	
	E21	Fuel costs from renewable sources	0.00	CHF	
	E4	Combustibles costs according to list in the definition	48'242	CHF	
	E22	Combustibles costs from renewable sources	5'763.00	CHF	
	E5	Total water consumption	43'920	m3	
	E6	Waste of disposal excluding wastewater (cost)	115'153	CHF	
	E7	Waste of disposal excluding wastewater (amount)	160	t	
	E8	Wastewater disposal (cost)	19'769	CHF	
	E9	Wastewater disposal (amount)	43'185	m3	
E10	Hazardous waste disposal (cost)	1'017	CHF		
E11	Hazardous waste disposal (amount)	1	t		
E12	VOC incentive tax	0	CHF		
Conformity with environmental sustainability	E13	Costs of environmental fines	0	CHF	
	E14	Financial contributions to environmentally related activities	88'684	CHF	
	E15	ISO 14001 certified sites (or other environmental certifications)		Status	In place
	E16	Sustainable building and energy efficiency certifications		Status	No
	E17	Efforts to reduce waste such as waste management		Status	In place
	E18	Mobility plan for employees		Status	In progress
	E19	Internal measurable GHG or waste reduction objective		Status	In place
	E20	External measurable GHG reduction objective in collaboration with EnAW and ACT-Switzerland		Status	In place

Social (S)

Key area	Code	Indicator	Value	Unit / Type
FTEs of employees (excluding managers) working in production activities	S1	Number of employees	401	Number
	S2	Number of female employees	192	Number
	S3	Number of managers	99	Number
	S4	Number of female managers	48	Number
	S5	Number of people on the board	2	Number
	S6	Number of females on the board	0	Number
	S7	Number of male employees aged more than 45	40	Number
	S8	Number of female employees aged more than 45	33	Number
	S9	Number of male employees aged between 16 and 45	172	Number
	S10	Number of female employees aged between 16 and 45	156	Number
	S11	Number of employees with permanent contracts	364	Number
	S12	Number of newly hired employees in the last 3 years or since foundation of the company if the company is younger than 3 years	484	Number
	S13	Number of employees who left the company in the last 3 years or since foundation of the company if the company is younger than 3 years	290	Number
	S14	Full-time equivalent of employees (excluding managers) working in production activities	242	Number
	S15	FTEs of employees (excluding managers) working in service activities (sales, purchases, office assistance etc.)	58	Number
	S16	Total FTEs	375	Number
	S17	Average work year of employees	3	Number
Workplace	S18	Minimal length of the company's maternity leave	14	Weeks
	S19	Minimal length of the company's paternity leave	2	Weeks
	S20	Designated communal place for employees	Status	In place
	S21	Contribution to the external expenses for daycare of employees' children in preschool age	Status	No
	S22	Number of employees with home office option	77	Number
Education	S23	Number of apprentices & trainees	61	Number
	S24	Number of trial apprentices	35	Number of participants
	S25	Expenses for continued education in the last three years	8'714'040	CHF
Safety & Health	S26	Number of major accidents at the workplace	0	Number
	S27	Days of absence	7'203	Number
Social Contributions	S29	Contribution to Society	82'088	CHF
	S31	Total pension fund contributions	1'955'790	CHF
	S32	Total pension fund contributions by employer for executive staff	119'604	CHF
	S33	Total pension fund contributions by employer for non-executive staff	858'205	CHF

Governance (G)

Key area	Code	Indicator	Value	Unit / Type	
Corporate Governance	G1	Internal deputisation arrangements		Status In place	
	G2	Human Resource Management		Status In place	
	G3	Number of employees managed by objective	256	Number	
	G6	Number of independent board members	0	Number	
	G7	Separation between the CEO and chairman functions		Status In place	
	G8	ESG reporting		Status In progress	
	G9	ESG incentive for management		Status In place	
	Legal & Compliance	G11	Fines for: violating worker's rights, property rights, confirmed cases of corruption or other legal violations in the last three business years	0	CHF
		G12	Implementation of data protection law		Status In place
G13		Spending on cybersecurity	130'525	CHF	
G14		Supplier policy		Status In place	
G15		Client policy for controversial products		Status No	
G16		Substance abuse policy		Status In place	
G17		Existence of code of conduct		Status In place	
G18		Anti-corruption policy		Status In place	
Business & Operational Risk	G19	EBIT	-4'200'216	CHF	
	G20	Tax on profit	0	CHF	
	G21	Material costs	12'531'438	CHF	
	G22	Aggregated wages	26'568'557	CHF	
	G23	Debt	17'472'447	CHF	
	G24	Turnover of company	63'326'378	CHF	
	G25	Share of export	73	Percent	
	G26	Share of import	8	Percent	
	G27	Regular audit including internal control system (ICS)		Status In place	
	G28	Internal risk control		Status In place	
	G29	Business continuity measures against exogenous risk drivers		Status In progress	
	G30	Total fees paid to the auditor	90'852	CHF	
	G31	Other fees paid to the auditor	53'025	CHF	
	G32	Share of 5 largest customers in % of turnover of the company	3	Percent	
	G33	Purchase share of 5 largest suppliers in % of material costs	6	Percent	

Optional input

Key area	Code	Indicator		
Core Business Information	Environmental handprint	Please select the environmental items below if the dominant part of your core business (in terms of turnover) have a positive effect on them :	?	
	1	Sale of durable products to the customer	FALSE	
	2	Maintenance of products by the company for the customer	FALSE	
	3	Products, Services and industry-specific Processes that lead to circular economy or/and give the right incentives for reduction of GHG emissions	FALSE	
	4	Sale of digital solutions that help to reduce overall emissions for companies (travel, administration, etc)	FALSE	
	5	Sale of products and technologies that contribute to less emissions in real estate and construction	FALSE	
	6	Sale of products and processes that have the potential to replace environmentally problematic products and processes	FALSE	
	7	Sale of products and processes that reduce the environmental impact of their customers' production or increase energy efficiency	FALSE	
	8	Sustainable investments in poorer countries that address local environmental challenges	FALSE	
	9	Protection and restoration of biodiversity and ecosystems	FALSE	
	10	Other	FALSE	
	Social handprint	Please select the social items below if the dominant part of your core business (in terms of turnover) have a positive effect on them :	?	
	1	Creation of new job profiles (jobs that meet trends, regulations and other changes)	FALSE	
	2	Training and integration program for migrants/refugees	FALSE	
	3	Program for the reintegration of marginalized groups without work/people with disabilities into the labor market	FALSE	
	4	Improving the future opportunities of the next generation through cooperation with apprenticeships	TRUE	
	5	Improving the future opportunities of the next generation through cooperation with universities	TRUE	
	6	Health promoting products and services	FALSE	
	7	Sustainable investments in poorer countries that contribute to local economic empowerment, inclusive growth (besides established growth fields) and decent employment	FALSE	
8	Other	FALSE		

Environment (E)

Key area	Code	Indicator	Unit	Observation Period	Description
Energy and Waste	E23	Total electricity costs	CHF	Last business year	This indicator refers to the total electricity costs caused by the company. Data for this indicator is to be taken from electricity bills.
	E1	Total electricity consumption	kWh	Last business year	This indicator refers to the total electricity consumption of a company from all sources. Data for this indicator is to be taken from electricity bills.
	E2	Electricity consumption from renewable sources	kWh	Last business year	This indicator refers to the total electricity consumption within the company from renewable sources such as hydropower, solar power, wind power, biomass, geothermal energy and subsidized electricity.
	E3	Fuel costs according to list in the definition	CHF	Last business year	This indicator relates to the total fuel costs caused by the company. The following substances count as fuel: Petroleum (gasoline), diesel, biodiesel, kerosene, hydrogen fuel and biofuel.
	E21	Fuel costs from renewable sources according to list in the definition	CHF	Last business year	This indicator refers to the total fuel costs from renewable sources within the company. This may include hydrogen fuel (when produced with renewable processes) and/or biofuel.
	E4	Combustibles costs according to list in the definition	CHF	Last business year	This indicator relates to the total combustible costs caused by the company. The following substances count as combustible: heating oil, natural gas, biogas, hard coal, brown coal, wood, wood pellets, wood chips.
	E22	Combustibles costs from renewable sources according to list in the definition	CHF	Last business year	This indicator refers to the total combustibles costs from renewable sources within the company such as biogas, wood, wood pellets and wood chips.
	E5	Total water consumption	m3	Last business year	This indicator refers to the total volume of water withdrawn within the company. Data for this indicator is to be taken from bills and/or concessions.
	E6	Cost of waste disposal excluding wastewater	CHF	Last business year	This indicator refers to the total cost of disposal activities of waste excluding wastewater
	E7	Amount of disposed waste excluding wastewater	t	Last business year	This indicator refers to the total weight of waste that has been disposed excluding wastewater
	E8	Cost of wastewater disposal	CHF	Last business year	This indicator refers to the total cost of disposal activities of wastewater.
	E9	Amount of disposed wastewater	m3	Last business year	This indicator refers to the total weight of wastewater that has been disposed.
E10	Cost of disposed hazardous waste	CHF	Last business year	This indicator refers to the total cost of hazardous waste that has been disposed (e.g. paint, cleaning agents, batteries, chemicals).	
E11	Amount of disposed hazardous waste	t	Last business year	This indicator refers to the total weight of hazardous waste that has been disposed (e.g. paint, cleaning agents, batteries, chemicals).	
E12	Cost of VOC incentive tax	CHF	Last business year	This indicator relates to the amount of incentive tax levied on VOC emissions	
Conformity with environmental sustainability	E13	Costs of environmental fines	CHF	Last business year	This indicator relates to the total costs of criminal trials and fines related to environmental damage affecting soil, water and/or air.
	E14	Financial contribution to environmentally related activities	CHF	Last business year	This indicator refers to amount the company contributes towards environmentally related activities with partners in the respective region in which the company operates (public private partnerships). This may include for example ecological restoration/biodiversity protection/circular economy initiatives as well as environmental education projects.
	E15	ISO 14001 certified sites (or other environmental certifications)	Status	Last business year	This indicator is 'In place' if you have an ISO 14000 certificate, a comprehensive ESG Rating (e.g. Ecovadis/GRI) or an industry-specific environmental certificate. If the company is esg2go certified (certification was obtained in the last business year), this also counts as an environmental certificate. If you have conducted an internal sustainability self-assessment you can select 'In progress'. (Please note that you will have the possibility to upload your additional sustainability certificates in the automated part of the sustainability report)
	E16	Sustainable building and energy efficiency certifications	Status	Last business year	This indicator assess if the company has buildings and/or sites with energy efficiency certifications (GEAK, MINERGIE, etc) and/or sustainable building labels (LEED, BREAM, SNBS, etc.).
	E17	Efforts to reduce waste such as waste management	Status	Last business year	This indicator is 'In place' when the company has a certified waste management/recycling system and/or an incentive-based scheme to reduce, reuse and recycle waste. The indicator is 'In progress', if the company has no certification but a code of conduct to manage its waste. Such a code of conduct requests the employees to stick for example to a waste separation system with a plan to reduce/replace non-recyclable materials.
	E18	Mobility plan for employees	Status	Last business year	If your company has developed a comprehensive mobility concept for its employees that also includes concrete individual incentives to reduce emissions then you can select 'In place'. If your company has launched at least partial initiatives towards a more climate-friendly mobility (e.g. bike2work, contribution to expenses for the use of public transport, incentives for e-conferencing instead of traveling) then you can select 'In progress'.
	E19	Internal measures to track GHG reduction objectives	Status	Last business year	The indicator is 'In place' if the company has internally defined objectives to reduce GHG and to achieve them, so that progress can be tracked.
	E20	External measurement of GHG reduction objectives in collaboration with EnAW and ACT-Switzerland	Status	Last business year	The indicator reflects if the company has an external measurable GHG reduction objective in collaboration with EnAW (Energieagentur der Wirtschaft), ACT-Switzerland or other organizations recognized by the Swiss federal Government.

Social (S)					
Key area	Code	Indicator	Unit	Observation Period	Description
Diversity & Workforce dynamics	S1	Number of employees	Number	End of business year	It includes all people who are on the payroll of the enterprise, whether they are temporarily absent (excluding long-term absences), part-time, seasonal, working from home, apprentices, etc. The number of people employed excludes manpower supplied to the unit by other enterprises and people carrying out repair and maintenance work in the enquiry unit on behalf of other enterprises. [OECD]
	S2	Number of female employees	Number	End of business year	It includes all females who are on the payroll of the enterprise, whether they are temporarily absent (excluding long-term absences), part-time, seasonal, working from home, apprentices, etc. The number of females employed excludes manpower supplied to the unit by other enterprises and females carrying out repair and maintenance work in the enquiry unit on behalf of other enterprises. [OECD]
	S3	Number of managers	Number	End of business year	Number of staff members who have an executive position in the company/are leading a team within the company (number will be relevant again with indicator S32).
	S4	Number of female managers	Number	End of business year	Number of female staff members who have an executive position in the company / are leading a team within the company (number will be relevant again with indicator S32).
	S5	Number of people on the board	Number	End of business year	Number of members of the Board of Directors elected to represent the shareholders. In the case of sole proprietorships, 1 must be indicated. For collective companies and limited liability companies, the number of shareholders.
	S6	Number of females on the board	Number	End of business year	Number of females on the board of directors who are elected to represent shareholders.
	S7	Number of male employees aged more than 45	Number	End of business year	It includes all male employees who are of age 46 or older. Age is expressed as the number of birthday anniversaries passed at the end of the business year.
	S8	Number of female employees aged more than 45	Number	End of business year	It includes all female employees who are of age 46 or older. Age is expressed as the number of birthday anniversaries passed at the end of the business year.
	S9	Number of male employees aged between 16 and 45	Number	End of business year	It includes all male employees who are between age 16 and 45. Age is expressed as the number of birthday anniversaries passed at the end of the business year.
	S10	Number of female employees aged between 16 and 45	Number	End of business year	It includes all female employees who are between age 16 and 45. Age is expressed as the number of birthday anniversaries passed at the end of the business year.
	S11	Number of employees with permanent contracts	Number	End of business year	It includes all employees who have a contract that is either full time or part-time without a pre-determined time limit.
	S12	Number of newly hired employees in the last 3 years or since foundation of the company if the company is younger than 3 years	Number	Last three business years	It includes all newly hired employees of any age in the last three business years or since foundation of the company if the company is younger than three years
	S13	Number of employees who left the company in the last 3 years or since foundation of the company if the company is younger than 3 years	Number	Last three business years	It includes all employees who have left the company in the last three business years (or since foundation of the company if the company is younger than three years) for reasons not related to retirement.
	S14	Full-time equivalent of employees (excluding managers) working in production activities	Number	End of business year	This indicator describes the full-time equivalent of employees working in production activities. A full-time equivalent (FTE) is a unit that indicates the workload of an employed person in a way that makes workloads comparable. FTEs are used by companies to determine their employee's workload. Each employee that works full time is equal to 1.0 FTE. A part-time worker who works half-time would be equivalent by 0.5 FTE. A seasonal employee who e.g. works only three months with full pensum within this period should be considered equivalent to 0.25 FTE (1/4). The total FTE is the sum of every employee's FTE.
	S15	Full-time equivalent of employees (excluding managers) working in service activities (sales, purchases, office assistance etc.)	Number	End of business year	This indicator describes the full-time equivalent of employees working in service activities. A full-time equivalent (FTE) is a unit that indicates the workload of an employed person in a way that makes workloads comparable. FTEs are used by companies to determine their employee's workload. Each employee that works full time is equal to 1.0 FTE. A part-time worker who works half-time would be equivalent by 0.5 FTE. A seasonal employee who e.g. works only three months with full pensum within this period should be considered equivalent to 0.25 FTE (1/4). The total FTE is the sum of every employee's FTE.
	S16	Sum of the degree of employment	Percent	End of business year	For this indicator add up the individual full-time equivalents of each employee. A full-time equivalent (FTE) is a unit that indicates the workload of an employed person in a way that makes workloads comparable. FTEs are used by companies to determine their employee's workload. Each employee that works full time is equal to 1.0 FTE. A part-time worker who works half-time would be equivalent by 0.5 FTE. A seasonal employee who e.g. works only three months with full pensum within this period should be considered equivalent to 0.25 FTE (1/4). The total FTE is the sum of every employee's FTE.
	S17	Average work year of the workforce	Number	End of business year	For this indicator add up the total amount of work years of each employee and divide it by the number of employees. Example: a company has 10 employees. 5 out of 10 employees are working for 6 years and the other 5 are working for 3 years. We add up the total amount of work years of each employee (5*6 years + 5*3 years = 45 years) and divide by the number of employees (45 years/10 = 4.5 years). We obtain an average work year of 4.5 years.
Workplace	S18	Official length of the company's maternity leave	Weeks	Last five business years	This indicator refers to the company's official number of weeks for maternity leave given to female employees.
	S19	Official length of the company's paternity leave	Weeks	Last five business years	This indicator refers to the company's official number of weeks for paternity leave given to male employees.
	S20	Designated communal place for employees	Status	End of business year	This indicator asks whether the company provides a designated place for employees for eating, drinking, socializing etc.
	S21	Support for daycare of employees' children in preschool age	Status	End of business year	This indicator describes whether the company is providing support for employees with children (internal day care center or contribution to external day care).
	S22	Number of employees with home office option	Number	End of business year	Refers to the number of employees who have the option to perform their duties and tasks by working from home.
Education	S23	Number of apprentices & trainees	Number	End of business year	It includes all employees of the company at the end of the business year who are apprentices (first, second, third or fourth year) or trainees doing an internship.
	S24	Number of trial apprentices	Number of participants	End of business year	Trial apprenticeships refer to the willingness of a company to offer interested young people a trial program to get to know their prospective employer. In German it is called "Schnupperlehre".
	S25	Expenses for continued education	CHF	Last three business years	Total contribution of the company for continued education of its employees (cash and in kind) of the last 3 years. Continued education also includes training.
Safety & Health	S26	Number of major accidents at the workplace	Number	End of business year	"Major Accident" stands in relation to an installation or connected infrastructure: (1) an incident involving an explosion, fire, loss of well control, release of oil, gas or dangerous substances involving, or with a significant potential to cause, fatalities or serious personal injury; (2) an incident leading to serious damage to the installation or connected infrastructure involving, or with a significant potential to cause, fatalities or serious personal injury; or (3) any major environmental incident resulting from incidents referred to in points (1) and (2).
	S27	Days of absence	Number	End of business year	Days of absence refer to non-voluntary as well as voluntary non-attendance at work in total. It includes absences without a valid reason, absences due to accidents, sickness, strikes, and so on. It does not include paid or unpaid leave (e.g. maternal leave, holidays) and business travel.

Social contributions	S29	Contribution to Society	CHF	End of business year	Contribution to society usually refers to a cooperative or voluntary act for the benefit of your community or society at large. Here, the spendings for social/cultural events, educational purposes at local schools, partnerships with NGOs and other entities are meant.
	S31	Total pension fund contributions	CHF	End of business year	Total pension fund contributions made by the employer and the employees.
	S32	Total pension fund contributions by employer for executive staff	CHF	End of business year	Total pension fund contributions made by the employer for executive staff.
	S33	Total pension fund contributions by employer for non-executive staff	CHF	End of business year	Total pension fund contributions made by the employer for non-executive staff.

Governance (G)

Key area	Code	Indicator	Unit	Observation Period	Description	
Corporate Governance	G1	Internal deputisation arrangements	Status	End of business year	This indicator refers to measures which ensure that business processes are not interrupted because of the absence of individuals or key persons and can carry on.	
	G2	Human Resource Management	Status	End of business year	Human resource management is a department in a company that handles all aspects of employees and has various functions like human resource planning, recruitment, training, career planning, quality of work-life, communicating with all employees at all levels and maintaining awareness of and compliance with labor laws.	
	G3	Number of employees managed by objective	Number	Last business year	This indicator refers to the number of employees within the company that have a target agreement.	
	G6	Number of independent board members	Number	Last business year	This indicator refers to the number of independent board members. An independent board member is a person who is not an employee of the company, nor a significant shareholder of the company, does not have a regular commercial relationship with the company.	
	G7	Separation between the CEO and chairman functions	Status	Last business year	This indicator refers to whether CEO and chairman functions are held by separate people.	
	G8	ESG reporting	Status	Last business year	This indicator reflects the company's implementation of an external ESG reporting policy (or the equivalent thereof) as an integral part of its internal procedures.	
	G9	ESG incentive for management	Status	Last business year	This indicator reflects whether the company's bonus for executives includes an ESG component.	
	Legal & Compliance	G11	Fines for: violating worker's rights, property rights, confirmed cases of corruption or other legal violations	CHF	Last three years	This indicator encompasses the cost of fines for violating worker's rights, property rights, confirmed cases of corruption and/or other legal violations in the last year.
		G12	Implementation of data protection law	Status	End of business year	This indicator refers to whether the company does comply with the Swiss data protection law and takes measures accordingly.
G13		Spending on cybersecurity	CHF	Last business year	This indicator refers to the total amount of money spent on cybersecurity (internally or externally provided). Cybersecurity is the practice of protecting systems, networks and programs from digital attacks. These cyberattacks are usually aimed at accessing, changing, or destroying sensitive information, extorting money from users or interrupting normal business processes.	
G14		Supplier policy	Status	End of business year	This indicators refers to the social risks in the supply chain and the identification of significant actual and potential negative social impacts including significant risk of incidents of child labor, forced or compulsory labor.	
G15		Client policy for controversial products	Status	End of business year	The indicator reflects whether the company has a customer policy (especially in regard to its most relevant clients) concerning the use of its products. It is designed to prevent harm to the user or third-parties (e.g. prescription requirements for certain medical products, warning messages and user manuals for products that may cause harm to the environmental/public health).	
G16		Substance abuse policy	Status	End of business year	This indicator reflects whether the company has introduced regulations for dealing with addictive substances (psychoactive substances, alcohol and drugs) in the workplace.	
G17		Existence of code of conduct	Status	Last business year	This indicator refers to the existence of written rules for the ethical behavior of the members of the company. This may include any form of discrimination and harassment at the workplace.	
G18		Anti-corruption policy	Status	End of business year	This indicator refers to the existence of measures that prevent corruption and bribery throughout the value chain.	
Business & Operational Risk	G19	EBIT	CHF	Last business year	EBIT is a measure of a company's profit that includes all incomes and expenses except interest expenses and income tax expenses.	
	G20	Tax on profit	CHF	Last business year	Tax on profit refers to the payable tax of the total profit of a company for the last business year.	
	G21	Material costs	CHF	Last business year	Material cost is the cost of materials used to manufacture a product or provide a service. Excluded from the material cost are all indirect materials, such as cleaning supplies used in the production process. Material cost is also known as direct material cost or raw material cost.	
	G22	Aggregated wages	CHF	Last business year	Aggregated yearly wages of the staff including bonus payments.	
	G23	Debt	CHF	Last business year	Reported amount of liabilities of the company at the end of the last business year.	
	G24	Turnover of company	CHF	Last business year	Turnover of company is the total sales in a business year. It's sometimes referred to as 'gross revenue' or 'income'.	
	G25	Share of export	Percent	Last business year	This indicator refers to the share of exports in % of turnover of the company in the last business year.	
	G26	Share of import	Percent	Last business year	This indicator refers to the share of imports in % of the material costs of the company in the last business year.	
	G27	Regular audit including internal control system (ICS)	Status	Last business year	Companies that have to carry out an audit must maintain an internal control system (ICS) and include a declaration on the risk assessment of customers in their management reports.	
	G28	Internal risk control	Status	Last business year	This indicator refers to whether the company takes the findings from the risk assessment into account which reduces the operational risk.	
	G29	Business continuity measures against natural disasters	Status	Last business year	This indicator refers to measures taken against natural disasters such as fire, flood, earthquake, pandemic etc. which could be an obstacle for supply chains.	
	G30	Total fees paid to the auditor	CHF	Last business year	Total fees paid to auditor: regular audit fees plus other fees.	
	G31	Other fees paid to auditor	CHF	Last business year	Fees paid to auditor for services other than financial audit.	
	G32	Share of 5 largest customers in % of turnover of the company	Percent	Last business year	This indicator refers to the turnover of the five largest clients in % of turnover of the previous year.	
	G33	Purchase share of 5 largest suppliers in % of material costs	Percent	Last business year	This indicator refers to the share of the five largest suppliers in percent of material cost of the previous year.	

Optional Input

Key area	Code	Indicator	Unit	Observation Period	Description
Core Business Information	OE1	Please select the environmental items below if the dominant part of your core business (in terms of turnover) have a positive effect on them :	Status	End of business year	The "dominant part" refers to the part of the business that generates the largest proportion of the company's annual sales.
	OE2	Please select the social items below if the dominant part of your core business (in terms of turnover) have a positive effect on them :	Status	End of business year	The "dominant part" refers to the part of the business that generates the largest proportion of the company's annual sales.