



SUMMARY OF GRI INDICATORS

ABB Group Sustainability Indicators 2020

Environmental

GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
Hazardous materials¹										
	Phthalates (tons)	✓	107	102	99	106	191	878	258	21
	Brominated flame retardants (tons)	✓	–	0	0.0	0.0	0.0	0.0	1.9	2.9
	Organic lead in polymers (tons)	✓	0.0	0.0	0.0	0.29	1.0	1.4	0.1	0.6
	Lead in other products (tons), e.g., backup batteries and counterweights in robots	✓	2,196	2,316	2,686	2,548	3,321	1,684	1,884	2,601
	Cadmium in batteries (tons) ²	✓	7	15	113.3	71.3	53.0	98.3	79.5	72.0
	Cadmium in lead alloy and other uses (tons)	✓	0.1	0.3	0.3	0.4	7.3	6.4	6.0	5.7
	Mercury in products (tons)	✓	–	0.001	0.001	0.001	0.002	0.007	0.071	0.012
	Mercury in instruments in ABB facilities (tons)	✓	0.01	0.0570	0.2150	0.2150	0.2380	0.2250	0.3200	0.3170



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	Chlorinated volatile organic compounds (VOC-Cl) ³	✓	2	2	4	3	6	13	20	20
	SF ₆ insulation gas (inflow to ABB facilities) (tons) ⁴	✓	241	1,211	1,286	1,425	1,653	1,658	1,483	1,438
	SF ₆ insulation gas (outflow to customers) (tons) ⁴	✓	238	1,204	1,279	1,417	1,644	1,648	1,466	1,425
	No. of transformers with PCB oil in ABB facilities	✓	1	14	6	0	0	0	0	1
	No. of capacitors with PCB oil in ABB facilities	✓	–	89	0	0	0	0	0	60
302-1	Energy consumption (gigawatt-hours – GWh)¹									
	Biofuels ⁵	✓	0.92	52.9	51.6	64.4	52	46	44	27
	Oil (11.63 MWh/ton)	✓	7.3	49.0	48.5	58.5	71	79	85	94
	Diesel (11.75 MWh/ton)	✓	3.5	4.4	4.8	5.8	9	8	11	0
	Coal (7.56 MWh/ton)	✓	–	0	0	0	0	0	0	4
	Gas ^{6,7}	✓	448	728	658	647	658	737	708	755
	District heat consumption ⁶	✓	125	208	201	209	198	181	198	251
	Electricity consumption ^{6,7}	✓	1,031	1,635	1,571	1,561	1,620	1,608	1,628	1,705
	Total energy used	✓	1,616	2,677	2,535	2,546	2,607	2,658	2,675	2,836
	Electricity sold	✓	2	2	2	5	2	1	2	n.a.
302-3	Energy intensity (MWh/million \$ sales)¹	✓	62	72	72	74	77	75	67	68



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
303-1	Water withdrawal (kilotons)¹									
	Purchased from water companies ⁶	✓	2,523	3,896	3,721	3,678	3,800	4,000	4,200	4,400
	Groundwater extracted by ABB	✓	576	2,066	2,499	2,726	2,300	3,200	3,100	3,200
	Surface water extracted by ABB	✓	109	2,406	2,561	2,849	3,000	2,400	2,800	2,700
	Collection of rainwater	✓	4.2	9.8	<100	<100	<100	<100	<100	<100
	Waste water from external source	✓	12.0	21.7	<100	<100	<100	<100	<100	<100
	Water withdrawal from areas of water stress ⁸	✓	1,268	2,711	2,778	2,694	2,730	2,993	2,951	3,157
	Total water withdrawal	✓	3,224	8,401	8,827	9,280	9,100	9,700	10,100	10,300
303-3	Water recycled and reused¹									
	Volume of water reused and recycled (kilotons)		1,033	8,051	7,449	7,807	10,600	5,200	5,200	5,900
	As percentage of total water withdrawal (%)		25	96	84	84	116	54	51	57
	Greenhouse gas (GHG) emissions⁹ (kilotons CO₂ equivalent)									
305-1	Scope 1¹									
	Use of energy ⁷	✓	94	162	148	149	155	173	170	180
	SF ₆ ¹⁰	✓	77	159	164	180	228	244	394	297
	Transport by own fleet ¹¹	✓	55	75	63	63	350	350	350	350



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
305-2	Scope 2¹									
	District heat consumption	✓	18	33	30	28	31	29	35	45
	Electricity consumption ⁷	✓	318	569	597	606	614	684	682	680
	Total scope 1 and 2 GHG emissions	✓	561	998	1002	1,026	1,378	1,480	1,631	1,552
305-3	Scope 3¹									
	Air travel ^{12,13}	✓	55	148	138	150	164	158	171	134
	Waste generated in operations ¹⁴		17	12	–	–	–	–	–	–
	Energy-related activities not in scope 1/2 ¹⁴		43	70	–	–	–	–	–	–
	Purchased goods and services ¹⁴		4,751	4104	–	–	–	–	–	–
	Employee commuting ¹⁴		187	249	–	–	–	–	–	–
	Up- and downstream transportation ¹⁴		800	1150	–	–	–	–	–	–
	Up- and downstream leased assets ¹³		273	219	–	–	–	–	–	–
305-4	GHG emissions intensity (tons CO₂ equivalents/million \$)¹									
	Tons CO ₂ equivalents per million \$ sales, scope 1+2	✓	21	27	28	30	41	42	41	37
305-7	Significant air emissions (tons)¹									
	Volatile organic compounds (VOC) ¹⁵	✓	668	1,128	936	987	1,105	1,223	1,291	1,210



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	Emissions of NO_x and SO_x (tons SO₂ and NO₂)									
	SO _x from burning coal		–	0	0	0	0	0	0	3
	SO _x from burning oil and biofuels		8	77	72	89	82	97	97	89
	NO _x from burning coal		–	0	0	0	0	0	0	2
	NO _x from burning oil and biofuels		6	57	54	67	72	73	73	67
	NO _x from burning gas		94	156	142	140	142	159	153	170
306-1	Water discharge by quality and destination (kilotons)¹									
	Public sewer		2,018	3,591	3,649	3,039	4,200	3,100	3,000	3,600
	treated (percentage)		25%	36%	36%	38%	21%	28%	30%	31%
	untreated (percentage)		75%	64%	64%	62%	79%	72%	70%	69%
	Recipient ¹⁶		585	1,123	761	444	4,500	2,600	2,900	2,300
	treated (percentage)		29%	84%	90%	81%	15%	90%	90%	87%
	untreated (percentage)		71%	16%	10%	19%	85%	10%	10%	13%
	Hazardous treatment company		47	140	47	45	300	360	400	500
	treated (percentage)		45%	81%	47%	13%	71%	90%	75%	60%
	untreated (percentage)		55%	19%	53%	87%	29%	10%	25%	40%
	External use		0.01	0	1	0	0	<100	<100	<100
	treated (percentage)		0%	0%	100%	–	–	63%	50%	50%



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	untreated (percentage)		100%	100%	–	–	–	37%	50%	50%
306-2	Waste (kilotons)¹									
	Scrap metal recycled	✓	124	167	156	153	148	158	162	185
	Non-hazardous waste recycled ⁶	✓	35	61	62	61	53	53	49	52
	Non-hazardous waste sent for disposal ⁶	✓	24	41	37	36	37	44	44	50
	Hazardous waste recycled ¹⁷	✓	3	7	5	5	7	5	5	5
	Hazardous waste sent for disposal ¹⁷	✓	5	7	6	8	8	10	13	9
	Total waste (generated)	✓	192	283	266	263	254	270	273	301
306-3	Numbers of significant spills^{1,18}									
	Oil spills		–	9	15	19	17	11	7	13
	Chemical spills		5	4	9	10	6	1	0	0
	Emissions to air		–	6	5	3	6	11	3	3
	Others		–	7	14	12	9	0	0	4
	Total number of significant spills		5	26	43	44	38	23	10	20

Social

GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
401-1	Total number and rates of new employee hires and employee turnover¹									
	Total workforce by region (ABB employees) ¹									
	Europe		49,200	68,400	68,300	63,000	61,400	61,600	63,000	65,000
	The Americas		27,600	35,200	35,600	28,800	29,000	30,900	32,200	34,400
	Asia, Middle East and Africa		28,800	40,800	42,700	43,000	41,900	43,300	45,200	48,300
	Total		105,600	144,400	146,600	134,800	132,300	135,800	140,400	147,700
	Employee turnover									
	Turnover of all employees ¹⁹									
	Europe		8,570 17%	9,732 14%	6,509 10%	7,105 11%	6,063 10%	5,891 9%	5,877 9%	5,387 9%
	The Americas		3,849 14%	5,443 16%	3,986 11%	3,148 11%	5,338 17%	5,409 17%	5,379 17%	4,760 14%
	Asia, Middle East and Africa		4,252 15%	6,860 17%	5,127 12%	3,749 9%	4,430 11%	4,946 12%	5,701 13%	5,534 13%
	Total employee turnover: ABB Group		16,671 16%	22,035 15%	15,622 11%	14,002 10%	15,831 12%	16,246 12%	16,957 12%	15,681 11%
	Turnover of all female employees ¹⁹									
	Europe		3,038 6%	2,871 4%	2,053 3%	2,097 3%	1,571 2%	1,498 2%	1,370 2%	1,217 2%
	The Americas		1,162 4%	1,553 4%	1,154 3%	940 3%	1,265 4%	1,418 5%	1,307 4%	1,026 3%
	Asia, Middle East and Africa		906 3%	1,399 3%	967 2%	855 2%	882 2%	1,093 3%	1,311 6%	1,358 3%
	Total female employee turnover: ABB Group		5,106 5%	5,823 4%	4,174 3%	3,892 3%	3,718 3%	4,009 3%	3,882 3%	3,601 3%
	Employee hires									
	Hires of all employees ¹⁹									
	Europe		7,649 15%	11,560 17%	7,848 11%	6,888 11%	5,656 9%	5,672 9%	6,195 10%	6,086 10%
	The Americas		2,106 8%	4,221 12%	3,525 10%	3,905 13%	3,354 11%	3,573 11%	4,142 13%	4,246 12%
	Asia, Middle East and Africa		4,209 14%	6,121 15%	5,281 12%	4,403 11%	2,920 7%	3,777 9%	5,493 13%	5,219 10%
	Total employee hires: ABB Group		13,964 13%	21,902 15%	16,654 11%	15,196 11%	11,930 9%	13,022 10%	15,830 12%	15,551 11%



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	Hires of all female employees ¹⁹									
	Europe		2,799 6%	3,898 6%	2,442 4%	2,161 3%	1,681 3%	1,520 2%	1,597 3%	1,453 2%
	The Americas		742 3%	1,357 4%	950 3%	1,030 3%	937 3%	769 2%	1,010 3%	971 3%
	Asia, Middle East and Africa		1,006 3%	1,275 3%	1,076 3%	900 2%	586 1%	761 2%	1,308 3%	1,467 3%
	Total female employee hires: ABB Group		4,547 4%	6,530 4%	4,468 3%	4,091 3%	3,204 2%	3,050 2%	3,915 3%	3,891 3%
403-9	Occupational health and safety: Injuries, lost days, diseases and fatalities¹									
	Employee work-related fatalities ^{20,22}	✓	1	1	0	1	0	0	1	0
	Incident rate ²¹	✓	0	0.01	0.00	0.00	0.00	0.00	0.00	0.00
	Employee business travel fatalities ^{20,23}	✓	0	0	1	1	1	0	0	0
	Incident rate ²¹	✓	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Contractor work-related fatalities ²²	✓	1	1	3	2	5	2	2	7
	Contractor business travel fatalities ^{20,23}	✓	0	0	0	0	2	0	0	0
	Members of the public fatalities ²⁰	✓	0	0	0	0	0	1	0	1
	Employee total recordable incident number ^{22,24}	✓	410	744	830	1,049	1,140	1,310	1,500	1,664
	Injury rate ²¹	✓	0.31	0.47	0.58	0.73	0.79	0.87	0.99	10.94
	Contractor total recordable incident number ^{22,24}	✓	100	149	203	205	277	343	333	310
	Injury rate ²¹	✓	0.46	0.46	0.58	0.52	0.70	0.80	0.78	7.52
	Employee lost time incident number ²²	✓	197	372	386	472	441	531	652	686
	Injury rate ²¹	✓	0.15	0.23	0.27	0.33	0.30	0.36	0.43	4.70
	Contractor lost time incident number ²²	✓	56	96	97	95	118	163	200	158



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	Injury rate ²¹	✓	0.26	0.29	0.28	0.24	0.30	0.38	0.47	3.38
	Employee lost days due to industrial incidents ²⁷		2,014	6,757	6,650	7,331	6,905	7,831	8,415	10,591
	Days lost rate ²¹		1.5	4.26	4.63	5.11	4.78	5.26	5.52	77.50
	Employee occupational health illness ²²	✓	5	16	30	35	65	46	17	10
	Employee occupational health illness rate ^{21,22}	✓	0	0.01	0.02	0.02	0.05	0.03	0.01	0.14
	Sustainability Observation Tours (SOT) conducted ²⁶	✓	74,266	83,859	144,738	182,265	178,473	139,124	–	–
	SOT rate ^{26,28}	✓	4.31	5.52	1.01	1.27	1.24	0.92	–	–
	Hazards reported ²²	✓	270,985	336,747	389,733	585,627	621,849	520,942	–	–
	Hazards reporting rate ²⁵	✓	2.06	2.12	2.72	4.08	4.31	3.51	–	–
Data by region										
	Employee work-related fatalities: ABB Group ^{20,22}		–	1	0	1	0	0	1	–
	Europe		–	0	0	0	0	0	0	–
	The Americas		–	1	0	1	0	0	0	–
	Asia, Middle East and Africa		–	0	0	0	0	0	1	–
	Employee business travel fatalities: ABB Group		–	0	1	1	1	0	0	–
	Europe		–	0	0	0	0	0	0	–
	The Americas		–	0	0	0	1	0	0	–
	Asia, Middle East and Africa		–	0	1	1	0	0	0	–
	Contractor work-related fatalities: ABB Group		–	1	3	2	5	2	2	–
	Europe		–	1	0	0	0	0	0	–
	The Americas		–	0	1	1	0	0	0	–
	Asia, Middle East and Africa		–	0	2	1	5	2	2	–
	Contractor business travel fatalities: ABB Group		–	0	0	0	2	0	0	–



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	Europe		–	0	0	0	0	0	0	–
	The Americas		–	0	0	0	2	0	0	–
	Asia, Middle East and Africa		–	0	0	0	0	0	0	–
	Employee total recordable injury rate: ABB Group		–	0.47	0.58	0.73	0.79	0.88	0.10	–
	Europe		–	0.53	0.66	0.86	0.96	1.02	1.16	–
	The Americas		–	0.68	0.97	1.17	1.18	1.40	1.57	–
	Asia, Middle East and Africa		–	0.16	0.19	0.24	0.27	0.31	0.39	–
	Contractor total recordable injury rate: ABB Group		–	0.456	0.58	0.52	0.70	0.80	0.78	–
	Europe		–	1.38	1.52	1.38	1.69	1.88	1.97	–
	The Americas		–	0.42	0.74	0.96	1.47	1.54	1.40	–
	Asia, Middle East and Africa		–	0.20	0.26	0.24	0.35	0.37	0.35	–
	Employee lost time injury rate: ABB Group		–	0.23	0.27	0.33	0.30	0.36	0.43	–
	Europe		–	0.37	0.39	0.48	0.47	0.56	0.66	–
	The Americas		–	0.20	0.30	0.34	0.29	0.33	0.40	–
	Asia, Middle East and Africa		–	0.07	0.07	0.09	0.08	0.08	0.12	–
	Contractor lost time injury rate: ABB Group		–	0.29	0.28	0.24	0.30	0.38	0.47	–
	Europe		–	1.15	0.91	0.73	0.93	1.03	1.38	–
	The Americas		–	0.19	0.29	0.35	0.81	0.84	0.86	–
	Asia, Middle East and Africa		–	0.07	0.08	0.10	0.07	0.12	0.15	–
	Employee days lost rate: ABB Group		–	4.26	4.63	5.11	4.78	5.26	5.52	–
	Europe		–	5.95	6.19	6.95	5.98	7.32	8.25	–
	The Americas		–	4.20	6.46	6.43	7.81	6.02	8.28	–
	Asia, Middle East and Africa		–	1.71	1.05	1.49	0.99	1.74	1.72	–
	Employee occupational health disease rate: ABB Group		–	0.01	0.02	0.02	0.05	0.03	0.01	–



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	Europe		–	0.02	0.04	0.05	0.09	0.06	0.02	–
	The Americas		–	0.01	0.00	0.00	0.02	0.02	0.03	–
	Asia, Middle East and Africa		–	0.00	0.01	0.00	0.05	0.00	0.00	–
	SOT rate: ABB Group		–	5.52	1.01	1.27	1.24	0.92	–	–
	Europe		–	5.34	0.92	0.84	0.76	0.51	–	–
	The Americas		–	6.14	1.09	1.71	1.87	1.41	–	–
	Asia, Middle East and Africa		–	5.40	1.10	1.61	1.53	1.17	–	–
	Hazard rate: ABB Group		–	2.12	2.72	4.08	4.31	3.51	–	–
	Europe		–	2.04	2.38	3.37	3.65	2.67	–	–
	The Americas		–	1.61	2.66	4.81	4.78	4.25	–	–
	Asia, Middle East and Africa		–	2.82	3.28	4.64	5.03	4.19	–	–
406-1	Non-discrimination¹									
	Total number of incidents of discrimination		0	8	0	0	0	0	1	1
	Total number of incidents of harassment		36	19	25	9	5	8	10	10
415-1	Public policy¹									
	Financial and in-kind political contributions		\$14,908	\$1,260	\$11,500	\$300	\$10,400	\$12,600	\$13,000	0
404-1	Training and education¹									
	Training per year per employee (average hours)									
	China		14	17	16	17	25	22	26	27
	Finland		10	12	13	13	15	17	19	18
	Germany		10	18	18	18	18	18	18	16
	India		23	10	12	5	3	2	12	12
	Italy		10	16	16	12	10	12	12	19
	Mexico		347	7	134	98	15	16	23	–
	Poland		4	10	35	20	12	10	11	12
	Sweden		12	12	12	12	10	10	12	12
	Switzerland		13	12	14	14	15	14	16	20



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	USA		16	16	16	24	24	27	32	28
404-3	Employees receiving regular performance and career development reviews^{1,29}									
	Top and senior managers		94%	73%	89%	94%	92%	85%	87%	-
	Middle and lower managers		92%	89%	93%	96%	94%	90%	91%	-
	Other employees		90%	89%	91%	91%	91%	87%	88%	-
	Total workforce		92%	89%	91%	91%	92%	87%	88%	-
405-1	Diversity and equal opportunity¹									
	Composition of governance bodies									
	Board of Directors									
	Women in Board (percentage)		18%	18%	18%	10%	18%	13%	13%	13%
	Age group diversity (percentage)									
	<30 years old		0%	0%	0%	0%	0%	0%	0%	0%
	30–50 years old		9%	9%	18%	0%	0%	0%	0%	0%
	>50 years old		91%	91%	91%	100%	100%	100%	100%	100%
	Number of nationalities		9	7	7	8	10	8	7	7
	Executive Committee									
	Women in Executive Committee (percentage)		22%	16%	9%	9%	9%	9%	9%	8%
	Age group diversity total (percentage)									
	<30 years old		0%	0%	0%	0%	0%	0%	0%	0%
	30–50 years old		33%	8%	0%	27%	18%	27%	36%	25%
	>50 years old		67%	92%	100%	73%	82%	73%	64%	75%
	Number of nationalities		6	8	8	8	7	8	8	8
	Employees in senior and middle management ³⁰									



GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	Women in senior and middle management		20%	18%	17%	16%	18%	17%	15%	15%
	Men in senior and middle management		80%	82%	83%	84%	82%	83%	85%	85%
	Total workforce (ABB employees)									
	Women in total workforce		26%	24%	23%	23%	23%	23%	22%	22%
	Men in total workforce		74%	76%	77%	77%	77%	77%	78%	78%

- 1 PG is included in 2013-2019 data but excluded from 2020 data.
- 2 From 2018 we report all cadmium in batteries in one category. Data from 2013–2017 on cadmium in industrial and rechargeable batteries, respectively, have been summed up and are included here.
- 3 Emissions of chlorinated volatile organic compounds (VOC-Cl) are included in the volatile organic compounds (VOC) reported in the line above.
- 4 Data on inflow and outflow of SF₆ insulation gas have been restated for 2017, due to an error in the reporting from one site.
- 5 Biofuels have been reported as a separate category since 2017. Biofuel consumption, total energy used, and energy intensity have been restated for 2014–2016, since the use of biofuels was previously not reported at one of our large facilities.
- 6 Results for these indicators are based on reported data covering 95% of employees in 2020, 93% in 2019, 94% in 2018, 93% in 2017, 97% in 2016, 95% in 2015, 93% in 2014 and 88% in 2013, plus energy use per employee for the remaining employees pro rata. See the [“Approach to reporting”](#) section for more details.
- 7 Gas and electricity consumption and the associated greenhouse gas (GHG) emissions have been restated for 2013–2017, due to the correction of earlier conversion factor errors at one of our large facilities.
- 8 Water withdrawal from areas of water stress have been restated for 2013-2017, due to earlier errors in reporting of water for remediation projects at two sites.
- 9 See [“Approach to reporting”](#) chapter for more details on GHG emission calculation.
- 10 In 2019, we updated the factor used to convert SF₆ emissions to CO₂ equivalents to 23,500 kg CO₂e/kg SF₆, as recommended by the IPCC 2013 (Fifth Assessment Report), and have applied that factor to SF₆ data reported for all years. SF₆ emissions for 2018 were restated from 155 kilotons to 164 kilotons due to a reporting error at a large manufacturing site.
- 11 Reported fleet emissions for 2020 and 2019 lag one year behind. For 2018 we used the same data as for 2017. For 2017 data see [“Approach to reporting”](#); 2013–2016 data was estimated.
- 12 The air travel indicator included data from ABB Bulgaria, Croatia, Greece, Kazakhstan and Romania for the first time in 2016 and from ABB China and Thomas & Betts for the first time in 2014.
- 13 Data for air travel is calculated using the emission factors published by the UK Department for Business, Energy & Industrial Strategy in its “2019 Government GHG Conversion Factors for Company Reporting – Methodology Paper for Emission Factors – Final Report.”
- 14 Calculated for the first time for 2019.



- 15 VOC emissions for 2018 were restated from 882 tons to 936 tons due to a reporting error at a large manufacturing site.
- 16 Cooling water quality remains unchanged by its use at ABB and is discharged without treatment. Data for 2016 exceptionally included discharge of cooling water to recipient.
- 17 Hazardous waste as classified in the country where it is generated.
- 18 An environmental incident is regarded as significant if at least one of the following criteria applies to the incident: obligation to inform local authorities or a governmental agency about the incident and/ or regulatory violation; inspection by an environmental agency results in a formal complaint; environmental Notice of Violation, a Consent Order or a Potential Responsible Party (PRP) notification; imposition of a penalty or fine; significant impact on an ecosystem; costs related to the incident exceed, or may exceed, \$10,000.
- 19 2020 data excludes PG. Includes part-time employees. Turnover rate calculated as number of ABB employees (full- and part-time) leaving during the year/total number of ABB employees (full- and part-time) as at 31 December. For the purpose of this calculation, employees and external workforce who leave the organization voluntarily or involuntarily whether due to dismissal, retirement, end of fixed-term contract or death in service or any other reason, are included. However, involuntary turnover arising out of divestments is excluded from the definition.
- 20 Fatalities include deaths occurring within one year as a result of injuries sustained and commuting is excluded.
- 21 Incident rates are according to the rate per 100 employees or per 200,000 contractor hours worked. For 2013, incident rates are per 1,000 employees / contractors.
- 22 Data covers incidents that happened at workplace (ABB facility, customer site, project site) and excludes incidents that occurred during business travel.
- 23 Includes incidents during business travel by road. Air and rail travels are excluded.
- 24 Recordable incidents include fatal, lost time incidents, serious injury incidents, medical treatment injuries, occupational diseases and restricted workday cases.
- 25 Rate is calculated per employee.
- 26 SOT conducted by manager starting 2019, in previous years by employees. Sustainability Observation Tour starting 2019 and Safety Observation Tour previously.
- 27 Days lost are calendar days and are counted from the day after the incident.
- 28 Rate per manager starting in 2019 and per employee previously.
- 29 Eligible employees included in ABB HR system. Data covers previous year's cycle with completion by Q1 of the reporting year.
- 30 This indicator focuses on senior and middle management and includes employees in pay grades 1 to 10. 2020 data excludes PG.