

Aspect	Description Aspect / Indicator	Corresponding Sustainability Development Goal of the United Nations		Influence on the assessments and decisions of stakeholders rating 3 = low 2 = middle, 1 = high) Expectations of the stakeholders with regard to measures and reactions of the aspect; Expectations with regard to transparency for the aspect		Subtotal	The importance of the economic, ecological and social / societal impacts (rating 3 = low, 2 = middle, 1 = high) How serious is the impact on the long-term performance at VAUDE probability of risks and opportunities that arise from the aspect				Stakeholders with priority 1 impacted by the aspect (3 = none, 2 = one 1 = several)	Overall result	Where do the impacts of this aspect occur? Please name the stakeholder concerned with key word for the impact)	
				Expectations of the stakeholders with regard to measures and reactions of the	Expectations with regard to transparency for the aspect		Probability of an impact	Severity of an impact	Opportunity the impact to cause growth or bring advantages	Subtotal			Internal	External
Economic Performance	EC1 Direct economic value generated and distributed EC2 Financial implications and other risks and opportunities due to climate change EC3 Defined benefit plan obligations and other retirement plans EC4 Financial assistance received from government	2. No Hunger (investments in infrastructure); 5. Equal Opportunity (investments in infrastructure); 7. Affordable and Clean Energy (investment in infrastructure); 8. good workplaces and business (economic performance); 9. innovation and infrastructure (investments in infrastructure, research and development); 13. Climate protection measures (risks and opportunities based on climate change)	Banks Shareholders Employees Community (Tettngang) State Affiliated companies Subsidiaries	1	1	2	1	1	1	3	1	6	yes	no
Market Presence	EC5 Ratios of standard entry level wage by gender compared to local minimum wage	1.No Poverty (earnings, wages, benefits); 5.Equal Opportunity (equal remuneration for men and women); 8.Good workplaces and business (earnings, wages, benefits)	Employees Production locations Producers general Social NGOs End consumers Shareholders Fair Wear Foundation Media, Trade unions	2	1	3	2	2	2	6	1	10	no	yes
Market Presence	EC5 Ratios of standard entry level wage by gender compared to local minimum wage	1.No Poverty (earnings, wages, benefits); 5.Equal Opportunity (equal pay for men and women); 8.Good workplaces and business (earnings, wages, benefits)	Employees	2	1	3	2	2	2	6	1	10	no	yes
Market Presence	EC6 Proportion of senior management hired from the local community	8.Good workplaces and business (employment)	Employees	2	2	4	3	3	2	8	2	14	no	no
Indirect Economic Impacts	EC7 Infrastructure investments and services supported EC8 Significant indirect economic impacts, including the extent of impacts	1.No Poverty (availability of products and services for those with low incomes); 2.No Hunger (investment infrastructure, altering the productivity of the organizations, branch, or Entire economy); 3.Health and Welfare (access to media); 5.Equal Opportunity (investments in infrastructure); 7.Affordable and Clean Energy (investments in infrastructure); 8.Good Workplaces and Business (Changing the productivity of organizations, sectors or the economy, indirect impacts on job creation, supported jobs in the	Community OEB	3	1	4	2	2	2	6	3	13	yes	yes

Procurement Practices (spending on local suppliers)	EC9 Proportion of spending on local suppliers at significant locations of operation	12.Responsible consumerism (procurement practices)	Fair Wear Foundation Shareholders, Environmental NGOs End customers	2	1	3	2	1	2	5	1	9	yes	yes
Materials	EN1 Total weight or volume of materials that are used to produce and package the organization's primary products and services EN2 Percentage of recycled input materials used to manufacture the organization's primary products and services	8.Good working conditions and business (material efficiency); 12.Responsible consumerism (material and recycling efficiency)	Employees Suppliers Producers Dealers End customers Environmental NGOs Media	1	1	2	1	1	1	3	1	6	yes	yes
Energy	EN3 Energy consumption within the organization EN4 Energy consumption outside of the organization EN5 Energy intensity EN6 Reduction of energy consumption	7.Affordable and clean energy (energy efficiency, renewable energy); 8.Good workplaces and business (energy efficiency); 12.Responsible consumerism (energy efficiency); 13.Climate protection measures (energy efficiency)	Employees OEB Shareholders Subsidiaries NGOs Customers Media, Applicants	1	1	2	1	1	1	3	1	6	yes	yes
Energy	EN7 Reduction of energy requirements of products and services	7.Affordable and clean energy (energy efficiency, renewable energy); 8.Good workplaces and business (energy efficiency); 12.Responsible consumerism (energy efficiency); 13.Climate protection measures (energy efficiency)	End customers Dealers Environmental NGOs	2	1	3	2	3	1	6	1	10		
Water	EN8 Total water consumption by source EN9 Water sources significantly affected by withdrawal of water EN10 Total volume and percentage of water recycled and reused by the organization	6.Water and sanitation (sustainable water withdrawal, water efficiency water recycling and reuse) 8.Good workplaces and business (youth employment)	Supply chain residents Employees of production facilities Environmental NGOs Authorities Media	1	1	2	1	1	2	4	1	7	yes	yes
Biodiversity	EN11 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas EN13 Habitats protected or restored EN14 Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk	6.Water and sanitation (water-related ecosystems and biological diversity); 14.Protection of the oceans (biological diversity of the oceans); 15.Protection of land-based ecosystems (mountain ecosystem, destruction of natural habitats, terrestrial and interior freshwater ecosystems);	Environmental NGOs Supply chain residents Media	2	2	4	2	2	2	6	1	11	yes	yes

Emissions	EN15 Direct GHG emissions EN16 Indirect energy GHG emissions EN17 Other indirect GHG emissions EN18 GHG emissions intensity EN19 Reduction of GHG emissions EN20 Emissions of ozone-depleting substances EN21 NOx, SOx, and other significant air emissions	3.Health and welfare (air quality); 12. Responsible consumerism (air quality); 13.Measures for climate protection (GHG emissions); 14.Protecting the oceans (ocean acidification); 15.Protection of terrestrial ecosystems (forest dieback)	All	1	1	2	2	2	1	5	1	8	yes	yes
Waste and Wastewater	EN22 Total volume of water discharge by quality and destination EN23 Total weight of waste by type and disposal method EN24 Total number and volume of significant spills EN25 Total weight of hazardous waste transported, imported, exported, treated under the terms of the Basel Convention, as well as the percentage of hazardous waste shipped internationally EN26 The reporting organization shall report on the size, protection status and biodiversity value of water bodies and related habitats that are significantly affected by water discharges and/or runoff	3.Health and welfare (waste, pollution water quality); 6.Water and sanitation (pollution, waste, water quality, water-related ecosystems and biological diversity); 12.Responsible consumerism (pollution, waste, water quality); 14.Protection of the oceans (pollution, water runoff into oceans); 15.Protection of land-based ecosystems (pollution, destruction of natural habitats, terrestrial and inland freshwater ecosystems)	Supply chain residents, Employees of manufacturing companies, Environmental NGOs Authorities Media	1	1	2	1	1	1	3	1	6	yes	yes
Products and Services	EN 27 Extent of impact mitigation of environmental impacts of products and services EN28 Percentage of returned products sold and their packaging materials by category	6.Water and sanitation (sustainable water withdrawals); 8.Good workplaces and business (resource efficiency of products and services); 12.Responsible consumerism (resource efficiency of products and services, waste); 13.Measures for climate protection (GHG emissions); 14.Protection of the oceans (ocean acidification); 15.Protection of terrestrial ecosystems (forest dieback)	All	1	1	2	1	1	1	3	1	6	yes	yes
Legal Compliance	EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environment laws and regulations	16.Peace and justice (compliance with laws and regulations)	Authorities NGOs	1	1	2	3	1	1	5	2	9	yes	yes
Transport	EN30 Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	11.Sustainable cities and towns (sustainable transport); 12.Responsible consumerism (transport); 13.Measures for climate protection (GHG emissions)	Employees OEB, Trettnang community Suppliers Producers NGOs Environment Media	2	1	3	1	2	1	4	1	8	yes	yes
Overall	EN31 Total environmental protection expenditures and investments by type	7.Affordable and clean energy (environment investments); 9.Innovation and infrastructure (environment investments, research and development); 12.Responsible consumerism (environment Investments); 13.Measures for climate protection (environment investments); 14.Protection of the oceans (environment investments); 15.Protection of terrestrial ecosystems (environment investments); 17.Global partnerships (environment investments)	Employees, Shareholders, Banks, NGOs, Academia, Customers	2	2	4	2	2	2	6	1	11	yes	yes

Assessment of Suppliers Regarding Environmental Aspects	EN32 Percentage of new suppliers that were reviewed using ecological criteria EN33 Significant actual and potential negative environmental impacts in the supply chain and actions taken		Employees OEB, Employees supply chain Suppliers, Producers, Environmental NGOs Media	1	1	2	2	1	1	4	1	7	yes	yes
Complaints Procedures Regarding Environmental Aspects	EN34 Number of complaints in relation to ecological impacts that were reported and resolved through formal complaints procedures	16. Peace and justice (Complaints procedure)	Employees OEB, Supply Chain Employees, Suppliers, Producers, Environmental NGOs Media, Government	2	1	3	2	2	2	6	1	10	yes	yes
Employment	LA1: Total number and rate of newly hired employees and employee turnover by age group, gender, and region LA2: Benefits provided to full-time employees, but not employees with fixed-term contracts or be granted part-time employees, by major business sites LA3: Return to work and retention rates after parental leave, by gender	8. Good workplaces and business (parental leave)	Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions	2	2	4	3	3	2	8	1	13	no	yes
Employment	LA1: Total number and rate of newly hired employees and employee turnover by age group, gender, and region LA2: Benefits provided to full-time employees, but not employees with fixed-term contracts or be granted part-time employees, by major business sites LA3: Return to work and retention rates after parental leave, by gender	5. Equal opportunity (gender equality); Gender (parental leave); 8. Good workplaces and business (employment, parental leave, earnings, wages, benefits)	Employees	1	1	2	2	2	1	5	2	9	yes	no
Labor-Management Relations	LA4: Minimum notice periods regarding operational changes, including specifying whether these are set out in collective bargaining agreements	8. Good workplaces and business (Labor / management relations)	Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions	3	3	6					1	This aspect was excluded due to the aspect description.	no	no
Labor-Management Relations	LA4: Minimum notice period regarding operational changes, including specifying whether these are set out in collective bargaining agreements	8. Good workplaces and business (labor / management relations)	Employees	1	1	2	2	2	1	5	2	9	yes	no
Occupational Health and Safety	LA5: Percentage of workers whose work, or workplace, is controlled by the organization, that are presented by formal joint management-worker health and safety committees. LA6: Types of injury, injury rate, occupational disease rate, lost day rate, absentee rate, and work-related fatalities, for all employees, with a breakdown by region and gender. LA7: Workers with high incidence or high risk of diseases related to their	8. Good workplaces and business (occupational health and safety)	Employees Production locations Producers general FWF Trade unions Media End consumers Shareholders Local trade unions	1	1	2	1	1	2	4	1	7	no	yes
Occupational Safety	LA5: Percentage of workers whose work, or workplace, is controlled by the organization, that are presented by formal joint management-worker health and safety committees. LA6: Types of injury, injury rate, occupational disease rate, lost day rate, absentee rate, and work-related fatalities, for all employees, with a breakdown by region and gender. LA7: Workers with high incidence or high risk of diseases related to their occupation LA8: Health and safety topics covered in formal agreements with trade unions	3. Health and welfare (health and safety at work). 8. Good workplaces and business (occupational health and safety)	Employees	3	3	6	3	2	3	8	2	16	yes	no

Training and Education	<p>LA9 Average number of hours training per year that the organization's employees have undertaken by employee by gender and employee category</p> <p>LA10 Programs for upgrading employee skills and transition assistance programs</p> <p>LA11 Percentage of employees who receive regular performance and career development reviews by gender and employee category</p>		no mention in stakeholder analysis	3	3	6	3	3	3	3	9		15		no
Training and Education	<p>LA9 Average annual number of hours of training and professional development per employees by gender and employee category</p> <p>LA10 programs for skills management and lifelong learning that employment skills to the enduring contribution of employees and those dealing with the exit from the working life support</p> <p>LA11 Percentage of employees who regular assessment get their performance and career development, gender and employee category</p>	<p>4.Quality training and education (employee training / professional development);</p> <p>5.Equal opportunity (gender equality);</p> <p>8.Good workplaces and business (employee training / development)</p>	Employees Candidates	1	1	2	1	1	1	1	3	1	6	yes	no
Diversity and Equal Opportunity	<p>LA12 Percentage of individuals within the organizations governance bodies in each of the following diversity categories: gender, age group, minority status</p>	<p>5.Equal opportunity, (gender equality, women in management positions);</p> <p>8.Good workplaces and business (diversity and equal opportunity)</p>	<p>Employees</p> <p>Production locations Producers general FWF</p> <p>Media</p> <p>End consumers</p> <p>Shareholders</p> <p>Local trade unions</p>	2	1	3	1	1	2	4	1	8	no	yes	
Diversity and Equal Opportunity	<p>LA12 Percentage of individuals within the organizations governance bodies in each of the following diversity categories: gender, age group, minority status</p>	<p>5.Equal opportunity (women in management positions)</p>	Employees	1	1	2	2	2	1	5	2	9	yes	yes	

Equal Pay for Women and Men	LA13 Ratio of basic salary and remuneration of women to men for each employee category by significant locations of operation	5.Equal opportunity (equal pay for men and women); 8.Good workplaces and business (equal pay for men and women); 10.Reduce Inequality (equal pay for men and women)	Employees Production Locations Producers general FWF Media End consumers Shareholders Local trade unions	1	1	2	1	1	2	4	1	7	no	yes	
Equal Pay for Women and Men	LA13 Ratio of basic salary and remuneration of women to men for each employee category by significant locations of operation		Employees	1	1	2	3	2	2	7	2	11	yes	yes	
Supplier Assessment Regarding Work Practices	LA14: Percentage of new suppliers that have been checked with criteria in terms of labor practices LA15: significant actual and potential negative impacts on labor practices in the supply chain and measures taken	5.Equal opportunity (violence and harassment in the workplace); 8.Good workplaces and business (labor practices in the supply chain); 16.Peace and justice (violence and harassment in the workplace)	Employees Production Locations Producers general FWF Media End consumers Shareholders Local trade unions NGOs	1	1	2	1	1	2	4	1	7	no	yes	
Complaints Procedure Regarding Work Practices	LA16: were number of complaints regarding labor practices submitted and resolved through formal procedures complaints	16.Peace and justice (complaints procedure)	Employees Production Locations Producers general FWF media end consumers Shareholders Local trade unions NGOs	1	1	2	1	1	2	4	1	7	no	yes	
Complaints Procedure Regarding Work Practices	LA16: Number of complaints regarding labor practices submitted and resolved through formal complaints procedures	16.Peace and justice (complaints procedure)	Employees	3	3	6	3	3	3	9	2	17	no	yes	
Investment	HR1: Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening HR2: Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained		Employees Production Locations Producers general FWF Media End consumers Shareholders Local trade unions	2		2				0	1		This aspect was excluded due to the aspect description.	no	no
Investments	HR1: Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening HR2: Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained					0				0			This aspect was excluded due to the aspect description.	no	no
Equal Opportunity	HR3: Total number of incidents of discrimination and corrective actions taken	5.Equal Opportunity (non-discrimination); 8.Good workplaces and business (non-discrimination)	Employees Production Locations Producers general FWF Media End consumers Shareholders Local trade unions NGOs	1	1	2	1	1	2	4	1	7	no	yes	
Equal Opportunity	HR3: Total number of incidents of discrimination and corrective actions taken	8.Good workplaces and business (non-discrimination); 16.Peace and justice (non-discrimination)	Employees	1	1	2	3	2	2	7	2	11	yes	no	

Freedom of Association and Collective Bargaining	HR4: Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk and measures taken to protect these rights	8.Good workplaces and business (freedom of association and collective bargaining)	Employees Production locations, producers general FWF, NGOs Media End consumers Shareholders Local trade unions	1	1	2	1	1	2	4	1	7	no	yes	
Freedom of Association and Collective Bargaining	HR4: Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk and measures taken to protect these rights	8.Good workplaces and business (freedom of association and collective bargaining)	Employees	3	3	6	2	3	3	8	2	16	no	no	
Child Labor	HR5: Operations and suppliers at significant risk of child labor and measures taken to contribute to the effective abolition of child labor	8.Good workplaces and business (abolition of child labor); 16.Peace and justice (abolition of child labor)	Employees Production locations Producers in general FWF Media End consumers Shareholders Local trade unions NGOs	1	1	2	1	1	2	4	1	7	no	yes	
Forced or Compulsory Labor	HR6: Operations and suppliers at significant risk of forced or compulsory labor, and taken measures to contribute to the elimination of all forms of forced or compulsory labor	8.Good workplaces and business (elimination of forced or compulsory labor)	Employees Production locations Producers general FWF, NGOs Media End consumers Shareholders Local trade unions	1	1	2	1	1	2	4	1	10	no	yes	
Security Practices	HR7: Percentage of safety personnel who have received formal training in human rights policies or procedures and their application to security	16.Peace and justice (safety)	Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions	3	3	6				0	1		This aspect was excluded due to the aspect description.	no	no
Security Practices	HR7: Percentage of safety personnel who have received formal training in human rights policies or procedures and their application to security	16.Peace and justice (safety)	Employees	3	3	6				0	2		This aspect was excluded due to the aspect description.	no	no
Rights of Indigenous Peoples	HR8: Total number of identified incidents of violations involving the rights of indigenous peoples	2.No Hunger (Indigenous Rights)	Not a stakeholder issue	3	3	6				0			This aspect was excluded due to the aspect description.	no	no
Assessment	HR9: Total number and percentage of operations that have been subject to human rights reviews or impact assessments		Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions	2	2	4				0	1		This aspect was excluded due to the aspect description.	no	no
Human Rights Assessment	HR10: Percentage of new suppliers that were screened using social criteria HR11: Significant actual and potential negative human rights impacts in the supply chain and actions taken		Employees Production locations Producers general FWF NGOs Media End consumers Shareholders Local trade unions	1	1	2	1	1	2	4	1	7	no	yes	

Human Rights Grievance Mechanisms	HR12: Number of complaints regarding human rights impacts that have been filed and resolved through formal complaints procedures	16.Peace and justice (complaints procedure)	Employees Production locations Producers general FWF Media End consumers Shareholders Local trade unions NGOs	1	1	2	1	1	2	4	1	7	no	yes
Local Communities	SO1: Percentage of operations with implemented local community engagement, impact assessments, and/or development programs SO2: Operations with significant actual and potential negative impacts on local communities	1.No Poverty (access to land); 2.No Hunger (access to land)	Employees Production locations Producers general FWF	3	3	6	3	3	3	9	1	16	no	no.
Local Communities	SO1: Percentage of operations with implemented local community engagement, impact assessments, and/or development programs SO2: Operations with significant actual and potential negative impacts on local communities		Local community	3	3	6	3	3	3	9	2	17	no	yes
Anti-corruption	SO3: Total number and percentage of operations assessed for risks related to corruption and significant risks identified SO4: Communication and training about anti-corruption policies and procedures SO5: Confirmed incidents of corruption and actions taken		Employees Production locations Producers general FWF	3	3	6	3	3	3	9	1	16	no	no.
Anti-corruption	SO3: Total number and percentage of operations assessed for risks related to corruption and significant risks identified SO4: Communication and training about anti-corruption policies and procedures SO5: Confirmed incidents of corruption and actions taken	16.Peace and justice (anti-corruption)		3	3	6	3	1	3	7	3	16	no	no
Public Policy	SO6: Total value of political donations, presented by country and recipient / beneficiary	16.Peace and justice (anti-corruption)	Employees Production locations Producers general FWF	3	3	6	3	3	3	9	1	16	no	(SC) no.
Public Policy	SO6: Total value of political donations, presented by country and recipient / beneficiary		Municipality, State, End consumers	1	1	2	2	2	2	6	1	9	yes	yes
Anti-Competitive Behavior	SO7: Total number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	16.Peace and justice (compliance with laws and regulations)	Employees Production locations Producers general FWF	3	3	6	3	3	3	9	1	16	no	no.
Anti-Competitive Behavior	SO7: Total number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	16.Peace and justice (compliance with laws and regulations)	Competitors Authorities End consumers	3	3	6	3	2	3	8	1	15	no	yes
Legal Compliance	SO8: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	16.Peace and justice (compliance with laws and regulations)	Employees Production locations Producers general FWF	3	3	6	3	3	3	9	1	16	no	(SC) no.
Legal Compliance	SO8: Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.		Authorities End consumers, Competitors, Trade	2	1	3	3	1	3	7	1	11	yes	yes

Supplier Assessments Regarding Social Impacts	SO9: Percentage of new suppliers that were screened using criteria for impacts on society SO10: Significant actual and potential negative impacts on society in the supply chain and actions taken		Employees Production Locations Producers general FWF	3	3	6	3	3	3	9	1	16	no	no.
Complaints Procedures Regarding Social Impacts	SO11: Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	16.Peace and justice (complaints procedure)	Employees Production Locations Producers general FWF	3	3	6	3	3	3	9	1	16	no	no.
Complaints Procedures Regarding Social Impacts	SO11: Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	16.Peace and justice (complaints procedure)	Local community	3	3	6	3	3	3	9	2	17	no	no
Customer Health and Safety	PR1: Percentage of significant product and service categories for which health and safety impacts have been assessed for improvements PR2: Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety of products and services	16.Peace and justice (compliance with laws and regulations)	End customers, NGOs, Authorities Dealers, Employees	1	1	2	1	1	1	3	1	6	Employees in Asia and Germany, Management Board	End customers, NGOs, Authorities
Labeling of Products and Services	PR3: Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant products and service categories subject to such information requirements PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes PR5 Results of surveys measuring customer satisfaction	12.Responsible consumerism (product and service information and labeling) 16.Peace and justice (compliance with laws and regulations)	End customers, NGOs, Authorities Dealers, Employees	1	2	3	2	2	3	7	1	11	Management Board	End customers, trade, NGOs Authorities
Marketing	PR6 Sale of banned or controversial products PR7 Total number of breaches of regulations and voluntary codes related to marketing communications, including advertising, promotion and sponsorship, by type of consequences	16.Peace and justice (compliance with laws and regulations)	End customers, Dealers	2	1	3	1	1	1	3	1	7	yes	yes
Customer Privacy	PR8 Total number of substantiated complaints received concerning breaches of customer privacy and losses of customer data	16.Peace and justice (protection of privacy)	No mention in stakeholder survey	3	2	5	3	3	3	9	3	17	no	yes
Socioeconomic Compliance	PR9: Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	16.Peace and justice (compliance with laws and regulations)	End customers, NGOs, Authorities Dealers, Employees	1	1	2	1	1	2	4	1	7	Employees in Asia and Germany, Management Board	Authorities NGOs, trade