



Operating sustainably and successfully

Dürr is committed to the principles of sustainable business. We exercise fairness and respect in dealing with co-workers, suppliers and business partners, support the protection of the environment and the conservation of resources, and actively embrace our organization's social responsibility. Our employees pledge to comply with the law and to adhere strictly to ethical standards.

Company profile

Name and legal form	Dürr AG	Ownership structure	26.5% Heinz Dürr GmbH 3.5% Heinz und Heide Dürr Stiftung GmbH 70.0% institutional and private investors	
Founded	1985			
IPO	1989			
Sector	Machinery and plant engineering	Listings	MDAX (performance), CDAX (performance), Prime All Share (performance), Classic All Share (performance), FAZ-Index	
Headquarter	Bietigheim-Bissingen		2011	2010
No. of locations	50	Sales in € m	1,922.0	1,261.4
International presence	in 23 countries worldwide	No. of employees	6,823	5,915

Corporate responsibility management and reporting

Responsibility	Board of Management / Corporate Communications & Investor Relations	Systems and instruments	The corporate values, corporate identity, and Dürr Code of Conduct constitute the basis of the instruments of supplier, environmental, work safety and personnel management and the Compliance program.	
External certifications	ISO 900 quality management certification ISO 14001 environmental certification			
Main goal	Long-term economic success in combination with environmental protection and social responsibility	Form and frequency of the reporting	Yearly corporate responsibility report in the Annual Report (since 2009), separate sustainability report from 2012 onwards	

Contact

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Environment	Parameters	2011	2010	2009
Conserving resources, reducing emissions and optimizing costs per unit are three key criteria for our R&D processes .	Electricity consumption (MWh)	28,833	28,110	34,772
	Gas/oil/district heating consumption (MWh)	42,025	41,685	47,606
In painting system technology Dürr has optimized all the processes required for automobile painting and at the same time has devised methods that contribute to sustainable and resource-saving production .	Water consumption (m ³)	92,636	76,876	84,618
	Waste water (m ³)	90,705	68,204	84,556
The Dürr Campus in Bietigheim-Bissingen is a showcase for an energy-efficient office building : -> 40% energy saving compared to conventional buildings	Total waste (t)	3,509	2,893	2,998
	thereof: recycled (t)	2,716	2,208	1,871
The environmental relevance of our in-plant production is low overall; the focus at our production sites is on assembly processes with comparatively low energy consumption and waste .	CO ² emissions (t)	30,675	30,075	34,436
	SO ² emissions (t)	15	15	21
Dürr regularly conducts internal audits and external certifications of its safety, environmental and health standards.	NO ^x emissions (t)	25	24	28

Employees

The satisfaction of our employees is of paramount importance for us. The basis is an attractive and motivating working environment and challenging jobs.	No. of employees	6,823	5,915	5,712
	thereof: apprentices and sandwich course students (December, 31)	130	129	117
Through regular employee surveys (the last one was conducted in February 2011) we obtain important feedback for improving the working climate and work situation within the company. In the surveys to date Dürr has scored well on industry comparison. Dürr's employees are mostly satisfied with their company.	Average length of service with the company (years)	11	12	12
	Employee turnover in %	6.0	6.7	7,7
	Absenteeism in %	2.1	2.5	2.5
As an engineering group, we rely in special measure on the know-how , dedication and experience of our employees. We therefore organize a systematic transfer of knowledge. 5,215 employees took part in further training measures in 2011, after 5,062 the year before.	Female employees as % of total workforce	17	17	17
	No. of accidents per thousand employees (Germany)	14.4	10.2	8.8

Society

A new Compliance unit and a global Compliance program are in place since 2010. A new Code of Conduct was established in 2011. Dürr supports cultural projects, sports activities and social projects, mostly within the local region. For instance we sponsor local youth sports and the START foundation for furthering talented schoolchildren from migrant backgrounds. We also further academic exchanges. We support the universities in Stuttgart, Darmstadt and Mannheim for example.	Donations in €	406,000	344,000	n/a
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