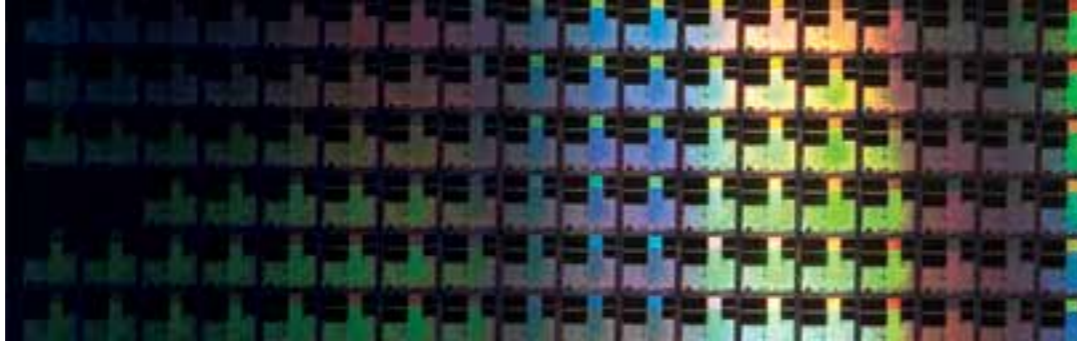




Semiconductor

Edwards' vacuum solutions are integral to the manufacturing process of semiconductors for today's advanced electronic devices, from PCs to smartphones and tablets.



Emerging Technologies

Edwards provides leading edge vacuum solutions for the manufacture of Flat Panel Displays, Solar and LEDs, helping the transition to energy efficient products and renewable energy sources.



General Vacuum

Edwards' pumps deliver process efficiencies across a broad range of industries, and create pure environments vital for many scientific and advanced R&D applications.



Service

Our global service infrastructure offers customers a diverse range of value-added solutions, delivered both on-site and from service centres in all key regions.



Vacuum science... product solution.

CEO Message

I would like to welcome to you to Edwards' Corporate Social Responsibility (CSR) report for 2013. This was a very significant year for Edwards Group in many ways, leading up to our purchase by Atlas Copco in January 2014.

We have continued to develop our CSR programme, and enhanced both reporting and procedures surrounding our approach. These range from more progress on our carbon reporting and management; full membership of the Electronics Industry Citizenship Coalition; completion of a risk assessment of our core supply chain; and a continued emphasis on embedding our anti-corruption procedures worldwide.

This reflects the fact that CSR is something which is a core focus for Edwards, irrespective of the business cycle, as the management of non-financial risks are key to the long term sustainability of our business. It helps us drive product innovation, mitigate risks and ensure a positive workplace environment and team culture.

The Executive Leadership Team's commitment to best practice within environmental, social and governance arenas is significant, and enshrined in our business practices and our personal day to day actions. Putting it simply, in Edwards, our aim is to know and to do the right thing - always.

We have set out in this report the way in which we think about the different aspects of CSR and how we go about implementing and monitoring our performance. For the second year, we are reporting metrics under The Global Reporting Initiative (GRI) Level C standards.

We continue to prioritise key elements including workplace safety, and embedding our Core Values and drive for quality which are central to our reputation and the way we seek to do business. No matter what goes on in the business, the consistent and rigorous pursuit and monitoring of these attributes helps guide the actions of my senior management team and board.

We believe that the true value of our Company is not solely demonstrated by our balance sheet and financial results, but through other, more intangible assets and goodwill, such as our people, our reputation and the trust others place in us. We are committed to being consistent and precise in the way we interact and deal with our core stakeholders, ranging from customers, employees, shareholders and suppliers; how we impact on the market place; and the environment and communities in which we operate.

We are also proud to develop increasingly energy efficient products and also those which can have a positive environmental impact through their abatement of some of the world's most harmful greenhouse gases used within the industrial processes of our customers.

Our innovation in this area can make a significant difference to the world in which we live in, as well as further our business goals - a happy situation.

I hope you find this report stimulating.



Geert Follens
President

Core Values



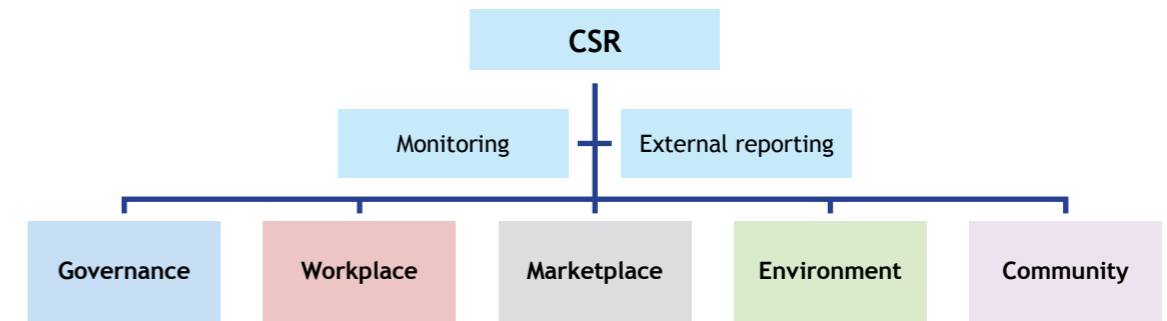
Teamwork

Trust

Precision

Innovation

Our approach



Edwards continued commitment to integrating corporate social responsibility into its business supports its ability to generate sustainable long term value, and enhancing delivery on its strategic objectives.

By embracing policies and behaviours governing responsible conduct, Edwards can create more valuable relationships with its stakeholders, enhancing trust by demonstrating its focus on, and management of the material non-financial risks of the business.

We believe that a responsible approach to these challenges, together with risk assessment and mitigation, will positively impact on our ability to succeed in a sustainable way.

In this report we have set out the way in which we view and manage these aspects and monitor our behaviours and performance. We believe that the issues of interest to the Company's stakeholders can be grouped into 5 areas:

Governance: Maintaining high standards of corporate governance to monitor and mitigate risks associated with the business and compliance with regulatory requirements.

Workplace: The well-being of our employees, and how we attract, develop and retain the best talent.

Marketplace: Working with customers, partners, suppliers and industry bodies to further the application of best practice within our business and the markets we serve.

Environment: Mitigating the Company's environmental impact, where relevant and appropriate, and assisting our customers with minimising their process impacts.

Community: Our broader community-related obligations in those locations where our employees, customers and suppliers live and work.

GRI reporting

Edwards has elected to make a GRI Level C (v3.1) submission for the 2013 calendar year, reflecting its desire for increasing transparency of its CSR activities. Certain key metrics are set out on pages 15 & 16 of this report.

We have chosen those which we believe together provide a broad overview of key aspects of our business profile and behaviour, and with reference both to the EFFAS (European Federation of Financial Analysts Societies) key performance indicators and our customers own CSR priorities, as we are a significant element in the supply chain of some of the world's largest semiconductor manufacturers.

Governance

Overview

Edwards is committed to the highest standards of corporate governance. Doing business brings with it obligations to comply with the law, adhere to our own defined standards, to exercise good stewardship of the environment and to behave safely and ethically at all times.

At the highest level, the Board is collectively accountable for good corporate governance. It monitors the performance of our executive leadership team to ensure strategy, policies and procedures adopted are in the interests of shareholders and meet the needs of customers, employees, suppliers and local communities in which Edwards operates.

This includes establishing high ethical standards of behaviour, robust corporate governance and risk management practices and procedures, which include a number of non-financial risks which relate to our CSR programme.

Both at our Board and within the executive leadership team, the commitment to best practice corporate governance and business conduct is sincere and embedded in the Edwards culture. Executive oversight of the CSR programme is led by John Woodburn, VP Operations, together with colleagues responsible for Environment, Health & Safety (EHS), Human Resources (HR), Quality, Audit and Investor Relations.

Within our business, we define our obligations through our Corporate Governance framework and our Code of Conduct. We believe that only by consistently acting in accordance with our Code and related policies will we earn the trust of our customers, shareholders, colleagues, suppliers and the communities in which we live and work. These are the stakeholders whose trust we must maintain if we are to continue to be successful in the future. As a result the Code and related policies provide the foundation for a company-wide program supported by the Edwards board of directors.

98%
employees trained
on Code of Conduct

Case Study

New policies & training programme

Following on from the new ABC policy implemented, a revised Code of Conduct was redrafted with a global roll-out programme and mandatory training across the company during 2012 and 2013.

The mandatory Code of Conduct training on a web-based system includes modules and assessments on a broad range of topics including gifts and entertainment, bribery and corruption, regulatory investigations, Intellectual Property, dealing with third parties, investor relations, and data protection. These were translated into 9 languages and compliance can now be monitored on an ongoing basis.



Policies & Implementation

A number of charters and policies have been adopted to ensure Edwards complies with best practice. These include a comprehensive corporate governance, together with business practices grouped under our Code of Conduct.

The Edwards Code of Conduct document sets out the principles and standards that guide the way we do business. It provides in one place the complex ethical and legal guidelines applying worldwide across our entire business and in this way helps our employees understand the basic rules that apply.



“ Good business begins with a commitment to the highest ethical standards and adherence to the guiding principles of integrity, respect, honesty, quality, responsibility, and fairness. These guiding principles are the foundation of the Edwards culture ”

John Woodburn, VP Operation

Corporate governance

- Insider Trading Policy
- Corporate Governance Guidelines & Principles
- Audit & Risk Committee Charter
- Remuneration Committee Charter
- Nomination and Corporate Governance Committee Charter
- Enterprise Risk Framework

Code of conduct & business ethics

- Anti-Bribery & Corruption
- Ethical Purchasing
- Whistleblowing
- Related Person Transactions
- IT Controls & Security
- Records Retention Policy
- Data Protection

By being clear about their personal responsibilities, employees are best placed to know what is right and to strive to do the right thing as they carry out their day-to-day jobs.

We take our Code of Conduct extremely seriously at Edwards - all legitimate concerns reported are investigated fully and action plans implemented. All material matters are discussed with the Edwards board, and an annual report on our performance and lessons to be learned is made available to all staff.

The Code applies to all staff who receive a summary booklet on joining, and which is regularly updated. All staff carry out regular and compulsory web-based training, which is monitored for target compliance levels and there is a global rolling program of face-to-face training.

The Code has been translated into nine languages and made available to suppliers and other partners or third parties representing Edwards. A group of regional Code Sustainability Managers are responsible for ensuring the Code is communicated throughout the business. Detailed information on the Code and compliance issues is available to staff via a dedicated section of the Company's intranet site.

There are various ways in which employees are encouraged to raise concerns including anonymous email and a freephone telephone hotline service provided by an independent third-party service provider.

This programme has enabled us to achieve our Business ethics goals of at least 95% of employees trained on Code of Conduct, and no legal violations. We also ensured all non-compliances with the Code were fully investigated and any necessary corrective action taken.

Workplace

Overview

We understand that the success of our business is due to the vital contribution made by our employees. It is therefore essential to our continued growth and development that we are able to attract and retain talented employees who will contribute to the long term success of the business.

Edwards is committed to the fair and equitable treatment of all its employees in recruitment, training, promotion and in terms and conditions of employment irrespective of gender, sexual orientation, religious beliefs, age, colour, ethnic or racial origin, nationality, disability or trade union membership.

Within the workplace, and in particular with respect to Edwards' manufacturing presence, Health & Safety is of key importance and there is a very significant safety ethos which has been embedded over many years with full participation across the business.

Employee development is promoted through a range of training opportunities and engagement through a programme of regular business communications and employee surveys.

Strong Safety culture
10 yrs at Eastbourne
and 12 yrs at Lutin
without a lost time
accident

Each country of operation has a nominated representative within the Executive Leadership Team who is responsible for ensuring that employees from that country are properly represented and ensuring equal representation at the highest level.

These measures seek to ensure that everyone within a global business such as ours, which operates in over 30 countries and with 3,400 employees, are able to feel motivated and fully part of the Edwards team. By empowering our workforce and both respecting and rewarding them for the contribution they make to the business, we believe we can best ensure the sustainability of what are the key assets of the business.

We have identified our 4 core values as being Teamwork, Trust, Precision and Innovation; and look to demonstrate these by our actions and interactions with each other and with the external marketplace.

Case Study

Employee Engagement

Edwards conducts regular surveys of all employees to assess their views on Edwards' workplace and environment. In 2013 a global survey saw an improvement from 2012 in the overall Engagement Index for respondents (recording the % of favourable responses to indicator questions measuring their pride, satisfaction and commitment) of 1 point to 64%, and with high scores of over 80% for both Health & Safety being taken seriously, and Edwards' engagement on environmental issues.

Over 2,900 responses were received, an overall response rate of 88% - a 7 point improvement on 2012. Sessions were held in key locations to discuss the outcome of the survey and an action plan was put in place subsequently to ensure the key areas of concern were focused on.



Policies & Implementation

Edwards ensures its Workplace policies comply with industry best practice and all relevant employment laws and regulations in the jurisdictions in which we work. These are reviewed and updated on a regular basis.

Recruitment: Edwards seeks to recruit highly talented people and to motivate and reward them appropriately.

Edwards also operates a global graduate recruitment programme, which puts in place a structured programme for engineering & finance graduates with mentors and placements across the business.

Workplace Policies include:

- Equality
- Diversity
- Environmental, Health & Safety
- Training
- Behaviour at work
- Welfare

Training: There are many different training activities which we carry out at different levels in the organisation. One of the most effective is using a computer based training scheme called Traccess™ which covers safety, environmental and quality training, training on our Code of Conduct, process and procedures and which has had demonstrable impact on our overall performance. All employees have an individual training profile which is tailored to their needs.

Development: We have a well-developed appraisal system and ensure individuals receive regular career reviews with their managers. All staff are assessed by our Personal Performance and Development Review process, which identifies areas for personal development and training.

Communications: Edwards promotes employee involvement through a policy of cascaded communications and consultation by individual business unit leaders. In addition, we communicate with our employees via newsletters, our Intranet, and site specific communications.

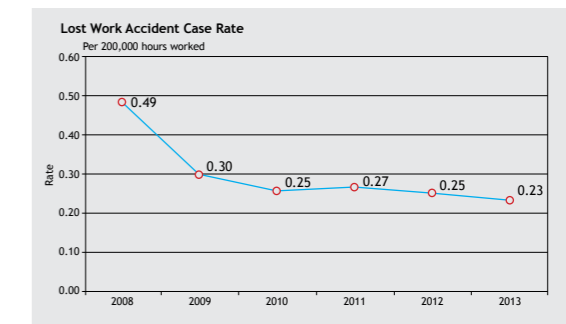


“Employee engagement in all its aspects is central to ensuring we attract and nurture the best talent, and in maintaining our reputation as a responsible employer”

Sue Rabbett VP - Human Resources

Safety: Accident rates are low and have been improving since 2008, reflecting the strength of the safety culture at Edwards. The reporting of incidents, near misses and behaviour observations are encouraged in order to promote this culture and the learning which comes from them.

In 2013, there was also significant progress made in the safety & environmental audits under OHSAS18001 and ISO14001 standards. By the end of the year all of the operating facilities and remanufacturing centres had been audited and passed by our external auditors, LRQA. This represents locations where 92% of Edwards' total workforce is located.



Marketplace

Overview

As a global business we look to deal with all of our external relationships in a consistent and transparent manner wherever they take place, and to deal fairly with all our counterparties. We are also very focused on ensuring consistent quality of service to our customers. Through this we can sustain what is a longstanding reputation in the industry for positive and mutually beneficial partnerships and collaborations.

Across all our customers and suppliers, we look to ensure equal, honest and fair dealings. Our behaviour is enshrined in a number of policies within our code of conduct such as avoiding conflicts of interest and respecting confidential information.

We also work with our supply chain to apply both our own Ethical Purchasing Policy and also the goals and standards of the Electronics Industries Citizenship Coalition (EICC), focused on improving working and environmental conditions within the industry and its supply chain.

Edwards recognises the responsibility that its marketplace position affords as an industry leader. It accepts its responsibility to both its customers and suppliers to behave appropriately and to be aware of the obligations across the entire supply chain.

Promoting Industry Best Practice

Edwards also utilises its experience and expertise to promote best practice and develop industry standards for the benefit of the industry as a whole. We make a significant contribution to the development and reputation of the industry in which it operates, through very active participation in key industry bodies in all regions and through leadership across a range of issues and development of protocols and training programmes.

In 2013, we have also been working with the semiconductor groups looking at the next major



milestone for the industry, being the move from 300mm to 450mm sized wafer production. Edwards has worked with the G450C consortium and is a founding member of the F450C supply chain group as the only vacuum and abatement participant. This reflects the trust placed in us by the key manufacturers and suppliers, and our commitment to promoting best practice and innovation within the industry.

Case Study

EICC

As a full member of EICC, during the year risk assessments were undertaken at all of our major facilities using the EICC's Sustainability Risk



Assessment tools, along with assessments of all our major suppliers who together account for over 80% of our spend.

In 2013 we assessed 21 Edwards' facilities in Europe, Asia and America and confirmed all as being Low Risk, with no individual elements higher than Medium Risk. In addition we assessed 315 supplier facilities globally - all of which were confirmed as being Low or Medium Risk.

Policies & Implementation

Edwards ensures its Marketplace policies comply with industry best practice and relevant laws and regulations in the jurisdictions in which we work. These are reviewed and updated on a regular basis.

Code of conduct review

We train staff regularly on our key policies and behaviours, track our performance on a frequent basis and investigate any identified issues or concerns raised whether internally or from 3rd parties. These are reported on a monthly basis and there is a full year-end review and identification of lessons to be learned.



“Listening to our customers and suppliers is a key part of our quality management program; we use this to review how we are doing against their expectations and to help drive continuous improvement across all aspects of our organisation”

Malcolm Forrest, Head of Quality

Marketplace Policies

- Fair dealing & competition
- Ethical purchasing
- EICC code of conduct
- Supplier Evaluation & Performance Appraisal
- Confidential information
- Anti-Bribery & Corruption
- Conflicts of interest
- Gifts & gratuities

Quality Programme

Central to our reputation is the delivery of consistent quality. We have been rolling out best practice across the company through a 'Single Agenda for Quality' (SAQ) to ensure the customer voice is heard and that resources and priorities are aligned with our customer needs.

We also listen to our customers through individual scorecards and proactive surveys. We regularly invite customers to 'audit Edwards' sites and they are consistently impressed with our facilities and processes. This is supported by our ISO 9001, 14001 and OSHAS 18001 certifications to ensure consistency of approach across our global footprint.

We were honoured to receive a Supplier Recognition Award from a leading semiconductor customer. This is the first award we have achieved with this key customer.

21 Edwards sites and 315 suppliers underwent EICC risk assessment

Environment

Overview

Edwards' aim is to be an industry leader in managing environmental risks, and as a manufacturing business we are very aware of the impact our business has on the environment. We are conscious of the importance of adaptation and mitigation where possible in order to minimise this and report against targets we publish and achieve annual improvements in our impact.

Examples of actions taken to help reduce our own footprint include the installation of water recirculation systems at our major remanufacturing facilities, and promoting waste reduction and recycling measures in our facilities worldwide.

All of the key indicators for which we set goals for 2013 were on or ahead of target, and are set out in the metrics pages at the end of this report, covering carbon intensity, water, waste and energy usage, and the implementation of training and monitoring systems.

There are two main ways in which Edwards impacts the environment, firstly managing the Group's direct impact on the environment and secondly making our products more efficient and effective at what they do.

Operations

- Investing in new facilities that meet or exceed environmental norms
- Monitor environmental performance in terms of waste & energy
- Changing the behaviours of our employees
- Offer customers ways to refurbish our products for reuse
- Dismantling our products at the end of their lifecycle and recycling primary materials

Products

- Our abatement products destroy compounds that have a very high global warming potential
- Strong focus on energy efficiency within our product R&D programme
- Our technologies are critical to the manufacturing of a wide range of environmental products - e.g. solar cells and LED lighting

Policies

We strive to be the environmental leader in the field of vacuum pumping and abatement. We are committed to constantly improving our environmental systems and our performance, by focussing on the key areas of Resource Conservation and Climate Change together with our own performance monitoring.

To support our environmental vision, we have published a set of publicly available environmental objectives and targets on our website as Green Goals for 2009-2014 covering a range of aspects of our performance, ranging from the carbon intensity of our operations, to both water consumption and waste recycling.



“Edwards vision is to be the environmental leader in the field of vacuum pumping and abatement by applying technology, products and services to benefit the environment for future generations, and we are putting in place the means to monitor our progress towards this goal”

Andy Marsh, Head of EHS

Resource Conservation	Climate change	Management systems
<ul style="list-style-type: none"> ● Reduce/Reuse/Recycle ● Reduce hazardous content of our products ● Increase Remanufacturing & Service 	<ul style="list-style-type: none"> ● Reduce our emissions ● Reduce our products' energy consumption ● Reduce our customers' emissions 	<ul style="list-style-type: none"> ● All Edwards major facilities are 3rd party certified to the Environmental Management Systems standard ISO14001

Case Study

Safety Week 2013

Safety week in May 2013 followed the daily theme format that worked well in environment week 2012. Each of the five days covered a separate theme - electricity, driver safety, chemical labelling, manual handling and lessons from loss.

These themes were supported by a daily email and local briefings and events on the topic in question. A commitment tree was put up in all facilities worldwide to achieve employee engagement, the feedback from this exercise was very positive with a significant number of commitments made at each facility.

The week culminated in a competition to design a poster covering one of the week's safety themes, the 5 winners each receiving an iPad. Five new awareness posters covering each of the above themes were generated from the winning entries and are in use today.



In order to both monitor and improve our operational behaviours, a new global Environment Management System for the business was introduced in 2012 which helps us to maintain our ISO14001 compliance for all major sites, and is supported by ensuring all staff receive relevant training material. By the end of 2013, 97% of staff had completed their environmental training modules, ahead of our target of 90%.

Waste generation down 3%; 86% recycled/recovered; water recycling up to 35%



Environment Week 2012



Commitment tree, Lutin

Using this management system, Edwards tracks its waste recycling and water usage across its operations worldwide.

In 2013, we achieved a reduction in waste generation of 3% compared to 2012, meeting the waste goals set for the 2013. Of the 6200 tonnes of waste generated, over 86% was recycled or recovered. Water recycling increased by 7 points to 35%.

Carbon Reporting

Edwards actively monitors and reports on its carbon footprint, including through the Carbon Disclosure Project and our Green House Gas report. Key findings for 2012 are set out below.

Carbon Disclosure Project (CDP)

2013 was the 3rd year that Edwards engaged as a voluntary participant in the Carbon Disclosure Project, the major international carbon management and reporting scheme. The results were very strong with our disclosure score up 13 points to 99% and a performance rating of B. The improved disclosure score reflects the fact that we achieved external verification of our scope 1 and 2 emissions for the UK for calendar year 2012 to the higher level of 'Reasonable Assurance'.

Edwards was also a participant in the UK's mandatory carbon reporting programme, the CRC energy efficiency scheme, based on our UK emissions for 2012/13.

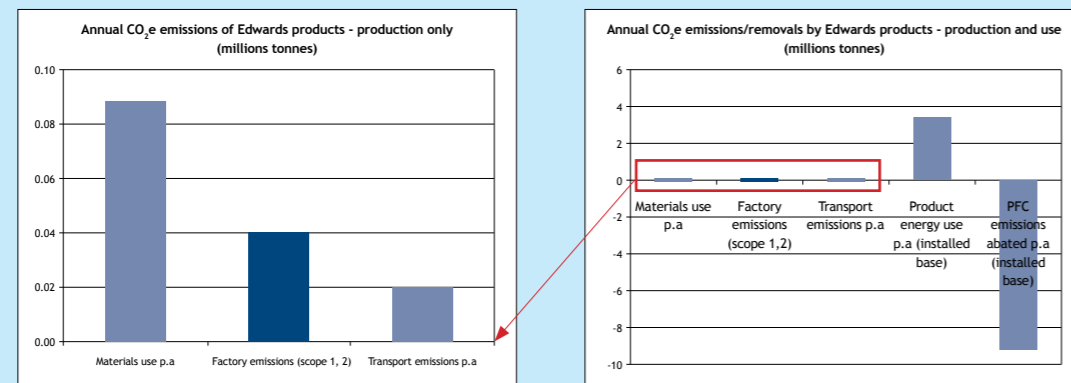
Greenhouse Gas report

Edwards produces an annual Greenhouse Gas report, in ISO14064-1 format, based on the results of the environmental survey covering all of Edwards' sites worldwide. This report reviews the carbon footprint of our direct (Scope 1 and 2) factory emissions and of our indirect (Scope 3) emissions due to our use of materials and transport, and produces an equivalent CO₂ figure. The report also looked at the output when in use, through energy usage and the emission prevention characteristics of our abatement products.

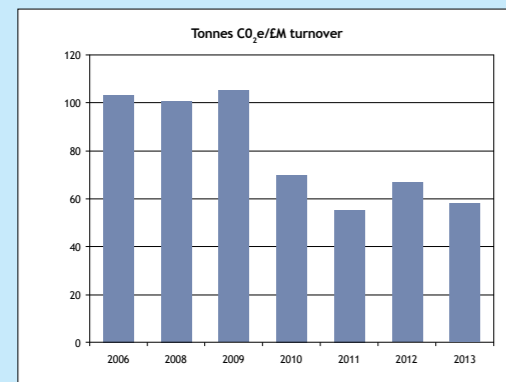
The charts below identify the outcomes for 2013 and some of the multi-year trends.

To read more details of Edwards' environmental programmes, view the Corporate Responsibility section of our website at www.edwardsvacuum.com.

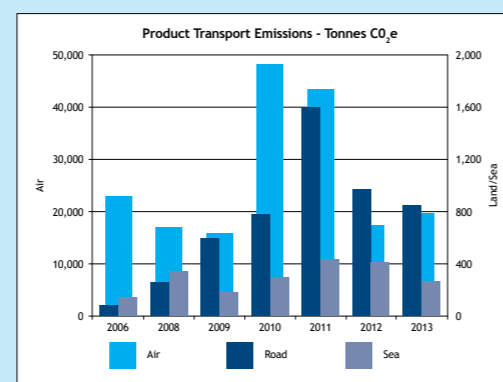
1. Overall Carbon Footprint: Scope 1, 2 + 3 Emissions



2. Edwards Factory Emissions: Scope 1 and 2



3. Product Transport



Product Impact

Our consideration of our environmental impact extends well beyond the factory gate. Efficient use of resources is crucial in our product design and development processes. This helps lower cost of ownership for our customers - with an emphasis on reducing power and water consumption. In addition, there is a significant positive impact on greenhouse emissions by our abatement products, which make harmless very significant levels of chemical by-products from within semiconductor and other silicon-related manufacturing processes.

We have over a 45% market share in this abatement technology, and estimate that over 50% of the world's solar panels have been produced on process lines which use Edwards' products. These are able to make harmless some of the most potent global warming chemicals such as perfluorocarbons and sulphur hexafluoride, which are of high environmental concern due to their persistence and high Global Warming Potential (GWP). These substances have GWP's thousands of times greater than that of CO₂. We also continued to develop new products and to enhance the performance of our existing portfolio including improving the efficiency levels in terms



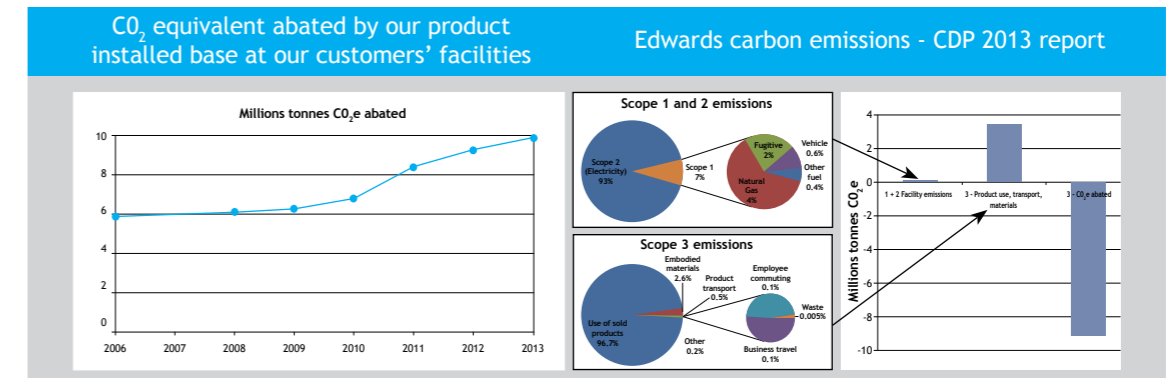
"We continually work to develop new products which support our customers drive to reduce energy consumption and greenhouse gas emissions"

Sara Fry, Snr Manager, Safety & Sustainability

of energy consumption. When taken all together, Edwards' products deliver a very significant reduction in our customers' CO₂ emissions, and this is a record we are very proud of.

CDP2013 performance

As part of the Carbon Disclosure Project 2013, Edwards has calculated the annual impact of our products at our customers' sites, including both energy consumption and abatement levels. The results reported in CDP2013 are set out below:

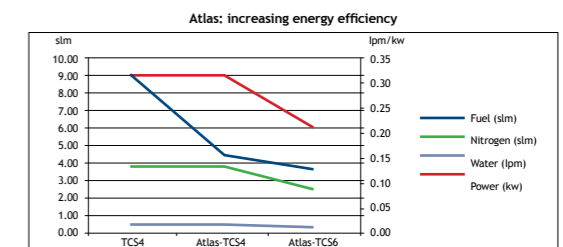


Our product-related green initiatives

Customers worldwide are looking to reduce their energy consumption and impact on the environment from their manufacturing processes. Our green initiatives look to improve the performance of our pumps in terms of operational efficiency, and also to enhance their ability to intelligently power down when in idle mode.

For example, our steel degassing technology development has helped steel processing plants achieve in excess of a 90% reduction in energy usage by replacing a highly inefficient steam ejector process.

We also now provide a 'green mode' standby capability on many of our new vacuum and abatement pumps. Recent product development examples include the Atlas range of abatement products which use up to 50% less fuel than previous ranges.



Community

Overview

Edwards strives to be a good and reliable corporate citizen, both in relation to the global community and directly outside our factory gates. Our products enable the manufacture of a number of products which can have significant benefits for many communities worldwide, such as scientific analytical instruments for medical purposes and solar panels for energy production in remote communities.

Much closer to home we are actively engaging with the communities and localities where we operate. The business looks to support and sponsor activities in each geographic region, and Give as You Earn schemes, as these have a direct influence on the wellbeing and positive engagement of our employees.

In 2013, our activities focused on the areas of education, environment and health. Some examples are set out below:

UK



CHSW Ride for Precious Lives 2013

A challenging three day 210 mile bike ride started in Cornwall and ended in Bristol taking in the three children's hospices; Little Harbour near St Austell, Little Bridge House near Barnstaple and Charlton Farm near Bristol.

Cyclists were inspired by the children and families they met along the way at the three hospices, together with the care team and family members that took part.

From Edwards Stewart Davidson and Jago Snook completed the ride on a Tandem (a first time for both of them) they were joined for the first and longest day (85 miles) by Legal Director Adam Ramsay and supported throughout from colleagues via an app that relayed voice messages to them as they rode and support on the road. Edwards sponsored the event which enabled CHSW to raise in excess of £70k from the event, enough to pay for 3 nurses for a year (one nurse per hospice for a year!).

Rainbow Run

This colourful 5k run is not about speed or fitness, it's all about fun whilst raising vital funds for Children's Hospice South West. Just turn up on the day in white, or clothes you don't mind being covered in paint, and leave with a smile and every colour of the rainbow!

Throughout the run you will be showered with coloured powder paints and at the finish line there will be photo opportunities to capture the colour and fun of the day! Darren Thorne and Mark O'Neil enjoyed the event so much that plan on returning again in 2014.



Czech Republic

First Aid trainer guiding the mothers at a local family centre how to remove object from baby's lungs if suffocating.



Employees cleaning garden of local orphanage. They cut the trees and bushes, raked the leaves and cleaned the whole area.

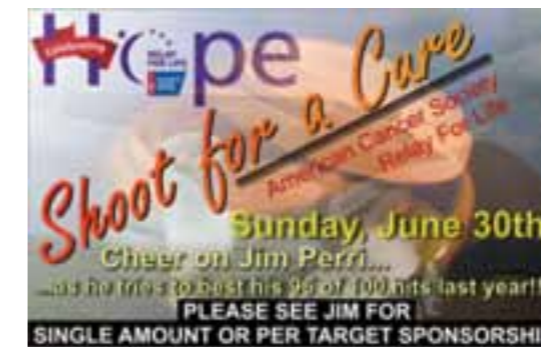


“As a responsible business we think it is important to support the communities that are local to us and to our stakeholders”

John Woodburn, VP Operations



Americas



Employees shot clay targets as part of the larger local event “Relay for Life” which supports cancer research for the American Cancer Society.



Kicking for a cure - Employees involved with a Ti Kwan Do studio, put on an event and collected donations to support the Women's & Children's Hospital of Buffalo.



When Joe Berlinger and Wendy Finnen from Edwards US headquarters in Sanborn, NY were left with some spare training desks they reached out to offer them to a social inner-city school. Teachers and students at Frank A Sedita Elementary School in Buddfalo were delighted with the donation and Edwards was able to free up precious warehouse space - a perfect match!

CSR Metrics

	Metric	Value	Progress	GRI Code	Comments
Governance					
Employees trained in organization's anti-corruption (ABC) policies and procedures	%age employees	98%	●	SO3	Online training undertaken
Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	number	nil	●	SO7	
Code of conduct issues reported to hotline	number	14	●		Goal is to encourage reports
ISO9001 certification	%age cost of sales	100%	●		All sites covered by certification
Operations that have been subject to human rights reviews and/or impact assessments.	number of facilities	21	●	HR10	Undertaken as part of EICC risk assessments
Workplace					
Total workforce by employment type & contract	total headcount	3411	N/A	LA1	
- permanent	%age employees	94.2%	N/A	LA1	
- fixed term	%age employees	5.8%	N/A	LA1	
Employee turnover	%age total employees	3.6%	●	LA2	% of favourable responses to indicator questions (see page 6)
Employee engagement Index	%age score	64%	●		1pt improvement on 2012
% total workforce represented in H&S committees	%age employees	100%	●	LA6	All locations have safety committees
Employees receiving regular performance and career development reviews	%age employees	100%	●	LA12	
Proportion of women employees	%age employees	17%	N/A		
Proportion of women managers	%age managers	11.8%	N/A		
Ratio of basic salary of women to men	%age	93%	●	LA14	Irrespective of bonus or length of service
Coverage of the organization's defined benefit plan obligations	%age employees	no plan	N/A	EC3	Company operates a Defined Contribution scheme
Employees covered by collective bargaining agreements	%age employees	15%	N/A	LA4	
Work related accidents	LWA/200,000 hours worked	0.23	●	LA7	
Work related fatalities	number	nil	●	LA7	
OHSAS18001 certification	%age employees	92%	●		All operational facilities certified
Environmental					
Direct energy consumption by primary energy source	MWhr	76,260	●	EN3	
Total direct and indirect greenhouse gas emissions by weight	Tonnes CO ₂ e	37,590	●	EN6	
Other relevant indirect greenhouse gas emissions by weight					
product use, transport, materials	Tonnes CO ₂ e	3,430,000	●	EN17	
removals - CO ₂ e abated	Tonnes CO ₂ e	9,760,000 negative	●	EN17	
Significant environmental impacts of transporting products, goods, members of workforce					
- products	Tonnes CO ₂ e	20,700	●	EN29	
Marketplace					
Operations & significant suppliers identified as having significant risk for incidents of compulsory or child labour	Number	none	●	HR6+7	Reviewed as part of EICC risk assessments
Total number of incidents of product non-compliance with H&S regulations & voluntary codes	Number	nil	●	PR2	No incidents notified
Green Goals 2009-14					
2013 Goals	2013 Progress	vs 2011			
Reduce the carbon intensity of our operations	36% reduction against 2006 baseline	15% reduction on 2012	●		
Continue to be carbon negative over our products lifecycle (total scope 1, 2, 3 emissions and removals in tonnes CO ₂ e)	emissions: 3.4 million removals: 9.76 million	7% increase in abatement removals	●		
Ongoing reduction of water usage at facilities	80,000 m3, 35% recycled	recycling up 7 points	●		
Ongoing reduction of waste generated	annual reduction	reduced by 3%	●		
Ongoing reduction of landfill usage	annual reduction	recover/recycle 86%	●		
Maintain 3rd party ISO14001 certification for all major sites	global coverage	increased no of sites	●		
All staff to receive environmental training - completion to be 90% or higher	97%	7 points above target	●		