# Institutional and Sustainability Report 2020/2021

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"Siemens established the goal of eliminating its emissions on a global basis by 2030. **In Brazil, we are shortening this timeframe five years. By 2025, we will have neutralized our local carbon footprint."**

Pablo Fava
*CEO of Siemens Brazil*

GRI Indicators: 102-14 • 102-15



# Dear reader,

It is a pleasure to present our Institutional and Sustainability Report 2020-2021. In Brazil and throughout the world, Siemens works to make plants more efficient, buildings more intelligent, transportation cleaner and more comfortable and healthcare more affordable and advanced. In a nutshell, we work with the objective of helping our customers shape a more sustainable world. This report shows what we do to accomplish this purpose.

For the second consecutive year, we chose to demonstrate the impacts of our actions in society through the United Nations' 17 Sustainable Development Goals (SDGs). In conjunction with these criteria, we are signatories of the Global Pact, an initiative that comprises companies from around the world to structure actions in the pursuit of these goals.

Looking at the period encompassing 2020 and the first months of 2021 is about reflecting on the new coronavirus pandemic and the challenges it imposed on society, and none of them was as cruel as the lives lost to Covid-19. Our sincerest condolences to all families that suffered losses.

Since the beginning of the pandemic, Siemens' main priority has been to protect lives. In this year's report, you will find examples of our contributions in and outside the company. One example was the partnerships established to develop and produce ventilators using Siemens technology; another is the series of solutions developed with Siemens technology to optimize the use of existing ventilators. Together with hospitals, universities and public health departments, these initiatives helped expand care during the pandemic.

Being a company closely linked to essential activities, Siemens maintained its plants and logistics processes running during the year, adopting rigorous health and safety measures to ensure the well-being of those working at these locations. Administrative employees have been working in an emergency home-office regime since March 2020, and they too received support measures and orientations - extensive to their family members - in order to safeguard their physical and mental health.

Using digital tools, many of which already incorporated in our pre-pandemic routine, we were able to achieve very positive financial results in all of our Business Units. I am proud to say we overcame the economic difficulties imposed by Covid-19 in 2020 without having to lay off employees or adopt reduced work shifts on account of the pandemic; an effort that was recognized by our teams in the "Great Places to Work" survey conducted by UOL and Fundação Instituto de Administração (FIA). Siemens received the 'Most Incredible Performance in the Pandemic' award among 300 participating companies.

2020 was also a year that marked the creation of two new independent companies globally: Siemens and Siemens Energy. The decision consolidated one of the pillars of the Vision 2020+ strategy: to address markets in a more targeted and agile manner. With this, Siemens is now focused on the digital transformation, serving Industry and Infrastructure, while Siemens Energy is dedicated to the energy transformation. Siemens Healthineers and Siemens Mobility make up the Siemens Group and their activities are also described in this Report.

Besides the impressive sales and new-order figures, we also obtained important achievements in terms of customer satisfaction. In the Net Promoter Score (NPS), which evaluates how willing customers are to recommend our company to peers, our average score was 85, a milestone in our history and well above our industry average.

In pursuing this path of close collaboration with our value chain, we kicked off 2021 with great expectations. Sectors like sanitation, mining, food & beverage, pharmaceutical, energy concessionaires and machinery manufacturers, in addition to an agenda centered around intelligent cities, are expected to maintain a rhythm of significant growth. Besides new projects, Siemens is expected to continue benefitting from digitalization and the adoption of technology in existing businesses, with a focus on boosting efficiency and productivity.

These topics are in line with the concept of sustainability. The efficient use of resources increases the productivity of companies and positively impacts the entire business value chain. To be sustainable is to be more productive using less resources. Siemens aims to be a reference in this journey and, for such, it revised the carbon-neutralization goal for its Brazilian operations.

Worldwide, the company established the commitment to eliminate its emissions by 2030. In Brazil, we are shortening this timeframe. By 2025, we will neutralize our local carbon emissions. One of the measures adopted is the use of our own technology solutions, offering customers a concrete example of what we can add to their operations.

Successful businesses of the future will be those that use technology to reinvent themselves, achieve greater efficiency and productivity and create new business models. With our own example, we wish to be recognized today as the ideal partner to empower our customers in transforming their businesses.

GRI Indicators: 102-10 • 102-14 • 102-15

# How to Read this Report

Siemens' Institutional and Sustainability Report is produced by Siemens Brazil to inform the company's actions in a transparent manner to all its stakeholders (customers, employees, suppliers, universities, entities and communities).

The content presented in this Report reflects the main themes of interest to our stakeholders. For the second consecutive year, **Siemens presents its achievements for 2020-2021 in alignment with the United Nations' 17 Sustainable Development Goals.**

**The financial data appears in a consolidated manner and refers to the October 1, 2019 – September 30, 2020 period, pursuant to the policy adopted by Siemens AG, in Germany.** To access complete financial data for Siemens AG, use this QR Code.

This Report was produced in accordance with Global Reporting Initiative (GRI) international guidelines. In order to comply with this standard, the data corresponding to GRI G4 indicators appears in the footnotes, with their respective acronyms. At the end of this publication, you will find an annex with the complete GRI table.

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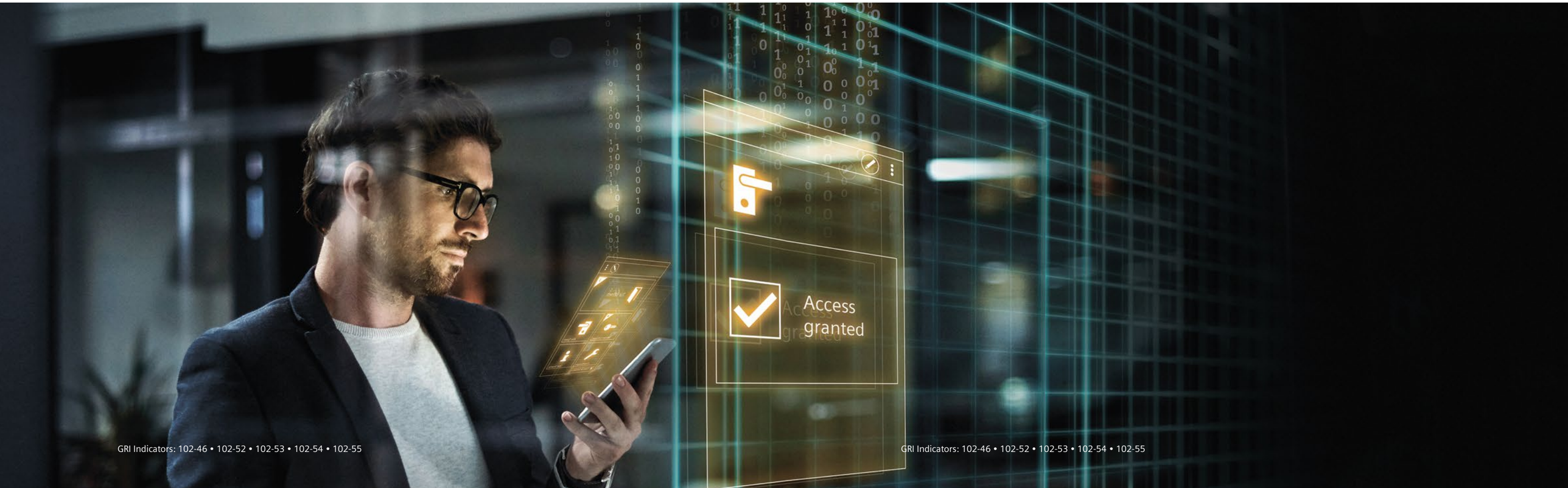



GRI Indicators: 102-46 • 102-52 • 102-53 • 102-54 • 102-55

GRI Indicators: 102-46 • 102-52 • 102-53 • 102-54 • 102-55

# Table of Contents



## Introduction



## Siemens in Brazil



## Sustainable Development of Society



## Responsible and Sustainable Business Practices



## Annexes

# A New Chapter in Siemens' History

**In April 2020, Siemens consolidated the new global structure it announced back in 2019. The businesses related to Industry, Infrastructure and Mobility stayed with Siemens.**

In turn, the businesses related to Energy Generation are now bundled in the new independent company Siemens Energy, while the healthcare businesses are concentrated in Siemens Healthineers.

In this new chapter, Siemens continues to develop solutions for major challenges, creating technology with purpose and that can be found everywhere, helping our customers transform industries that make up the backbone of economies.

We transform the day-to-day with software solutions that enable workers to return safely to their workplace during a pandemic. Be it through intelligent microgrid networks that allow communities all over the world to face blackouts caused by the climate. Be it through innovative technologies like our digital twins, which help our customers to introduce products faster in the market, such as cars, machine-tools or life-saving medication. Our group of artificial intelligence and mechanical engineering experts at our locomotive and rolling stock plants combine their expertise to predict and prevent trains from breaking down.

No other technology company is better equipped to combine technologies from the digital and physical worlds: building more-agile plants, more-intelligent infrastructures and more-efficient transportation, empowering our customers to transform industry and infrastructure systems to create a more sustainable future.

**Siemens worldwide**

**293 thousand** employees in over **200 countries**

Watch the video "When the World Changes





Siemens' strategic priorities were defined and grouped into four pillars:

**Customer** Impact

We strive to anticipate what our customers need, benefitting from our support and adapting to fast-changing markets.

**Technology** with Purpose

Technology is our strength, and this is what we focus on. To create technology with a purpose, like helping customers do more with less.

**Empowered** People

We want to empower our customers with our technology; empower our partners to collaborate in a closer manner; and empower our colleagues to use the best of their capacity to prosper.

**Growth** Mindset

To remain relevant, we need to learn, experiment and adapt continually, as well as do new things that create value for our customers.

**Watch the video "A New Chapter for Siemens"**

# Covid-19

## How the Pandemic Affected Us


**Siemens Brazil 2021 one-word** campaign. Photos published in Siemens' social networks

**In the first weeks of 2020, when news about a new type of coronavirus began to circulate,** Siemens defined strategies and implemented actions to protect its employees, contractors and family members. The theme was always addressed in a transparent manner, reinforcing that all measures adopted were in line with health-authority directives.

In parallel with actions to protect our teams, we also implemented initiatives to help society face the pandemic, many of which were developed through partnerships.





- **Creation of committees to monitor the new coronavirus** (Executive, Strategic and Operational)
- Definition of local prevention and **control strategies**
- **Emergency home-office** regime for administrative employees

- **Self-triage process** at company sites
- **Special sanitary measures** for company sites
- **Special communication plan**

- **Telemedicine**
- **Psychological support program**
- **Masks for** employees and family members
- Company and employee **donation campaign**
- **Partnerships for new clinical solutions** to help patients with the new coronavirus

The quick and structured actions by Siemens' teams to face the pandemic provided many lessons and results for the company. Our priority of caring for people and using digital tools for interpersonal contact maintained teams connected and productive. Also fundamental for keeping business running was our teams being available to our customers and other business partners, resulting in a fiscal year of positive growth for all Siemens Brazil Business Units.

Throughout this Report, you will find additional information and details about these and other actions related to Siemens in facing the Covid-19 pandemic.

# Sustainable Development Goals

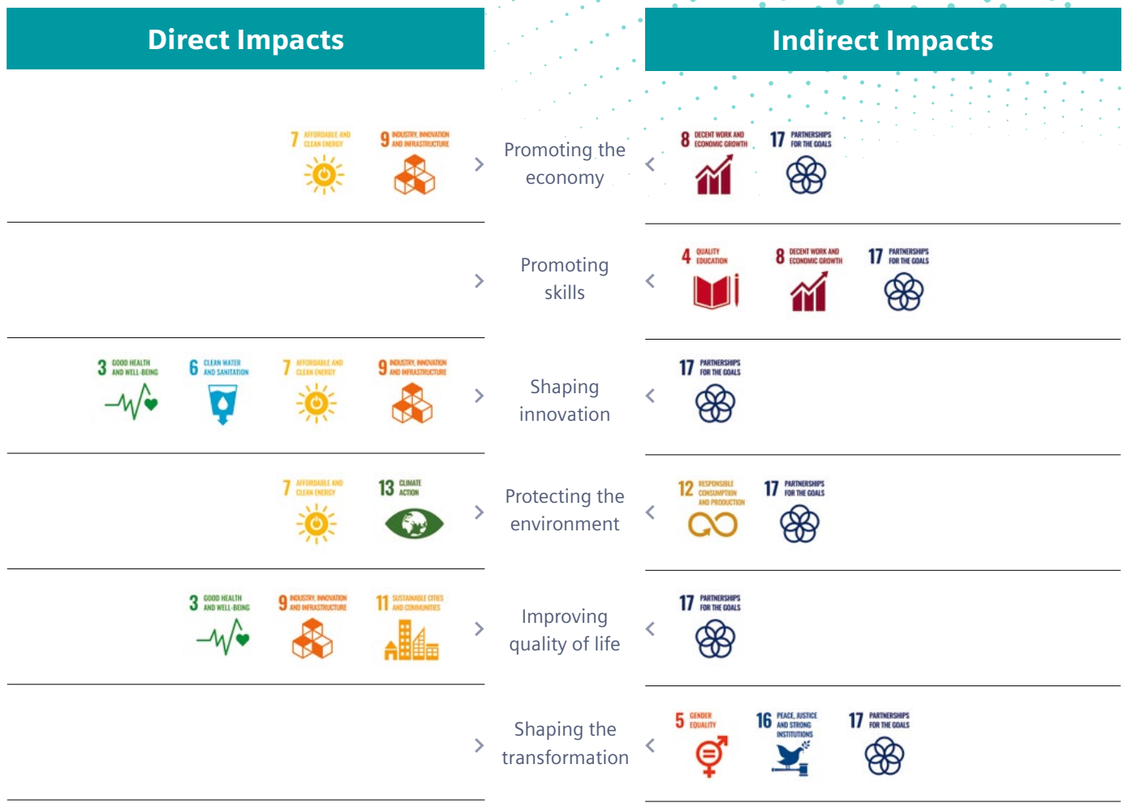
The world is changing in dimensions that affect everyone's life: climate and demographic changes, urbanization, globalization and digitalization. However, the planet's resources today are already insufficient to maintain all of society's life and consumption standards.

Therefore, it is imperative to address these trends to ensure a viable and sustainable future, **UN member nations introduced the 17 Sustainable Development Goals (SDGs).**

More

Achieving these goals is a task that requires governments, businesses, cities and civil society to come together.


Siemens impacts all SDGs direct or indirectly and demonstrates them in a transparent manner with its **"Siemens – Business to Society"** approach.




See how Siemens addresses Sustainability globally.

Sustainability Information 2020 (in English)

## ESG at Siemens

*Environment*, *Social and Corporate Governance* (ESG) is part of Siemens' Sustainability strategy. It creates standards to assess the impacts of the company's actions in environmental, social and governance aspects. All Siemens projects are analyzed according to ESG standards. For such, we created an ESG *due diligence* tool to identify and mitigate risks in these three areas.

Institutional and Sustainability Report | Siemens 2020/2021

# Siemens' **Presence in Brazil**

# Our Strategy

## Vision 2020+

Vision 2020+ is our strategy to shape the new-generation Siemens. Our goal is to create long-term value, accelerate growth and boost profitability under a simplified business structure.

**The main objective of Vision 2020+ is to give each business area more freedom to operate, benefitting all of them with the power behind the Siemens name.**

## Our Objectives

**To implement Vision 2020+, we defined seven objectives:**

- Increase company value by creating sustainable value and profitability;
- Reinforce our focus in the areas of Electrification, Automation and Digitalization;
- Be the partner of choice of our customers;
- Be even closer to our markets;
- Live lean governance and continuous improvement;
- Be the employer of choice;
- Foster pride and passion for Siemens through our Ownership Culture





## Our Culture

At the foundation of Siemens' strategy lies our culture, our values and our purposes. In other words, it is how we achieve sustainable success.

### Values

Acting in a responsible, excellent and innovative manner, forming the base of our Ownership Culture.

### Behaviors

Demonstrating respect, focus, initiative and execution.

### Leadership

Having leaders who inspire teams to do their best.

### Focus on people

Following a people-oriented approach, based on trust, openness and collaboration.

### Equity

Offering employees the opportunity to directly participate in the company's success, as shareholders.

### Our guiding principle

Always act as if it is our own company. This is how we intend to deliver an even better Siemens to future generations.

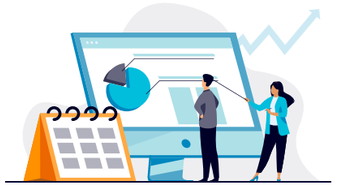
# Financial Data

## 2020

New orders

**3.0***

* In BRL billions



Net income

**2.75***

* In BRL billions

Employees

**2.570**

Fiscal year = October 1, 2019 – September 30, 2020.

Siemens Group data (Siemens, Siemens Mobility and Siemens Healthineers), without including international business. Data from the 2019-2020 Institutional and Sustainability Report also included figures for Siemens Energy and Siemens Gamesa.

# Siemens' Structure in Brasil

## Company Structure

**Pablo Fava**
**CEO of Siemens**

**Wolfgang Beitz**
**CFO of Siemens**

### Siemens (Infrastructure and Industry)

**Digital Industries**
**CEO -** Pablo Fava
**CFO -** Lílian Pacheco

**Smart Infrastructure**
**CEO** - Sérgio Jacobsen
**CFO -** Wolfgang Beitz

**Large Drives Applications**
**CEO** - Henrique Pires
**CFO -** Cristiane Zavataro

### Siemens Group

**Financial Services**
**CEO** - David Taff
**CFO global** - Veronika Bienert

**Digital Industries Software**
**CEO -** Daniel Scuzzarello
**CFO** - Thiago Gaspar

**Siemens Mobility**
**CEO** - Andreas Facco Bonetti
**CFO** - Marisílvia Mattedi

**Siemens Healhtineers**
**Country Head Brazil -** Claudio Marcelo de Souza
**Financial Director LAM -** Georgios Papanikolaou



Institutional and Sustainability Report | Siemens 2020/2021

## Functions

**Government and External Affairs, Legal, Sustainability Management and Siemens Foundation**
**Luis Felipe Gatto Mosquera**

**EHS – Environment, Health and Safety**
**Welton Rezende Deboni de Souza**

**Communication**
**Ariane Herek de López**

**Human Resources**
**Caroline Zilinski**

## Business Partners

**Compliance, Export Control and Data Privacy**
**Gustavo Franco Ferreira**

**Information Technology**
**Fernando Demattio de Oliveira Simões**

**Customs & Taxes**
**Ivan Garcia Xavier Ferreira**

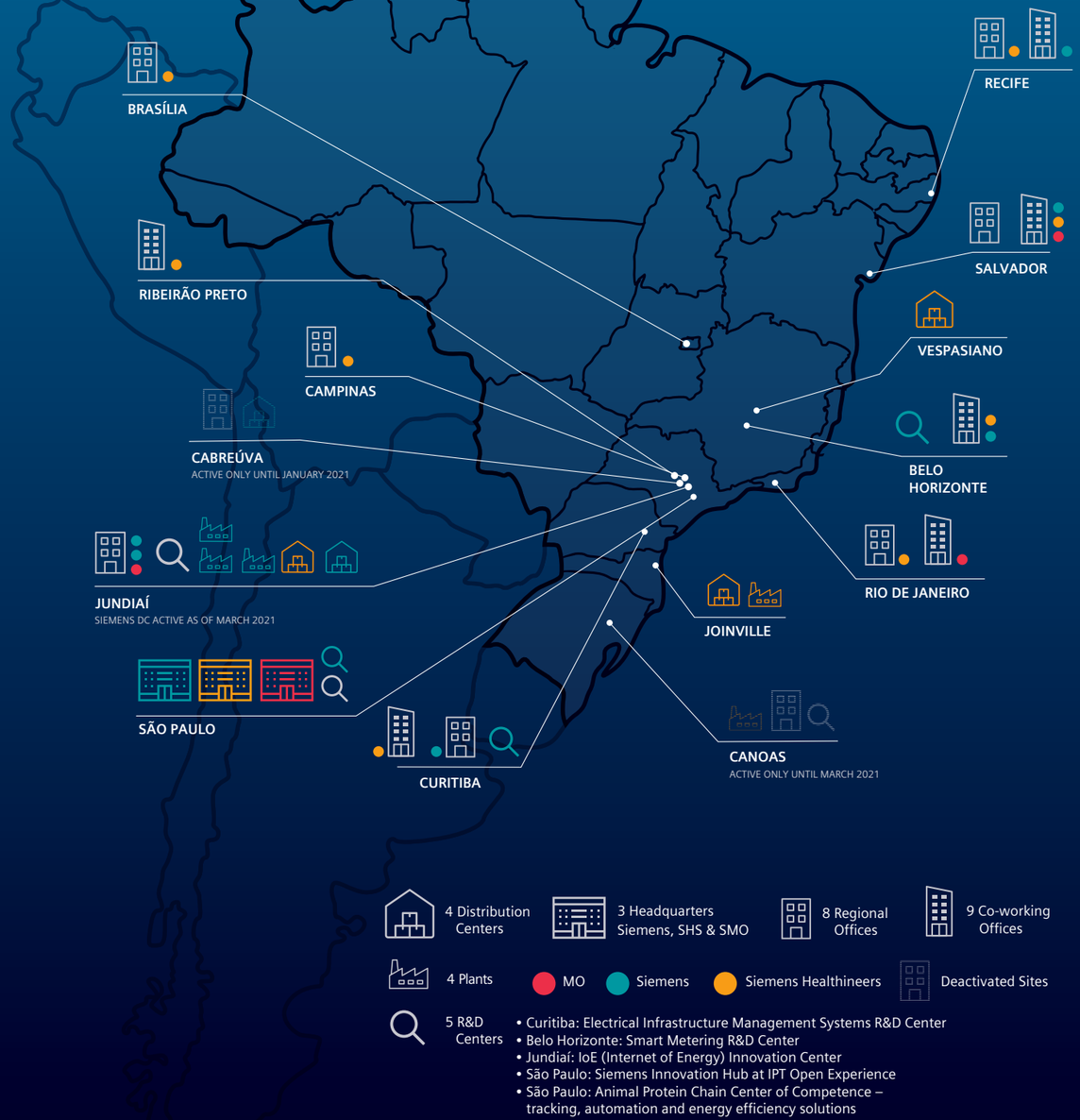
**Cybersecurity**
**Caio Fontoura da Silva Colman**

**Financing**
**Dominique Salini e Gerard Halpin**

**Security**
**Andres Wuiver de Moura Brito**

GRI Indicators: 102-4

# Siemens' Presence







## Jundiaí, SP

Medium-Voltage Frequency Converters
Medium-Voltage Products and Solutions
Energy Automation and Control Products and Solutions
MindSphere Application Center (MAC)
Large Drives Applications

## Joinville, SC

Logistics and Manufacturing Center of Siemens Healthcare Diagnósticos S.A.

## São Paulo, SP

Headquarters of Siemens, Siemens Mobility and Siemens Healthineers Digital Experience Center (DEX)

**1.** Jundiaí Plant (SP)
**2.** Distribution Center - Jundiaí (SP)
**3.** Large Drives Applications (LDA)
**4.** Joinville Plant (SC)
**5.** MindSphere Application Center (MAC) - Jundiaí (SP)
**6.** Digital Experience Center (DEX) - São Paulo (SP)
**7.** SITRAIN - São Paulo (SP)
**8.** Siemens Anhanguera - São Paulo (SP)





# **Siemens,** in Brazil

**It was at the end of the 19th century, 1867 to be exact, when Siemens made its first mark in Brazil.** Born 20 years earlier in Berlin, the German company was responsible for installing the first telegraph line in Brazil. The project connected the states of Rio de Janeiro to Rio Grande do Sul.

Siemens established itself as a company in 1905, with headquarters in Rio de Janeiro. From then on, the company has operated uninterruptedly in Brazil, always with a focus on pioneering projects. Examples include: the first diesel-electric unit in Brazil (1909); the first automatic telephone exchange in Latin America (1922); the first transformer plant in Brazil (1939). We were also pioneers in terms of creating innovative productive and operational processes, having been the first company in Brazil to receive ISO 9000 certification, back in 1989.

At present, Siemens caters to the industry, infrastructure, mobility and healthcare markets nationwide, employing more than 2,500 direct employees.

**154 years of history in Brazil**





## Milestone of a 154-year history in Brazil

**1867** — Siemens installs the first major telegraph line in Brazil between the Emperor's residence in Rio de Janeiro and the city of Rio Grande (RS).

**1905** — Cia. Brazileira de Electricidade Siemens-Schuckertwerke, is founded in Rio de Janeiro, the first electric-electronics multinational to establish itself in Brazil.

**1909** — Siemens installs Brazil's first diesel-electric unit at the Municipal Theater of Rio de Janeiro.

**1922** — Siemens supplies and installs Latin America's first automatic telephone exchange in Porto Alegre (RS), and the third in the Americas (after New York and Chicago).

**1939** — Siemens installs Brazil's first transformer plant, in São Paulo (SP).

**1955** — Supplied by Siemens to Coperbo (PE), Brazil's first steam turbine begins operating. Siemens inaugurates its Lapa (SP) plant.

**1975** — Siemens inaugurates its new transformer plant in Jundiaí (SP).

**1983** — Siemens installs the first of 18 Itaipu generator rotors, with a power of 823.6 MVA.

**1989** — Siemens receives the first ISO 9000 certification in Brazil.

**1998** — Siemens Brazil's Telecommunications Division receives the National Quality Award (PNQ).

**2005** — Siemens celebrates its 100th anniversary in Brazil.

**2007** — Siemens inaugurates in Jundiaí (SP) the largest integrated energy equipment plant in South America.

**2009** — Siemens inaugurates its first train modernization and assembly center in Latin America, in Cabreúva (SP).

**2013** — The first wind farms to use Siemens solutions are installed in the country

**2015** — Siemens celebrates its 110th anniversary in Brazil.

**2016** — Acquisition of Dresser-Rand and Guascor.

**2017** — HVDC transmission ensures energy supply in Brazil.

**2019** — Inauguration of the Coari Thermal Power Plant (AM).

The MindSphere platform is inaugurated in Brazil to connect the virtual and real worlds

# Sustainable Development of Society

Siemens' business activities impact the industry, infrastructure, mobility and healthcare value chains. Our solutions help society achieve most Sustainable Development Goals (SDGs) in four key ways:

1. through our products and solutions
2. through responsibility in the operation of our businesses
3. through our knowledge and leadership
4. through Corporate Citizenship and community-engagement initiatives

The manner in which our actions impact the SDGs varies, se we group goals into two categories: direct impact and indirect impact.

The SDGs in which Siemens' impact is direct are mostly those that relate to our products and services, through their application by customers and partners.

The following pages present examples of Siemens' solutions and initiatives that impact the six SDGs.

GRI Indicators: 102-2 • 102-6 • 102-15 • 103-1 • 103-2 • 103-3

GRI Indicators: 102-2 • 102-6 • 102-15 • 103-1 • 103-2 • 103-3 • 413-1

# Good health and well-being

## Ensure healthy lives and promote the well-being **of all people, of all ages**

*Siemens impacts Sustainable Development Goal 3 in two different dimensions. One is the solutions portfolio of Siemens Healthineers, a company independent from the Siemens Group, which mission is to enable our healthcare providing customers to add value to their operations. We do this by increasing diagnostics precision, transforming healthcare and improving patient experience, especially through the use of digital tools. The second dimension are our health-related initiatives for employees, family members and other partners – a particularly important aspect in 2020 on account of the pandemic.*





# Siemens Healthineers in the fight against Covid-19

**The Covid-19 pandemic imposed challenges on society that required intense medical-scientific work to solve various issues that presented themselves during the disease's dissemination.** With solid expertise in the areas of Diagnostics Imaging and Advanced Therapies, as well as Laboratory Analyses, Siemens Healthineers dedicated even more effort to contribute to this moment.

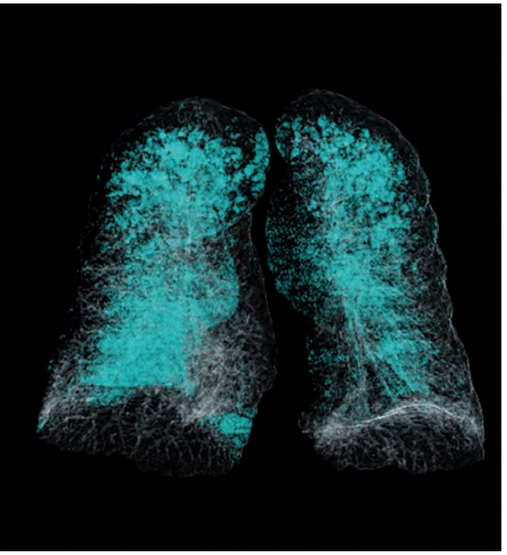
Siemens Healthineers was present in practically the entire journey of patients with the new coronavirus, assisting doctors and other healthcare professionals with precise and assertive diagnoses through the use of remote digital tools and Artificial Intelligence.

## Diagnoses for **Covid-19 patients**

A little after the pandemic started, Siemens Healthineers supplied the market with COV2T and COV2G serological tests, which detected whether a patient came in contact with the virus, even if asymptomatic. In the case of people with symptoms, the company also developed the RT-PCR test, which analyzes samples from a person's nose and throat. Lastly, the company began supplying in Brazil the On Site® COVID-19 IgG/IgM quick test, which is done by pricking the person's finger and provides results in 10-15 minutes.

# The importance **of imaging exams**

**Just as important as detecting an infection is measuring the extent to which it is affecting the body and even if it is putting a person's life at risk. Important help came in the form of CT exams where lung images indicative of pulmonary infection, and typical of the coronavirus, were analyzed (lungs with opaque glass aspect).** In some locations with no CT scanners, ultrasound and X-ray exams became indispensable for assertive diagnostics in certain patient groups.



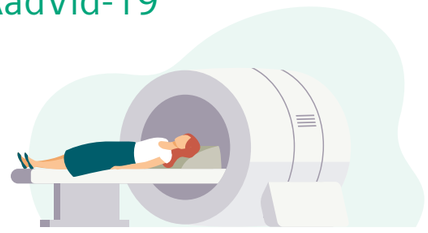
Chest CT performed by pela AI-Rad Companion

# Digital Solutions **and Artificial Intelligence**

Project RadVid-19, conducted by Siemens Healthineers in partnership with Hospital das Clínicas in São Paulo and other important players from the health sector, utilizes the AI-Rad Companion solution, which pre-processes CT images and interprets results through machine learning.

**The initiative ended the year with more than 50 thousand images having been sent by radiologists from all over the country, with around 70% testing positive for Covid-19. Fed by a huge base of X-ray and chest CT images of patients from 50 hospitals in Brazil, the platform is capable of identifying signs of the new coronavirus in exams based on Artificial Intelligence technology and algorithms.**

## RadVid-19



- Service available free of charge for doctors and medical institutions nationwide
- Objective: **help decide the best course of action against Covid-19.**
- Analyzes X-rays and CTs, and indicates the probability of a person being infected.

- Quick and simple, the process identifies common patterns of the disease in image exams.
- The tool also shows how much the lungs are compromised.
- **The initiative creates a big database that can help define the right course of action and possible treatment even before the result of other types of tests.**

- **The platform also allows radiologists on duty to clarify doubts** online based on the image exams.





# **Treatment for** coronavirus patients

In the case of contaminated patients that need to be admitted, arterial blood gas tests played an important role, especially for those assisted with mechanical ventilators. **Siemens Healthineers' RAPIDPoint® 500e blood gas system was used to help out with the unprecedented demand for ABG tests during peak hospital-admittance periods.**

# **Greater safety for doctors** and healthcare professionals

In addition to focusing on patients, Siemens Healthineers also provided solutions that helped mitigate risks for doctors and other healthcare professionals on the front line. One of the tools developed was the syngo Virtual Cockpit (sVC), which remotely controls CT and MR equipment in various locations, optimizing service and lending greater assurance to these professionals.

**Following the same precept, the Smart Collaborator and Smart Simulator solutions also helped out with remote work: the first uses augmented reality to execute tasks such as software updates, clinical engineering and even share cases between service engineers, without the need for being physically present at the customer's installed base.** The second solution is a virtual simulator in which customers can undergo the entire clinical training for a given equipment in a simulated and online manner.

## Innovation and Artificial Intelligence

Partnership between Siemens Healthineers and Hospital das Clínicas' Radiology Institute.

In September 2020, Siemens Healthineers and Hospital das Clínicas' Radiology Institute (InRad) of the University of São Paulo's Medical School (HCFMUSP) inaugurated the In.Lab. The space is intended for startups and developers that already have or wish to create Artificial Intelligence projects targeting improvements and solutions that encompass the different stages of the patient journey and healthcare chain.

The main fronts to be tackled include prevention, diagnostic and treatment, and management in order to connect healthcare services in a more optimized and efficient manner as a whole.

CT Truck: Mercedes project with Siemens Healthineers solution

Watch the CT Truck project video

# CT Truck: Mercedes project with Siemens Healthineers solution

**In conjunction with Associação Beneficente Ebenezer (Education and Health Integration Center - CIES Global) and other partners, Mercedes-Benz Brazil developed and coordinates a project that gave rise to a Mobile CT Unit that has helped diagnose patients with Covid-19.**

The objective of the initiative is to increase the volume of CT exams for patients using the country's Public Healthcare System (SUS) at hospitals in the city of São Paulo (SP), especially during the pandemic. The Siemens Healthineers CT used in the truck was purchased by CIES Global through funding provided by the Health Ministry to help combat Covid-19.

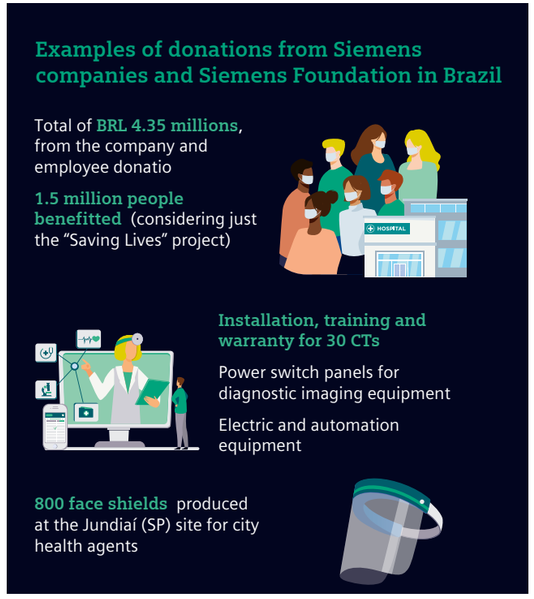
# Humanitarian actions **during the pandemic**

With the objective of contributing effective measures to combat the new coronavirus, Siemens (Infrastructure and Industry), Siemens Energy, Siemens Mobility and Siemens Healthineers in Brasil, joined forces with **Siemens Foundation to donate BRL 4.35 million in services, solutions, equipment and partnerships to support Brazil's public healthcare system.**

The donations were made to the Health Ministry and the Foundation for the Scientific and Technological Development of Healthcare (FIOTECH), a Fiocruz entity based in Rio de Janeiro (RJ), as well as philanthropic hospitals located in the North and Southeast regions of Brazil, benefitting roughly 1.5 million people.

Donations to the Health Ministry included installation services, training and warranty for 30 CTs, as well as the power switch panels for the diagnostic imaging equipment.

More about actions carried out by Siemens during the pandemic




Another contribution from group companies was the donation of products from their portfolios, such as low-voltage and automation equipment for Fiotech's installations, which supports Fiocruz.

Through Siemens Foundation, group companies also contributed to project "Saving Lives", conceived by the National Bank of Economic and Social Development (BNDES) in partnership with SITAWI, a non-governmental organization (NGO) specialized in managing philanthropic funds.

The amount raised was used to purchase Individual Protection Equipment (IPE) and supplies like disposable gowns, gloves, sanitizer, masks and caps for 19 hospitals in Northern Brazil, Campos de Goytacazes and São João da Barra, both in Rio de Janeiro, and Jundiaí, in São Paulo.

A portion of the total received by the BNDES was donated by Siemens employees through a collective funding campaign called "Together against the coronavirus", which was conducted with the objective of giving people the opportunity to participate in this action. **The initiative, which included an initial contribution from Siemens Foundation, as well as project "Saving Lives", utilized the matchmaking concept, where for each BRL donated, the organization donated another BRL.**


Together against the coronavirus

Collective funding campaign with the participation of Siemens Foundation and Siemens Group employees

# Task force in favor of society

In line with the purpose of Siemens Group companies in Brazil, that is, to generate value and effectively contribute to society, several initiatives were conducted internally to make a difference in the fight against Covid-19.

**Employees at the Jundiaí (SP) industrial complex produced roughly 800 facial protectors that were donated to the City. In addition, the technical team from Building Technologies provided support to hospitals, hotels and other types of client/partner buildings that needed to make adaptations to receive people with Covid-19.**

Through a voluntary cross-functional committee broken down into nine activity pillars of the "Together against the coronavirus" campaign, various activities were carried out with employees to protect the health of people affected by the pandemic. Roughly three thousand hours of work have been donated since the beginning.

# Covid-19

## Protecting people: actions for employees and their families

Maintaining the physical and mental health of roughly two thousand employees was Siemens Brazil's main focus in 2020 because of the pandemic. Besides being crucial for Siemens to keep its core activities safe, focus on the safety of employees and their family members connected directly with the company's values: Responsible, Innovative, Excellent.

**At Siemens, Program Life 360° defines and implements actions that take into account people in all of their life dimensions. Based on this holistic vision, the program has three pillars: Emotional, Social and Physical. Prevention and care actions against the new coronavirus were conducted within the scope of this internal program in 2020.**

To ensure the physical health of its employees, Siemens sought to safely provide plants and remote sites the same environment these people had before the pandemic.



GRI Indicators: 102-2 • 102-6 • 102-15 • 103-1 • 103-2 • 103-3 • 203-1 • 203-2



### Medical care

Offered via telemedicine through the Einstein Conecta app, ensuring quality care, no physical contact, and avoiding crowds in hospitals (places treating Covid-19).

The remote medical care Siemens offers its employees is available 24x7 by Hospital Albert Einstein professionals

### Nutrition orientation

As employees went from eating meals at company cafeterias to eating at home, came the need to provide nutrition orientation through weekly virtual meetings.

### Emergency home-office regime

Most administrative employees started working from home in March 2020, having received support and orientation regarding this new work mode.

See video on ergonomics, in the Covid-19 Employee Guide

### Employees **working in-person**

Biweekly testing was implemented which allowed for precise contamination tracking, particularly of those who were asymptomatic. Signs were adopted at sites to show the proper distancing to adopt, the maximum number of people in an area, hygiene instructions, pedestrian flow direction, temperature measurement, among others.

Temperature measurement is performed daily on all employees entering company sites

See video on Siemens' Good Practices during the pandemic

Due to the need for employees to perform essential activities in person, the company reinforced its hygiene procedures in common areas (restaurants, changing rooms, corridors, elevators etc.) and also operational areas.

In addition to more frequent hygiene procedures, the use of germ-killing products and reminders about the correct use of sanitizers were reinforced for those working on site.

## Flu vaccine

Following health-authority recommendations, Siemens conducted its traditional flu-vaccination campaign earlier this year. Held in April 2020, vaccinations were given using a drive-thru system, without the need for people to exit their car.

## Expecting mothers

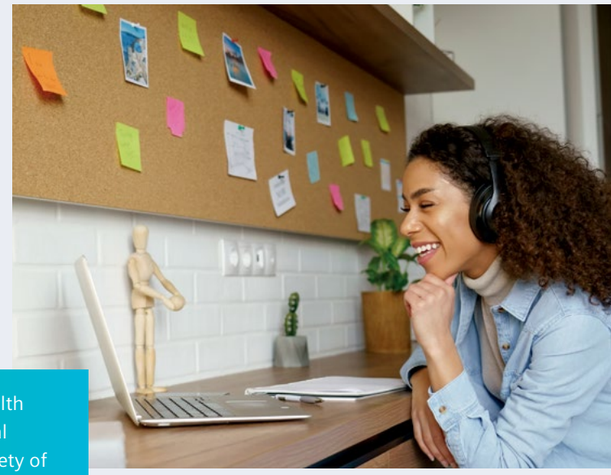
As risk-group employees, expecting mothers were instructed to stay home. Siemens regularly offers medical support during the prenatal period through its in-house clinics. During the pandemic, a partnership with Bradesco Saúde gave rise to a special program for expecting mothers with 24-hour online support.

## Distribution of masks

Throughout the pandemic, Siemens supplied masks to its employees and their family members. In addition to masks, the company also prepared a brochure on the proper use of masks, which was distributed at all locations. A guide with mask-use suggestions was also shared with employees working from home, as was the Covid-19 Employee Guide, available on the company intranet and webpage.

## Mental health

For mental health, the Oriente-me app was implemented to provide psychological support via video calls, audio and/or text messaging. Mente em Foco weekly meetings with Siemens psychologists addressed topics such as the benefits of psychotherapy, mental health in times of crisis, anxiety, family stress, etc.



Initiatives focused on mental health gave employees the psychological support necessary on a wide variety of topics, including Covid-19

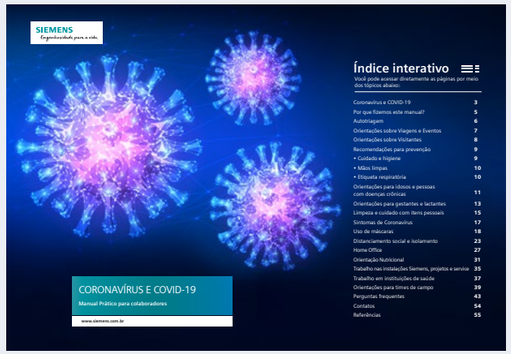
## Take it easy

An initiative by the Communications area aimed at minimizing the stress caused by the pandemic, using humor, positivity, and tips.

The initiative came in the form of an electronic newsletter with information divided into four pillars: **home office,** with professional suggestions on organization, use of technologies and family relations; **health care**, with prevention recommendations in relation to the new coronavirus, exercising and health; **Be smart about security**, addressing the relationship with information received, and **what to do in moments of isolation**, with suggestions on online courses, films, series and other content during free time.

**Siemens also prepared a practical handbook for employees about the new coronavirus and Covid-19, which it uploaded to the company website and divulged to employees on the intranet.**

As a result of its effort during the pandemic, Siemens was the recipient of the "Great Place to Work" award, conducted by Fundação Instituto de Administração (FIA) and UOL, in the category "Most Incredible Performance in the Pandemic" (see page 81)




Scan the QRCode to access the Covid-19 Employee Handbook



GRI Indicators: 102-2 • 102-6 • 102-15 • 103-1 • 103-2 • 103-3 • 203-1 • 203-2

GRI Indicators: 102-2 • 102-6 • 102-15 • 103-1 • 103-2 • 103-3 • 203-1 • 203-2


# Clean Water and Sanitation

## Ensure the availability and sustainable management of water and sanitation for everyone

*Universal and fair access to potable and safe water for everyone by 2030. This is the target of Sustainable Development Goal 6, which also includes improving the quality of water, reducing pollution, eliminating waste, and minimizing the release of chemical products and hazardous materials. Other targets are increasing the efficiency of water used in all sectors and implementing integrated management of water resources.*

*These goals were defined because Brazil has a paradoxical situation: in spite of having abundant water resources, a major part of its population is not supplied with water. This situation, however, is beginning to change.*





**Around 20% of Brazil's population – roughly 35 million inhabitants – does not receive treated water. According to portal Trata Brasil, the national average of losses in potable-water distribution amounts to 38.4%. In the north region, this average increases to 57.5%.** Sewage treatment is another bottleneck: around 54% of Brazilians have access to sewage treatment, which service varies significantly from one region to another (79.2% in the southeast versus 12.3% in the north). Approval of the new sanitation regulatory framework in 2020 kicked off a new phase for Brazil in which these bottlenecks are beginning to be addressed.

The current level of technological implementation in the sector does not allow reducing treated-water waste. Electricity waste also increases in this model, given the overloading of motors and pumps in order to maintain the same distribution and supply for cities and homes.

## Water and sanitation in Brazil*

**20%**

of the population without access to treated water

**54%**

of the population has sewage treatment (but only 12.3% have it in the north region)

**38.4%**

of distribution losses

*Information from portal Trata Brasil

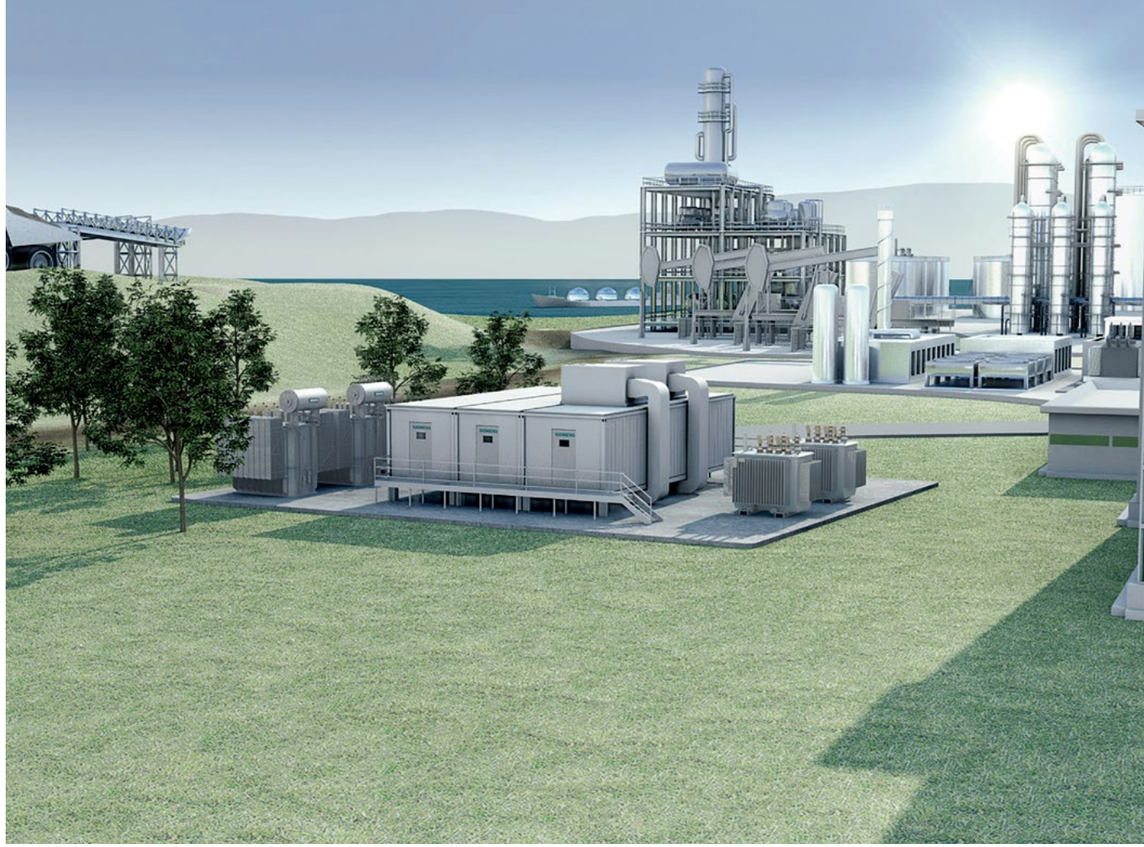
Through innovative technologies, Siemens supports the water supply and treatment sector with automation, digitalization, and electrification solutions in all stages of the water cycle. And in order to allow the water sector to take the most advantage of digitalization, the company developed a complete portfolio of software and automation solutions. **The processing of all data available in a comprehensive model makes it possible to optimally explore the potential of all systems. With our electrification solutions, we make the system more efficient in terms of energy consumption and promote the use of renewable energy sources like solar energy.**

The SIemens WAter (SIWA) digital app and services platform lends greater transparency and helps identify optimization and savings potential to increase water-supply safety and the proper treatment and disposition of sewage. Through its intelligent solutions, the apps:

1. Optimize the operation and energy consumption of water-lift stations;
2. Reduce losses, predicting and detecting leaks in water distribution networks;
3. Predict and detect pressure fluctuations in water-transport networks, precisely pointing out the anomalies responsible for pipe ruptures and their location in real time;
4. Calculate the need for control interventions in the sewage system using optimization algorithms, avoiding floods;
5. Monitor and control the sewage network and their lift stations in real time, avoiding blockage in the pumps and obstructions in the network;
6. Help reduce the contamination of water resources.

More about sanitation solutions





# Energy distribution

E-Houses are customized, pre-assembled and pre-tested modular power substations, ideally suited for use in situations where interim solutions are needed, or in locations that are difficult to access

**As a critical factor for the efficiency of water-treatment stations and distribution systems, the adequate supply of energy provides reliability to operations, in addition to promoting cost reductions, energy efficiency, safety and environmental commitment.**

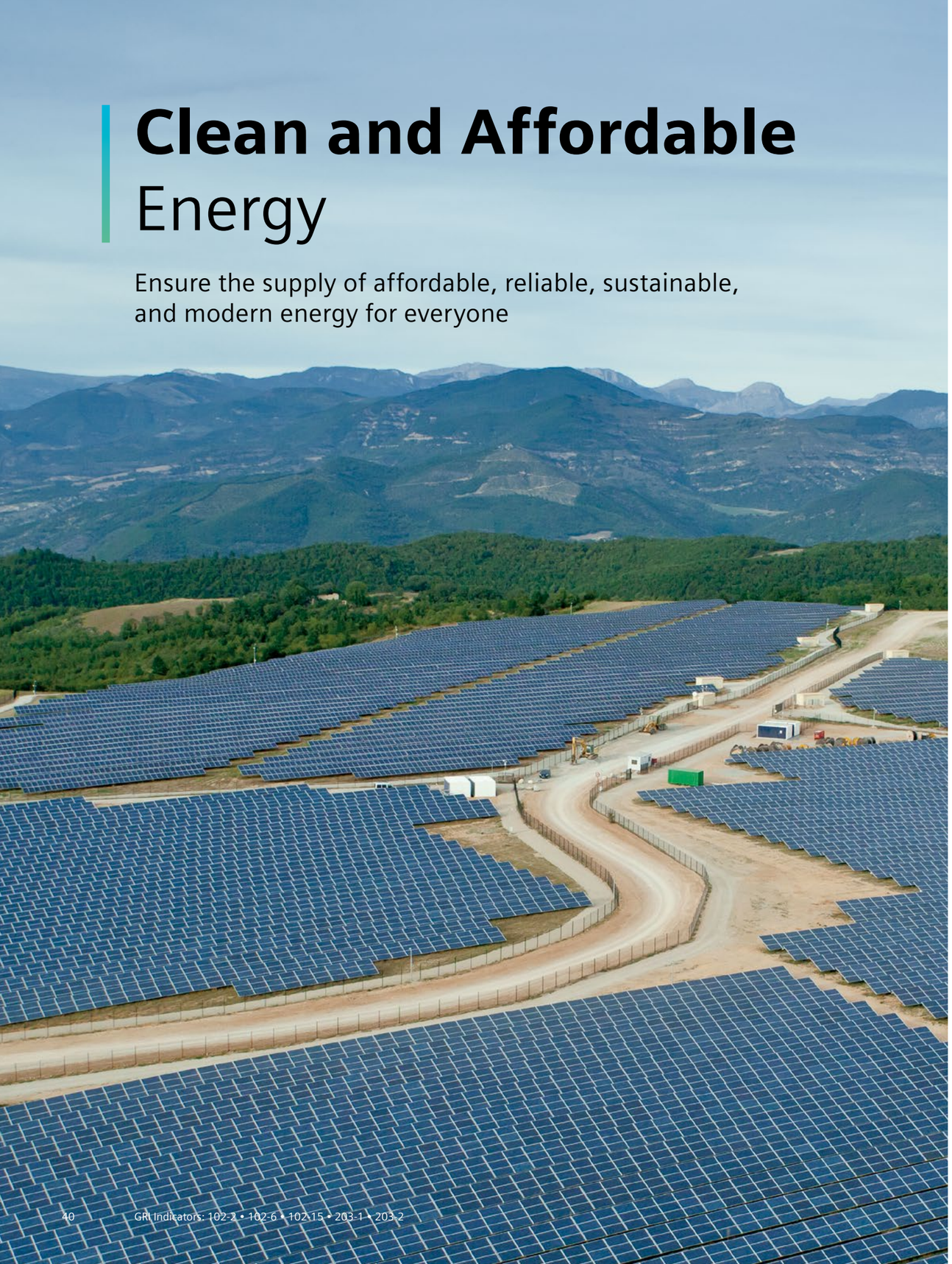
Siemens' energy distribution solutions for sanitation structures include:

- **E-houses,** customized modular power substations delivered directly to the customer's site, assembled and ready to operate;
- **Gas or air insulated medium-voltage panels,** conceived to satisfy cost-reduction, operational-safety and environmental-protection needs;
- **Converters,** offering features to optimize processes, such as the ECO function that reduces losses and saves energy in pumps.

More about energy distribution in sanitation

# Clean and Affordable Energy

Ensure the supply of affordable, reliable, sustainable, and modern energy for everyone




*Siemens impacts Sustainable Development Goal 7 through its portfolio of solutions covering the entire spectrum of modern smart grids and distributions systems. The rapid expansion of decentralized energy structures using Siemens' technology helps create a more diversified energy grid and also increases supply safety. The Internet of Energy (IoE) concept and data-based functions boost the intelligence of energy systems and pave the way towards sustainable energy. Siemens' solutions facilitate access to clean, reliable, and low-carbon sources, helping customers from all sectors to improve their energy efficiency levels.*

Siemens' solutions designed to increase society's access to clean and affordable energy were conceived so that their use is done in an intelligent manner, adding value to the entire energy chain. This concept is supported by three pillars:

## Smart energy

- Optimize energy costs;
- Improve energy mix;
- Reduce energy consumption;
- Increase energy efficiency;
- Reduce grid fees;
- Create additional revenue.

## Smart supply

- Improve the reliability and availability of energy supply;
- Ensure energy quality;
- Implement resiliency;
- Protect processes.

## Smart sustainability

- Reduce emissions;
- Use green sources;
- Save energy;
- Save resources;
- Improve brand value and image.

# Renewable energies

**Brazil is the county with the most sunshine in the world. According to the Brazilian Solar Energy Atlas, the country receives more than three thousand hours of sunlight in a year.** For comparison purposes, Germany receives 40% less sunlight.


To benefit from this potential, Siemens made some important changes to its portfolio in 2020 to serve the solar sector. Part of this strategy was accomplished with the introduction of German brand KACO in Brazil, with five lines of energy inverters ranging from 15 kW to 165 kW. One of the main advantages of KACO inverters is resistance, even in adverse conditions.

More about the expansion of Siemens' solar energy portfolio.

**Brasol:** data intelligence and break of paradigm






# Brasol: data intelligence and break of paradigm

In 2020, Siemens acquired a stake in Brasol Participações e Empreendimentos S.A., a commercial and industrial solar-energy company. The key-word in its business model is service: **the company undertakes the development, installation, and operation of the system, offering a guaranteed discount in the electrical bill of industrial and commercial customers. As a result, customers do not need to allocate funds for solar generation equipment or systems.**

Brasol also participates in the project conception stage as a consultant to understand the consumption profile of clients. Additionally, the company incorporates the use of data in the operation with sensors installed in the plant. With these sensors, operators can increasingly learn, analyze, size, and transform their operations, becoming more efficient and profitable.

More about Siemens' solutions for energy companies

# Energy efficiency **in Industry**

A Siemens' solutions until recently targeted at energy concessionaires is now available to the industrial sector. **With Process Bus, chemical company BASF is digitalizing its Guaratinguetá (SP) Industrial Complex network, allowing for data to be transmitted to the system's protection devices using standardized communications protocol.**

## Process Bus

**Process Bus is a technology that digitalizes analog signals from the network using fiber optics in substitution of copper wiring.**

One of the main advantages of this application is the possibility of significantly reducing costs with project materials and services, particularly cabling and electric design engineering.

The Siemens solution also provides productivity gains by streamlining downtime of activities in existing projects. Additionally, it increases operator safety, as it does not use energized cabling, while also offering gains through less faults and maintenance, since with the Process Bus, any intervention need is resolved from a control room.

# **Reduction in** non-technical losses

Non-technical losses, popularly known as 'illegal hookups', cause huge losses to society. Until recently, the state of Amazonas registered a 40% loss in energy distributed in its territory. Besides the financial loss, illegal hookups can be life threatening. **According to the Brazilian Association of Electricity Distributors (Abradee), illegal hookups are the fourth biggest cause of death due to electricity in Brazil.**

Amazonas Energia approached Siemens to solve its energy-loss problem, having inaugurated a Smart Metering Center (CIM), in Manaus. Based on digital technology tools, Siemens' solution analyzes and identifies irregularities in meter reading. Using algorithms, the system creates a list of potential fraud parameters.

## CPFL

São Paulo-based electricity distributor CPFL is also combating non-technical losses by combining Artificial Intelligence with Machine Learning. The system developed by Siemens analyzes and identifies irregularities in meter reading through algorithms that create a list of parameters. Upon detecting a fraud, the system automatically issues a warning.

**At CPFL, thanks to Siemens' solution, the algorithm learns what information and data are fraud and the identification is much accurate,** allowing the company to better manage its field teams and go directly to wherever non-technical losses are being registered.


More about the CPFL project

More about microgrids

# Microgrids

The generation model mostly used in Brazil and based on large hydroelectric reservoirs, should lose space since, as the population grows, so does water demand for other human activities. Increasing energy generation by incorporating new renewable sources is a trend with proven benefits. **The advantage of incorporating new sources, such as wind and solar energy, small power plants, among others, is that they increase supply and are compliant with the country's national interconnected system.**

Technologies are already available to increase the potential of this distributed generation, such as microgrids highly based on digitalization concepts and particularly useful in isolated regions or those distant from large energy-generation plants.

Microgrids can be used with different sources of energy, including wind, solar, small hydroelectric units, and biomass plants. Biodiesel generators and emergency energy units, storage modules and intelligent control systems ensure supply safety.





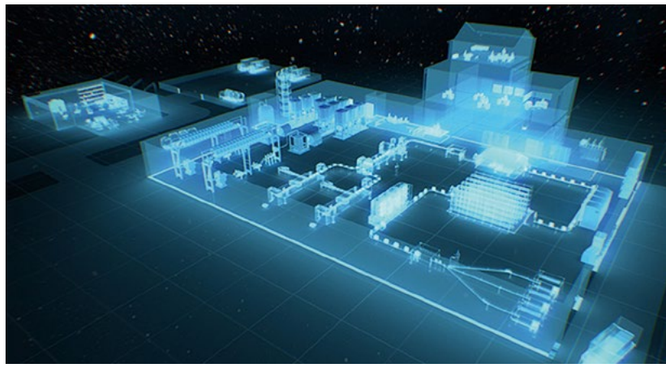
# Energy storage **with batteries**

More about storing energy in batteries

The digital twin is a key element in digitalization processes. Companies such as those in the mining sector can benefit greatly from this technology and, in order to serve this market, Siemens created a virtual environment to plan the degradation of batteries installed in the plants and simulate energy consumption in the port, reducing costs.

Carried out at the Guaíba Island Terminal, in Rio de Janeiro, the project foresees the installation of a system to reduce and optimize electricity consumption based on the use of batteries. As a result, there is less cost with the external network and greater use of energy stored.

**After analyzing the terminal's consumption curves, existing installations and areas available, technicians from Siemens and Micropower Comerc designed a solution that reduces the demand contracted and generates savings of approximately 20%, by storing energy in batteries. In addition to savings, the initiative also cuts $CO_2$ emissions by roughly 2.4 thousand tons.**



**The use of batteries for storing energy in this project allows for roughly 20% savings in the electricity bill,** while also reducing $CO_2$ emissions by around 2.4 tons

The cloud app offers a wide array of energy automation tests, with high efficiency, performance, safety and 24x7 availability in any place with no hardware at all.

# Industry, Innovation, and Infrastructure

Build resilient structures, promote inclusive and sustainable industrialization and strengthen innovation

*Siemens' solutions add technology to the business activities of various sectors, helping customers in their digital transformation journeys, and this why our actions impact Sustainable Development Goal 9. This impact follows the principle of promoting sustainable industrialization, from supply chain to service and maintenance processes, across the design, production, and operation stages.*

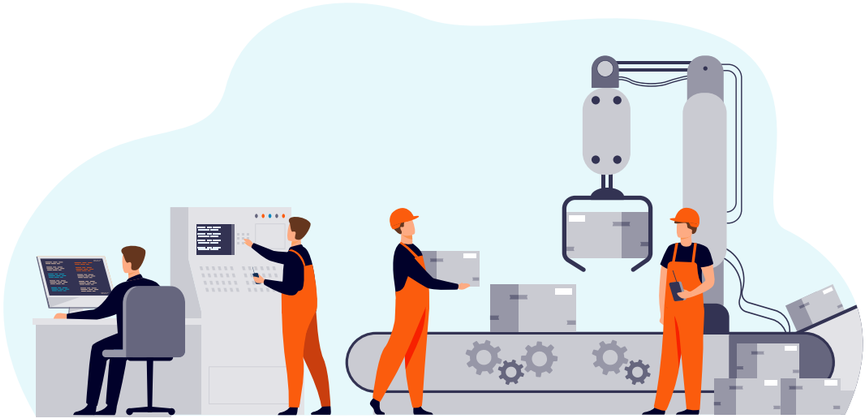
In this new chapter of Siemens' history, structured as independent companies focused even-more on their markets, the Digital Industries area defined its new purpose as: "We create sustainable industrial innovations for a world in which we wish to live, today and in the future".

The concept builds on the idea that innovation needs to satisfy the purpose of creating long-lasting value for society, fully contributing to the business, people, and environment. In fact, for Siemens, sustainable businesses are more-efficient businesses and one of our tasks is to help customers develop more sustainable processes in their operations and, consequently, improve their productivity.

In 2020, Siemens' performance in the sector, with its portfolio of innovative and disruptive solutions, generated positive results in several industries in terms of boosting productivity, cutting costs, improving management based on data, consuming less energy and, consequently, impacting the environment less. A few examples are provided below.

## Sustainability and efficiency

Siemens believes that the sustainability agenda is intrinsically a productivity and efficiency agenda.



# Digital transformation

More about Digital Experience Center (DEX)

More about MindSphere Application Center

The digital transformation is already incorporated in the company with structures like the MindSphere Application Center (MAC), in Jundiaí (SP) – a cocreation, research & development space for digital solutions using MindSphere, the open Internet of Things (IoT) platform that connects machines and infrastructures to the digital world –; and the Digital Experience Center (DEX) – another interactive cocreation & training space, located at the company's headquarters in São Paulo (SP), and was designed to show the manufacturing and process industries how to accelerate their digitalization transformation.

As a means for disseminating digital transformation concepts among employees, Siemens developed and administered the Applying Digitalization to our Business (ADB) training program, which presented concepts linked to the theme, as well as agile and cocreation methodologies for its sales teams and other work fronts. The focus was to ensure alignment of the entire business with the digital transformation concept.

## Pandemic as an **acceleration factor**

The new coronavirus pandemic and social-distancing measures accelerated the digital transformation adoption curve around the world and in Brazil too. With this, competitiveness and productivity, which already were challenges before the pandemic, are now perceived as a factor of survival.

As a trendsetter of digitalization tools for industry, Siemens was able to stand out in this market on account of two key factors. One is the characteristic of its digital portfolio, which helps companies in all sectors to be more resilient and adapt to market challenges.

The second was the company's quick adaptation to the emergency work regime, with teams working from home but in an integrated manner, eliminating the need to reduce work shifts and, with this, adapt processes using digitalization.





To continue serving customers during the pandemic, Siemens adopted solutions like virtual reality glasses to perform services at customers remotely, combining the tool to the remote connectivity of equipment.

It was also possible to check panels and machines, and track activities inside Siemens sites without the need for the customer to leave its office. Another initiative was the development of a platform for online courses on SITRAIN, Siemens's training arm (more on page 73).

More


# MindSphere Platform

MindSphere, Siemens' operating system for the Internet of Things (IoT), was also an important ally for remote work. In the food industry, for example, the platform allows monitoring temperature in places that require food conservation, like freezers, gondolas, and cold chambers.

With the use of smart sensors, measurements are done every 15 minutes and a warning is automatically generated if any temperature is not within the acceptable parameter. The entire system is online and information is sent to mobile phones or any other connected device, allowing to manage equipment remotely.

# A new global paradigm

A project entirely developed in Brazil elevated one of BASF's plants to an unprecedented level of automation and digitalization for the company on a global level. Siemens was the company responsible for developing a new control system at BASF's Chemical Complex in Guaratinguetá (SP).

In the project, digitalization tools were implemented, such as the COMOS integrated engineering software, through which it was possible to develop a Digital Twin of the unit, facilitating the management of production processes and future updates.

More integrated with Industry 4.0 solutions, BASF's plant, which develops products for more than 1,500 applications, became more flexible, safer and with high levels of protection in the automation of processes.

This complex is BASF's largest unit in South America, from where it ships products for more than 1,500 applications. The project comprised two phases and the second included integration of the COMOS platform with the SIMATIC PCS 7 distributed control system. As a result, it was possible to obtain engineering gains with the collection and management of all process data.

Another Siemens solution applied at the complex was Process Bus, which digitalized the network's analog signals using fiber optics to substitute copper wiring. With this, energy distribution in the plant was totally optimized and carbon emission reduced (more about Process Bus on page 43).

More

# **Solution for the manufacturing industry:** connection between machines on an assembly line

The integration between machines is an increasingly indispensable resource in companies, particularly in digitalization times. Through the PROFINET protocol, Siemens designs solutions so that machines are integrated, and their data made available to the respective decision makers in the company.

This Siemens automation solution covers from engineering to the operation and service phases. Since it runs on the open Ethernet standard, it gives customers complete design freedom, both to connect several devices as well as for network topology.

With flexibility and increased productivity in the entire line, the solution helps in the creation of end-to-end integrated processes and in the configuration of network interfaces.

More





# **Portfolio Operating Companies –** Large Drives Applications

As part of the Siemens structure, the Large Drives Applications area caters mainly to the base industry. In Brazil, the unit has a Medium Voltage Frequency Converter plant in Jundiaí (SP) that it inaugurated in 2008.

In continuous partnership with its mirror-plant in the United States, the Jundiaí unit designs, develops, manufactures, and adapts high-tech products, such as the first cloud-based medium-voltage converter, introduced in 2017.

In 2020, the Jundiaí Medium Voltage Frequency Converter plant was elected Siemens' best Large Drives unit in the world. 2020 was a particularly positive year for the Brazilian plant thanks to projects in the mining sector.

# Digital solutions for the **mining sector**

Operating efficiency is the secret for mining companies in overcoming their challenges. With the help of digital architecture, mining companies have become increasingly more sustainable and technological, with all their operations being integrated.

Siemens developed a holistic architecture concept that helps mining customers implement digital solutions and increase collaboration between different areas. With information obtained in real time, losses are drastically reduced and with less service inactivity time, since anticipation allows for intelligent maintenance.

Digitalization is the main resource of mining companies to stay competitive and be increasingly "greener". To help in this aspect, Siemens offers its Manufacturing Excellence System (MES) solution designed to lend more transparency throughout the entire value chain and installations. All this is possible thanks to the large processing capacity of data in real time, standardizing concepts, workflows, and indicators in different company units.

Another Siemens solution for the sector is Stockyard Management, responsible for controlling piles of materials at iron ore stockyards in mines and ports. The system controls machines in automatic mode, by remote operation, and totally autonomous manner.

The machines are adapted with automation and sensors, being capable of achieving higher performance, greater precision, full utilization of stockyard and optimized energy consumption when compared to manual operation.

On account of the significant moving of trains with high load volumes, the machines are equipped with sensors to avoid collisions. The whole solution can boost productivity between 8% and 11%, which makes a huge difference at the end of the process.

Siemens' Stockyard Management solution controls iron ore stockyards and can boost productivity between 8% and 11%

More

# Innovation

Globally, Siemens' innovation presence is visible by its numbers: the company's MindSphere platform has roughly 1.4 million devices and systems registered. In the last ten years, the company invested 10 billion euros in digital companies, and is ranked in the top 10 biggest software companies in the world.

Within this context, the energy and digital transformations are major vectors that permeate all of Siemens' businesses, and innovation is fundamental in making this transformation a reality.

Annual investments of **4.6 billion euros** in Research & Development

Company with the most patents in Europe, with **7,300 inventions annually**

**25% of inventions** in the digitalization area

**65,000** patents pending

**42,900** R&D professionals worldwide





## Innovation@Siemens

To further leverage innovation opportunities in Brazil, Siemens organized the Innovation@Siemens initiative, a corporate structure that covers all business areas of the company with the following objectives:

1. Establish and enforce governance for Innovation@Siemens;
2. Ensure alignment between the Innovation and Business strategies;
3. Promote innovation initiatives among Business Units;
4. Coordinate Siemens' participation in innovation ecosystems;
5. Coordinate the best use of innovation incentive and development laws (e.g., Law of Good);
6. Represent Siemens at entities, associations, and Brazilian innovation committees, seeking partnerships and helping reinforce our image of innovative company.

## IPT Open Experience Innovation Hub: partnership with the Institute of Technological Research (IPT)

In 2020, Siemens signed an agreement with the Institute of Technological Research (IPT) to be part of the IPT Open Experience Innovation Hub. The agreement also includes Siemens Energy's participation. The objective is to combine various types of expertises and be the biggest innovation center in the country.

More

At the hub, companies, research institutes, researchers and startups develop projects collaboratively, solve real challenges posed by the market, obtain incentives and funding with other institutions, as well as participate in research and share innovation know-how with hub partners within an innovation ecosystem.

*"Open innovation ecosystems are increasingly important for developing the innovation potential of a company, and they significantly contribute to customer-centric solutions. As such, through our participation in the IPT Open Experience, we established the foundation for sustainable development at Siemens and in the sectors we do business, industries and smart cities."*

**- Pablo Fava, CEO of Siemens**

# **Startups Connected:** big companies in search of solutions

Siemens actively participates in the Startups Connected initiative created in 2015 by the Brazil-Germany Chamber of Commerce and Industry in São Paulo (AHK São Paulo). The program annually brings together big companies looking for startups that match their challenges.

In a type of contest, the best rated startup in each challenge is selected to participate in the acceleration program where it develops a pilot-project in conjunction with the anchor-company.

In the 2020 edition, Siemens sought augmented reality solutions for industry and infrastructure using the MindSphere platform, having introduced the challenge to startups based on emerging technologies and innovative models, with solutions that bring the physical and digital worlds closer together, and facilitate industry and infrastructure operations.

## Next47

Next47 is a global Siemens initiative that aims to foster what its founder Werner von Siemens set out to do 170 years ago: produce innovations.

The Next47 name has to do with Siemens' history, which was founded in October 1847. It is a tribute to Werner von Siemens' entrepreneurial and pioneering spirit, projecting the company's success into the next generation.

More






# Cybersecurity

One of the digital transformation challenges, connecting equipment at plants and them to the cloud, is the need to ensure the cybersecurity of these new operations. Siemens joined up with startup Claroty, which solution offers complete visibility of assets and behavior of the OT, IoT, IIoT and IT network in a passive manner without the need to install agents and no risk for operations.

The Claroty solution discovers and proactively eliminates vulnerabilities, incorrect configurations, and non-secure connections; detects network segmentation and manages remote access; continually monitors and detects malicious activities and high-risk alterations across the process chain, mitigating risks and preventing attacks; in addition to responding to alerts using the existing network infrastructure.

With this, in addition to reinforcing the system's security, a detailed report is generated for companies that use the service regarding the vulnerabilities identified, with the respective mitigation recommendations.

More about industrial cybersecurity

# **Project Órbita:** new contributions for innovation in healthcare

Project Órbita is how Siemens Healthineers works innovation in Brazil, and is based on the democratization of ideas and projects in our organization, focusing on the potential of people, promoting visibility and transparency of initiatives, and connecting our organization with the outside world, with the main goal of inspiring innovation.

## In 2020 alone

**173**
ideas

**72**
projects

**20**
innovation events held with 11 external guests

**629**
different employees participating in the events



# Sustainable
# **Cities and Communities**

To make cities and other human settlements inclusive, safe, resilient, and sustainable

*Siemens offers solutions across several infrastructure segments, working in partnership with public administrators with the objective of increasing the efficiency, sustainability, and resilience of cities. For such, the company develops solutions that make transport more intelligent, buildings safer and more efficient, including in the "new normal", and cities better places for people to live.*

The world is headed towards populational growth and people being concentrated in urban centers, creating bigger and bigger cities. The pressure on transport, traffic, air quality, energy efficiency and building safety tend to intensify within this scenario.

## Challenges for cities

**9.7**

billion people living on Earth by 2025*

**68%**

of people living in cities by 2050*

**90%**

of people spending the day in indoor spaces*

**40%**

of all energy being used by buildings**

*Source: United Nations
**Source: Alliance to Save Energy (ASE)

11 SUSTAINABLE CITIES AND COMMUNITIES

More about Siemens' solutions for Smart Cities

Siemens' Smart Infrastructure area and Siemens Mobility – a Siemens Group company -, each one in their respective expertise, offer solutions to connect energy systems, increase transport efficiency, incorporate technologies in buildings and, thus, evolve the way society lives and works. These solutions are created to produce an ecosystem that intuitively responds to people's needs and help them use resources in the best manner possible. With them, Siemens seeks to contribute to the sustainable development of cities, helping people and protecting the planet's resources for future generations.

## The city of the future

Functions in a highly-efficient manner

Monitors consumption data

Can make decisions in advance

Reduces costs and avoids shortage problems

Has in electric mobility a good part of urban transportation, and still functions as a vital part of an efficient electric system

Has basic sanitation supported by automation and digitalization tools

Has smart buildings that consume resources in an optimal manner.

# Energy efficiency

**Siemens' solutions to increase energy efficiency in cities**

**E2goTM:** A web-based platform that allows tracking energy indicators from renewable generation sites and big energy consumers, providing data in a safe and accessible manner via mobile devices and personal computers.

**EEA:** A digital tool that offers an overview of energy consumption of facilities and uses analytics for decision making, saving energy, and reducing $CO_2$ emissions by collecting energy and process data remotely.

**Fusesaver:** The fastest vacuum circuit breaker that avoids faults in the electrical network, eliminating most power outages. The solution closes and reenergizes those affected by an isolated fault, while other consumers are not affected.

More about **E2goTM**

More about **EEA**

More about **Fusesaver**





**Battery as a Service:**
Energy stored, ready to use, without needing a diesel generator. The Siemens model is based on the Battery as a Service (BaaS) concept where the investment in assets is much smaller, since it is possible to use the benefit as a service provided.

**Underground substation:**
Used in urban settings highly populated and affected by pollution, it is explosion proof and has a lower maintenance cost, in addition to being easy to transport and can be mounted in spaces that are smaller than conventional ones.

More about **Energy storage**

More about **Underground substation**

# E-mobility


**Residential chargers:** Siemens' Versicharge charger recharges batteries of all-electric and plug-in hybrid vehicles. In addition to residential use, these chargers can be used in shared spaces like parking lots, office buildings, gated communities, etc.

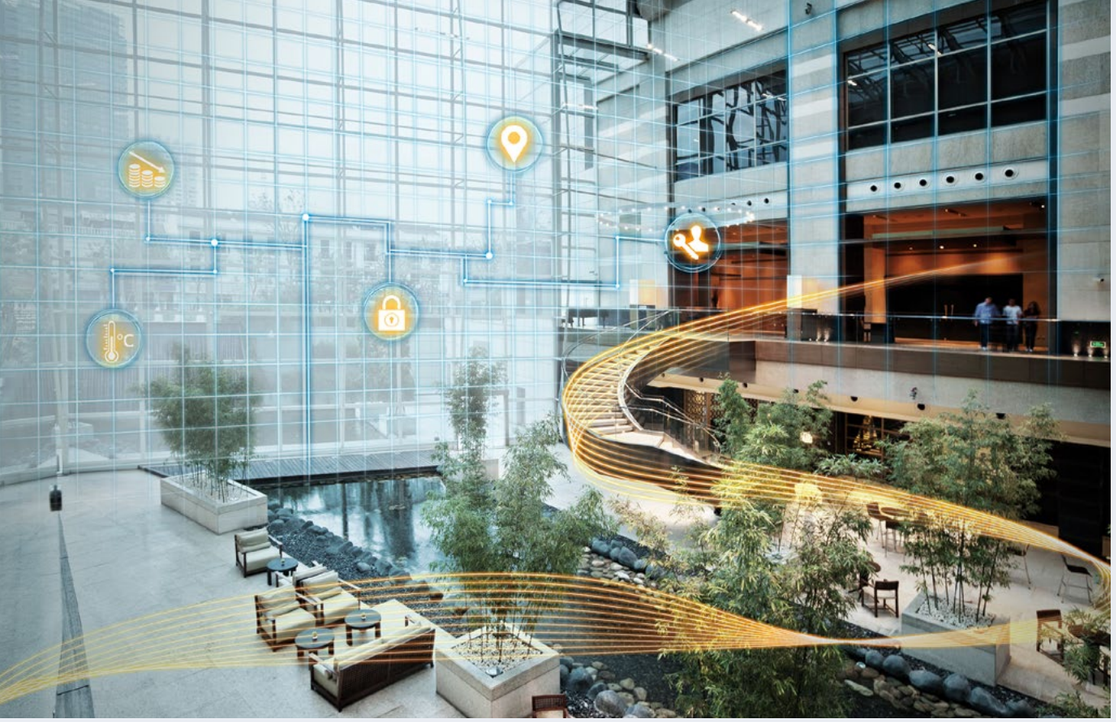
More

**High powered chargers:** for bus garages or distribution centers for recharging truck fleets and can be customized according to each project. Includes electric-vehicle charger, equipment for connecting with power network and monitoring of chargers.

More

**Management of charging stations:** the E-Car OC solution manages chargers of public and semi-public electric vehicles, helping public administration manage intelligently the growing number of E-car chargers.

More



# Building solutions

Siemens' solutions for buildings incorporate building automation, fire protection, energy management and other resources. Applicable for all sorts of buildings, from hospitals to data centers, Siemens' solutions help cut costs, increase safety, and reduce $CO_2$ emissions.

## Sinop Shopping Mall
(automation and fire detection systems)

Automation systems are indispensable in big projects like shopping malls. In Sinop, Mato Grosso state, the first mall within a 100 km radius received Siemens automation and fire detection solutions for the 23 thousand square-meter property.

Siemens' Desigo building-automation solution is responsible for integrating the energy, lighting, hydraulic and air-conditioning systems. It comprises building management software, automation rooms, automation controls and field devices. In turn, Sinop Shopping Mall's fire protection system adopts the early detection concept, increasing the possibility of maintaining people and property assets safe. With the Cerberus PRO Modular Fire Detection and Alarm System, Siemens ensures that smoke detection is done in a highly sensitive manner, with precise diagnostics and compliant with international standards.

More





# Aguaduna – Sustainable city

Balancing people, nature and economy is the desire and objective of sustainable cities. It may seem a utopia, but thanks to an agreement between Brazil and Spain, Siemens' Aguaduna project became one of the first in the world to create a balance between human activities and nature.

Aguaduna, which be established in the municipality of Entre Rios, in the northeastern state of Bahia, is an initiative of Spanish companies Naurigas Empreendimentos and Seed Global Advisoring (SGA).

Siemens participates in project Aguaduna as a strategic partner, with the commitment to present proposals and implement technological solutions that will make it a reference of smart and sustainable cities.

View of Aguaduna, Brazil's first smart and sustainable city

It is estimated that project Aguaduna will impact 380 thousand people in the region, with residential units situated in an innovation hub, spaces earmarked for education and professional training, as well as tourism installations.

To ensure Aguaduna's pioneering approach in terms of sustainability, organization and environmental commitment, all consumption products will be tracked so that the population and city administration have control over the lifecycle of each product. People will also be encouraged to consume products and services from companies and institutions that engage in conscious production, reinforcing the circular economy.

Structured into five pillars (Quality of Life, Green Thinking, Innovation & Connectivity, Food Development and Smart Mobility), project Aguaduna creates a model of the ideal city to live, and may be later replicated in other locations.

The initiative is part of Siemens' strategy and global commitment to neutralize carbon emissions by 2030 and to continually strengthen its environmental portfolio, which already accounts for almost 50% of global revenues.

## Siemens' portfolio for Smart Cities
can contribute to project Aguaduna:

- Products and solutions for building technology;
- Electric charging infrastructure for vehicles;
- Distributed generation for power microgrids, ensuring high technological performance for the city, energy efficiency and supply reliability;
- Energy efficiency solutions in sanitation;
- Data integration solutions for telecommunications, with data network integration, connecting energy systems, mobility, and smart buildings.

The supplying of all solutions will be monitored by the MindSphere data-management platform, Siemens' cloud-based operating system for the Internet of Things (IoT).

More

# Siemens Mobility

Siemens Mobility is a company independently managed from Siemens AG. As the leader in mobility solutions for over 160 years, Siemens Mobility is constantly innovating its portfolio in the core areas of rolling stock, railway automation and electrification, turnkey systems, intelligent traffic systems and related services.

With digitalization, Siemens Mobility allows mobility operators all over the world to make their infrastructure intelligent, increase value in a sustainable manner across the entire lifecycle, improve passenger experience and ensure availability.

Scan for more information

In Brazil, Siemens Mobility continued supplying solutions mainly for urban transportation in 2020. Despite the economic difficulties imposed by the pandemic – coupled with low investment in the sector in previous years –, the company continued participating in expansion and modernization projects of metropolitan train and subway lines.

In São Paulo, Siemens Mobility was responsible for supplying electrification solutions to Line 9 – Emerald of Companhia Paulista de Trens Metropolitanos (CPTM). The scope included substations, transformers, medium and low-voltage panel columns, energy automation solutions and protection systems.

Responsible for transporting roughly 620 thousand users per working day, the subway line is undergoing a 4.5 km expansion, between the Grajaú and Varginha stations. When completed, the company estimates that another 110 thousand people will be transported. In 2020, Siemens Mobility also supplied CPTM with signaling solutions for lines 10 – Turquoise and 11 – Coral.

For 2021, as public investing and public-private partnerships resume, new business perspectives are expected in the metro-rail and regional train sectors.

More





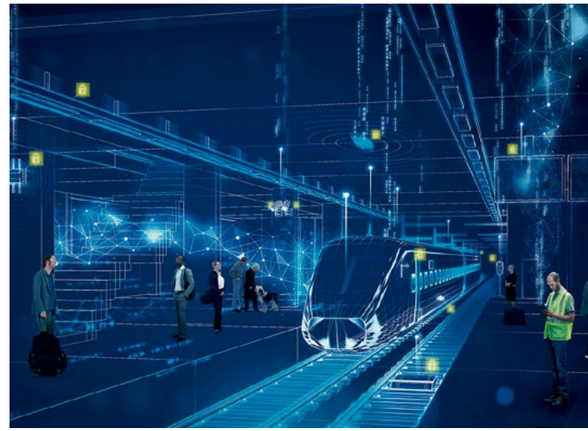
## **Remote technical assistance for subway lines** in São Paulo (SP) and Salvador (BA)

Maximum availability and reliability: these are some of the challenges that every subway operator faces. And, in times of pandemic, we recognize the effort of our customers to reinforce their systems and protect their people through innovative work solutions and methods. Differentiation is even more important in the world of the future and Siemens Mobility has focused on creating solutions that satisfy these demands.

Be it in the development of a new product to ensure quality standards, or in the remote assistance to identify and solve problems, in the testing and commissioning done virtually, or even in the optimization of daily activities. Eventual technical problems need to always be solved quickly in order to avoid bigger problems down the road, such as system deterioration, delays or even interruption of operations. In situations like these, it is fundamental to count on the support of a partner that provides efficient technical assistance remotely, increasing productivity and efficiency, helping subway operators grow their business and protect their employees from Covid-19.

With support from SIMOS™ Smart Guidance, Siemens Mobility provides assistance to solve problems and act as technical consultant during the entire lifecycle of systems supplied by Siemens Mobility Management – from warranty to end-of-service life. Smart Guidance offers specialized technical assistance in topics related to operation and maintenance through its local and international experts, offering all of the company's know-how to improve subway systems in Brazil.

Grupo CCR operates Lines 4 – Yellow and 5 – Purple, in São Paulo, through ViaQuatro and ViaMobilidade, respectively, and Lines 1 and 2 of Metrô Bahia, in Salvador and Lauro de Freitas. Siemens Mobility has a great track record in its partnership with Grupo CCR, having supplied different systems to its lines. For Line 4 – Yellow, it provided energy supply systems for the line's main maneuvering yard in Vila Sônia, São Paulo.



Additionally, it supplied the complete control and signaling system of trains, the first Communication Based Train Control (CBTC) Unattended Train Operation (UTO) moving block in Latin America, operating since 2010 with total safety and efficiency. Since being implemented, the system draws considerable attention from passengers since it is a driverless system.

For Line 5 – Purple, Siemens Mobility supplied the primary substation for the Guido Caloi station, the rectifier and entire medium-voltage energy distribution network. For Lines 1 and 2 of Metrô Bahia, Siemens Mobility supplied its second CBTC signaling and control system in Brazil, which was a complete success and delivered in record time.

***Almost 50 km of success just with CBTC signaling and control,*** *between Line 4 in São Paulo and Lines 1 and 2 of Metrô Bahia.*

The platform has helped users from over 30 countries to maintain their operation and maintenance continuous. Siemens Mobility has already implemented these services in countries like Switzerland, Holland and Thailand and has expansion potential for features such as remote access to equipment logs, and to add visual resources through the use of augmented reality.



Siemens has been executing initiatives in the market to reduce environmental impacts, both in its activities and that of its customers and partners. The commitment to neutralize the company's emissions by 2030 has evolved on a global level. And, in Brazil, after establishing the new company structure with independent companies focused on specific markets, Siemens revised this timeframe and abbreviated its emissions-neutralization goal five years, to 2025.

In Brazil, Siemens defined 2025 as the deadline for neutralizing its $CO_2$ emissions.

This decision is based on several factors. One is Brazil's privileged position in terms of its energy grid composed predominantly of renewable resources. Another is Siemens' positioning, increasingly more focused on supplying technological solutions, notably software and other digital tools. A third factor, just as important as the others, is the company's systematic focus on initiatives that help reduce emissions at its own locations.


## Siemens – **Lead partner in decarbonization**

1. Neutralize Siemens' $CO_2$ emissions by 2025*
2. Develop decarbonization innovations
3. Reduce $CO_2$ emissions at customer sites
4. Develop decarbonization strategies for countries

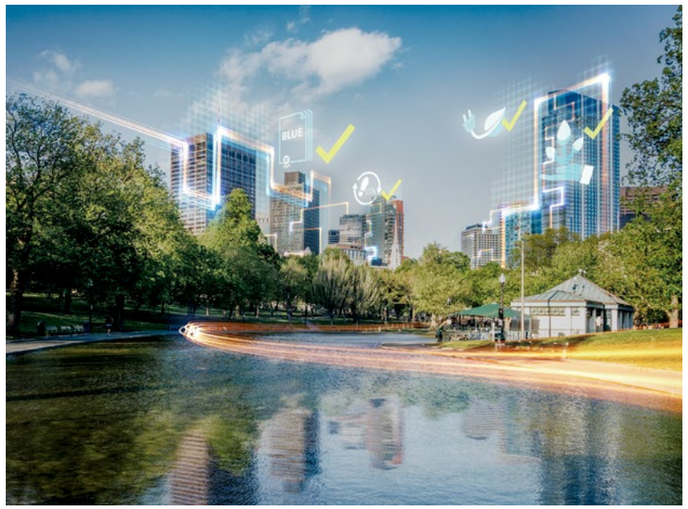
*Deadline for Siemens Brazil, five years earlier than its global commitment (2030)

# Climate Action

Undertake urgent actions to combat climate change and its impacts

13 CLIMATE ACTION

*In September 2015, Siemens was the first multinational to assume the commitment to neutralize its CO2 emissions by 2030. In disclosing this goal, in addition to making operational changes to achieve it, the company also took on the task of spearheading decarbonization actions by example. Siemens supplies solutions that also help its customers increase their energy efficiency and reduce their emissions.*




## Decarbonization

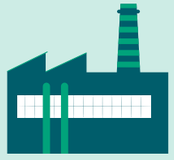
Brazil's different economic sectors have become increasingly more conscious about the urgent need for decarbonization. With a focus on the impact of their actions on the climate, the industrial and services sectors perceive the benefits of increasing energy efficiency for their own businesses by investing in solutions or contracting services with high technology embedded.

In this report, the examples of products and services from our Digital Industries, Smart Infrastructure, Large Drives Applications, Siemens Mobility and Siemens Healthineers areas demonstrate through various success cases the impact of Siemens' solutions on climate action.



GRI Indicators: 103-1 • 103-2 • 103-3

## What we have achieved so far



$CO^2$ emissions r eduction by 2020

**54%**

Since launching the program, Siemens has reduced its CO2 emissions by 54% globally. **In Brazil, it has reduced its footprint by 84%.**

Siemens' Energy Efficiency Program

**€ 65 milhões**

We invested €65 million in energy efficiency projects. This investment has resulted in annual savings of roughly €13 million.

Green energy at Siemens

**70%**

Globally, 70% of the energy consumed at Siemens sites comes from renewable sources.

# **Decarbonization** commitments

Siemens is one of the few companies in the world participating in four ambitious sustainability initiatives at the same: the three initiatives led by the Climate Group: RE100, EP100 and EV100, as well as the Science Based Targets (SBTi) action. The objective is to limit global warming to 1.5°C, establishing a scientific-based reduction journey across the entire value chain.

### Siemens global commitments until 2030:

- Fleet composed of 100% electric vehicles (EV100 – electric vehicles);
- Only own or lease buildings with net zero carbon emissions (EP100 – energy productivity);
- Obtain 100% renewable energy (RE100 – renewable energy);
- Achieve a 20% reduction in emissions in our supply chain.

More





# Internal Carbon-Pricing **Program**

In Brazil, Siemens has already structured an Internal Carbon-Pricing Program. The company's activities are mapped in order to calculate its carbon footprint. The results are converted into financial values that make up a fund for developing carbon-neutralization programs.

### Siemens' Internal Carbon-Pricing Program

Reduce $CO_2$ emissions, with actions to become carbon neutral by 2025

Structure a dedicated decarbonization team with clear goals

Ensure an annual fund for the carbon-neutral program

# The only home we have!

One of Siemens' strategies for decarbonization is team engagement. In 2020, the internal campaign "The only home we have!" shared information about the company's program and tips on how everyone can reduce their carbon footprint.

The initiative also included a campaign for employees to present $CO_2$ emission-reduction projects. Authors of approved ideas earn points in Siemens' rewards program on the STAR platform.

# Responsible and sustainable **business practices**

Several Siemens initiatives produce direct impacts in the achievement of some Sustainable Development Goals (SDGs). In general, they are goals associated to corporate responsibility practices – Human Rights, Compliance, Corporate Citizenship, among others.

Many of Siemens' practices and policies impact society beyond the company's operations with its customers. We also assume responsibilities with our surrounding communities, partner entities, academia, and other areas.

In the pages that follow, we provide examples on how we help society achieve the goals to six other SDGs.

# Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

*Lifelong learning is a key factor to ensure employability and innovation. This is Siemens' vision in relation to its employees and society as a whole. Siemens impacts Sustainable Development Goal 4 through its learning and education actions for all teams, from young apprentices to top management. We also help expand the level of education in society through our training programs for customers, suppliers, and other partners. Additionally, we systematically engage in Corporate Citizenship actions to encourage youngsters to pursue careers in Science, Technology, Engineering, Arts, Mathematics (STEAM).*




GRI Indicators: 103-1 • 103-2 • 103-3 • 404-3



## Training and Education

Development and skill-building are one of the strategic priorities of Siemens' Human Resources area. We are a company with business activities focused on technology and seek to digitalize society in a world of Volatility, Uncertainty, Complexity and Ambiguity. In line with this context, Siemens incorporates technology in its own operations, as is the case with the company's training and education programs. We offer a wide array of local and global skill-building programs for all functions and hierarchical levels in the organization.

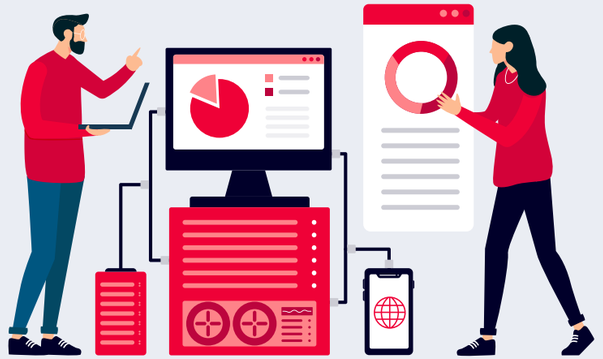
Siemens' training programs comprise content targeted at soft skills (self-awareness, teamwork, collaboration, diversity, etc.) and hard skills (technical and specific content).

This plethora of skill-building and development courses satisfies the following learning strategy: personalized learning, facilitation environment and technology. These three premises mean that to boost learning an employee must first want to learn in order to then create specific content for one's professional aspirations.

### My Learning World

A digital platform that uses Artificial Intelligence through which Siemens employees personalize their training in line with their Individual Development Plan, defined in conjunction with their leader.

In addition to proprietary Siemens content, this digital platform offers access to at least 40 thousand learning resources (e-learning, videos, books) of different institutions from all over the world.



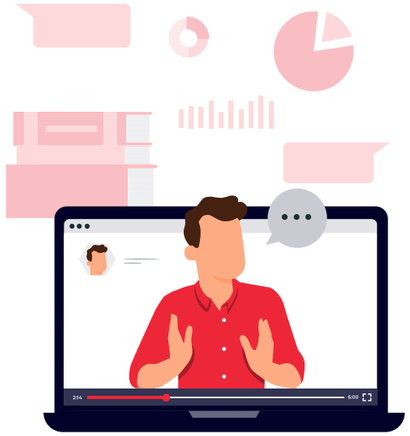
The virtualization trend of training and education processes at Siemens was already a reality before the pandemic, and was further intensified with the new dynamics of remote and decentralized work throughout 2020.

Example of a global initiative developed entirely on a digital platform during the period, is the Project Management Program for project managers, which had in Brazil one of the facilitators for its conception and implementation.

**BRL 3.6 million**

Siemens Brazil's investment in employee training

GRI Indicators: 103-1 • 103-2 • 103-3 • 404-3



# SI University

Siemens is a technology company that produces a huge amount of information. To take advantage of all this knowledge, a Siemens Brazil initiative in 2020 reduced the distance between information and its teams: SI University, a platform on the company's learning tool My Learning World, which offers specific courses for the Smart Infrastructure (SI) area. The idea follows the customization and autonomy concept for professionals to define their training program. All they need to do is access the platform, choose the content that interests them and watch the classes at any time, from anywhere.

# Sales Academy

Sales Academy is an initiative of the Digital Industries area in Brazil to improve the training of Sales teams. After becoming consolidated, it became a structure accessible to the company's entire sales force. In alignment with other strategic priorities of Siemens (Customer Impact), the Sales Academy aims to continually improve customer service. In this portal, employees can quickly find content that can help them increase their knowledge and persuasion power.





# Training for customers

For over 20 years, Siemens has run the Siemens Digital Industry Academy (SITRAIN), a structure that offers regular courses to internal and external customers based on the company's industrial solutions. Another content mode is customized training for specific groups, designed with a special scope.

Since March 2020, some of the training offered by SITRAIN is now done virtually. The area took just two weeks to implement the first more-comprehensive training programs. The company's quick adaptation to the digital platform was facilitated by the fact that Siemens already used digital resources to transmit content, as well as a team already accustomed to distance-learning.

Participating customers include AMBEV, Heineken, Tetra Pak, Companhia Siderúrgica Nacional (CSN), Anglo American, Cargill, Cebrace, Dürr Brasil, Dow Brasil, Bunge, Novo Nordisk, Stihl, and others. At present, SITRAIN has 53 training courses in its portfolio, of which 24 are already available in online version.

## Online Training

March 2020 - January 2021

**64**

Total number of courses

**596**

Number of participants

**9**

Net Promoter Score (NPS) satisfaction rate: 0 to 10

**9.31**

Average number of participants/course

More about SITRAIN

### Partnerships with entities

Traditional professional-training institutions, such as the National Industrial Learning Service (SENAI), also maintain training partnerships with Siemens in various industry and infrastructure areas.

GRI Indicators: 103-1 • 103-2 • 103-3 • 404-3

# Siemens Foundation – **Escola Formare**

## Expanding a successful initiative

**In 2020, the Siemens Jundiaí (SP) site graduated its 9th Escola Formare class of 20 students. The initiative is developed by Siemens Foundation in conjunction with Iochpe Foundation and is targeted at high-school students living in a vulnerable situation.** The students undergo the Administrative Assistant course, and classes are taught by specialized educators and volunteer employees. The time of these employees is donated by Siemens to the project.

**A major challenge in 2020 was maintaining class activities in a virtual manner. Successfully mastered, the challenge was concluded at the end of the year with 50% of the class (10) being contracted by Siemens.**

In the beginning of 2020, the company implemented another Escola Formare class, this time at Siemens' headquarters in São Paulo (SP). **The program, of a social nature and based on the engagement of volunteer employees, was in its implementation phase when the pandemic struck and the company faced and overcame the challenge of running it virtually, with 16 students enrolled in the initiative.**

### Escola Formare

**Jundiaí:**

**9th class**

**20** students graduated

**50%** hired (49% in 2019)

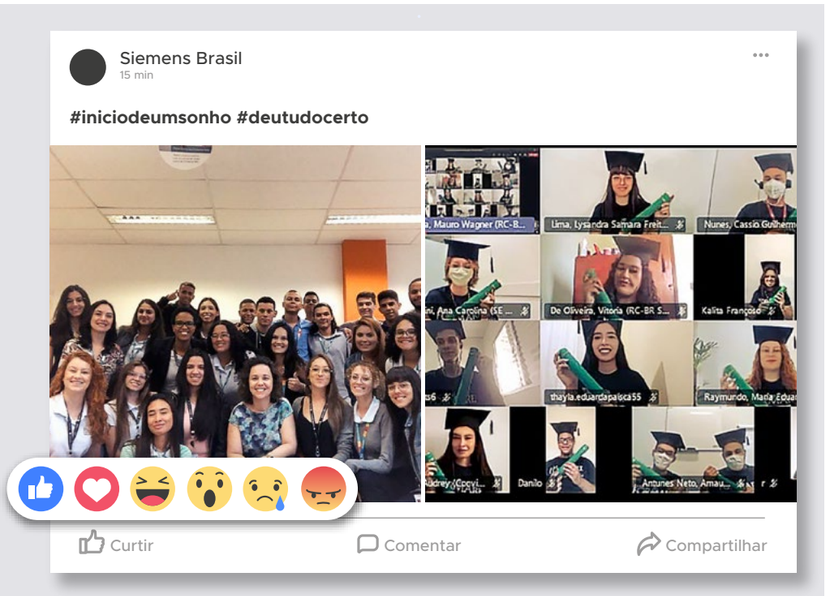
**100%** employability

**São Paulo:**

**First class**

**16** students admitted

**100%** evolunteer employees in the project




More about Siemens Foundation

Left, introduction of the class before the pandemic; right, the virtual graduation ceremony

# Future engaged leaders

**The Social Responsibility@PDT initiative allows Siemens interns to be volunteer leaders in social projects. In 2020, roughly 50 interns participated.** Due to the pandemic, work focused mostly on creating content like booklets and videos to help professors with distance education, as well as periodic meetings with schools for project-alignment purposes.

**The initiative also conducted virtual meetings between student groups and Siemens employees to address different experiences in themes like Diversity, Cyberbullying, Sustainable Development Goals, Careers and Professions.**

The group also held its traditional Science Fair, this year in virtual format. The objective is to foster interest in Science and Technology among elementary school students.

# Gender **Equality**

## Achieve gender equality and empower all women and girls

*Siemens helps society achieve Sustainable Development Goal 5 mainly through actions related to its teams. We perceive diversity as a dual-benefit factor, as a social responsibility measure that promotes inclusion, while also strengthening our innovation capacity, contributing to even greater success for the company. As such, our effort of increasing the number of women in leadership positions is our challenge.*

**Actions aimed at increasing female participation in Siemens' workforce fall into program DiverSifica, created in 2018 with the goal of promoting diversity.** The initiative is composed of four pillars: Ethnicity and Race; Gender; LGBTQIA+ and Persons with Disability.

The series of actions developed over the last years has helped transform the perception of employees in relation to the representativeness of minority groups in the organization, as is the case with women. In internal and external climate surveys the positive evaluation of this movement has registered growth.

More about DiverSifica

In fiscal 2021, Siemens' local goal is to have 24% of women in leadership positions*. The previous goal was surpassed by 1%: it was 21% and ended 2020 with 22%. This is a global challenge, and we are committed to changing this situation.

*Siemens' 2019-2020 Institutional and Sustainability Report incorrectly published that the goal for 2020 was 24%. The correct figure was 21%, and it exceeded the goal by one percentage point.





Since 2019, Siemens is a signatory of the Women's Empowerment Principles of UN Women, a branch of the United Nations conceived to combine, strengthen, and expand global efforts to protect the human rights of women.

Lecture on Violence Against Women: held in 2020 with the participation of attorney Elizabete Leite Scheibmayr.

## **Benefits** for women

Some special benefits for women are traditional at Siemens, such as extended maternity leave (six months) and obgyn assistance (available in Jundiaí and São Paulo), including prenatal care. In 2020, due to the pandemic, a partnership with Bradesco Seguros offered a special program for expecting mothers with 24x7 support.



# LGBTQIA+

**Still on the diversity topic, Siemens structured several actions for the LGBTQIA+ community. Since 2019, the company offers Parental Leave, a period of leave for homoaffective employees that decide to have children.** The benefit provides four months of remunerated leave and two more months to the parent responsible for caring for the baby. It also offers a five-day remunerated leave and an extra 15 days to the partner of the parent responsible for caring for the baby, regardless of gender.

## In 2020, Siemens:

- dedicated a commemorative series of emails with a history of the LGBTQIA+ movement, film tips and things to do during quarantine
- created a support and decompression group "Don't lose it!", with virtual meetings to mitigate the effects of social isolation

# **Decent Work** and Economic Growth

Promote, sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

*Siemens' activities contribute to Sustainable Development Goal 8 especially by impacting the Gross Domestic Product of countries. In addition to creating value through our work directly, we also operate in a robust chain of suppliers and partners, directly impacting business and job creation. In terms of decent work, our impact is seen in the attention we give to the quality of life and safety of our employees.*





## Policies and benefits

Siemens traditionally offers a comprehensive list of benefits to its employees, which continued in the last fiscal year. However, 2020 must be looked at taking into account all the challenges imposed by the pandemic and the special actions carried out by the company.

Actions related to policies and benefits, implemented, or redesigned on account of the pandemic:

### Global prize in cash

Earmarked for company employees in recognition of their extraordinary performance during the pandemic. Siemens' global headquarters in Germany established a value (in Euros) according to the purchasing power of each country for all company employees worldwide, which was paid out at the end of 2020.

### Virtual end-of-year party

In substitution of previous events where each area had autonomy to decide the team's event model, Siemens held a virtual party with a Talent Show presented by employees through videos sent in advance. Each employee also received a voucher to use with a food-delivery app to enjoy Siemens' year-end event at home with their family.

### Company jubilee celebration

Jubilee recognition events were substituted by virtual ceremonies, if agreed by the employee and respective manager. However, the company also allowed those who preferred to celebrate in-person to do so after the pandemic.

### Life insurance

Renegotiation of terms with the insurer to include coverage for pandemic-related claims.

### Allowance

All employees working under the Emergency Home Office regime during the pandemic received an allowance, regardless of position, to help pay for the increase in infrastructure expenses (electricity bill, internet etc.).

### Basic food basket

Employees in certain wage brackets received basic food baskets during the initial period of quarantine for personal consumption or to help relatives and friends in a vulnerable situation.

### Actions coordinated with the Health area

Additional benefits (more on pages 32 to 35).

### Employee assistance system

Remote assistance in six areas (legal, financial, nutrition, physical education, psychology, and physiotherapy).

### Chartered buses

Were maintained and expanded to ensure proper social distancing, with sanitary protection adaptations for employees working at company sites (more on pages 32 to 35).

Another change introduced in 2020 was STAR, a digital platform recognition system. Four forms of recognition are attributed to this global virtual environment:

### Non-financial:

Mailing of e-cards through the platform to recognize performance, engagement, or any other relevant initiative.

### Cash prize:

Performance recognized in the form of monetary amounts.

### Special events:

Recognition through points for special dates (birthday, wedding anniversary, childbirth, etc.).

### Points program:

Recognition via points that transform into money for purchases.

One of the pillars of Siemens' Ownership Culture is the Share Matching Program for employees. Through it, company employees can annually purchase Siemens shares in a system where, for each share held for three years, the company gives an additional share at no cost.

**Share Matching Program**

In 2020, despite the pandemic, the participation rate of Siemens Brazil employees in the Share Matching Program was 17%.





# Organizational Climate

## Siemens – **Most Incredible Performance in the Pandemic**

In 2020, Siemens was elected the company with the Most Incredible Performance in the Pandemic, in addition to being ranked in the Best Places to Work, an initiative of Fundação Instituto de Administração (FIA) and UOL portal. Siemens ranked #4 among large-sized companies, and #21 among the top 100 in the overall ranking.

The award is based on the FIA Employee Experience (FEEx) survey. Companies are evaluated based on surveys filled out by their own employees. The Workplace Quality Certificate resulting from the FEEx survey recognizes companies that focus on creating a pleasant and productive workplace, ensuring an excellent employee experience.


Periodically, Siemens conducts an internal engagement survey worldwide (Siemens Global Employee Survey – SGES). In 2020, due to the pandemic, it was held between November and December. Employees are encouraged to participate voluntarily, and the entire initiative is done virtually without identifying the participants.

In the results divulged in January 2020, the following stood out: a high participation rate (79%), higher than expected Retention and Recommendation rates (corporate goal = 70%, rate achieved = 77%), and increase in favorability in practically all categories analyzed.

The results are shared by the managers of each area, engaging teams with action plans to address improvement opportunities. And Siemens' performance during the pandemic was also recognized in this survey as a competitive advantage by its work force.

Watch the video with a summary of Siemens in 2020

# Labor Relations

There were no employee cuts at Siemens during the year due to the pandemic, nor any cuts in salary or working hours.

Siemens also made agreements with service companies to avoid them from having to cut jobs and salaries.

Siemens' Labor Relations area had its actions directly affected by the pandemic in 2020. As part of the Human Resources (HR) department, the area seeks to ensure that labor legislation is complied with, ensuring employee rights and avoiding wear, costs and social losses from labor suits.

Siemens' initiatives before the pandemic helped consolidate practices that were implemented in the period. One was the Emergency Home Office regime, as the company already had an established policy for remote work on certain days of the week. Another facilitator for this period were clauses stipulated between the company and labor unions to maintain groups of employees at home during quarantine, without burdening costs for the company upon the return to regular work (compensation for hours stopped).

Despite the difficulties and uncertainties of this period, Siemens decided not to use a provisional measure that passed in 2020, which allowed reducing salaries and work hours.

The provisional measure that governed payment of the Government Severance Indemnity Fund (FGTS) was used by the company during the April-June 2020 period, with installments of the amounts owed between July and December 2020. Siemens' healthy relationship with the labor unions representing its employees also yielded positive actions from sanitary authorities to maintain production activities running that were deemed essential. Together, the company (especially the Environment, Health & Safety area – EHS) and employee representatives (Labor Union) presented a series of measures to protect people's health and avoid contagion at company sites.

In 2020, due to the closing down of activities at the plugs and switches plant in Canoas (RS) – an initiative in alignment with the company's global strategy –, the area was also responsible for negotiating a collective bargaining agreement with employees and the Steelworkers' Union in Canoas (RS). The Incentivized Dismissal Plan (PDI) offered a bonus package of advantages in addition those determined by law, whereby 96% of the employees adhered to the plan.

# Leadership and Career Development

Themes related to leadership and career development at Siemens evolve on a continuous basis, based on the responsibility of each employee with its growth trajectory (Own your career concept). Supported by their managers and the HR structure of each area, Siemens employees have tools for planning, executing, and evaluating their development processes.

With Siemens' new global structure – kicking off a new chapter in the company's history – a new career-development concept also went into effect, called Growth Talks.





## | Growth Talks

- Continuous alignment of expectations, no longer in annual cycles, in accordance with the speed of the business.
- Daily learning and continuous feedback, not only from managers, but also from peers and work teams.
- Career discussions based on continuous development and growth.
- Timely recognition.
- All this through permanent dialogue between employee and leadership.

Implementation of the Growth Talks concept is aligned with a new mindset in the field of professional development, in which evolution does not necessarily have to be linked to vertical hierarchical movements.

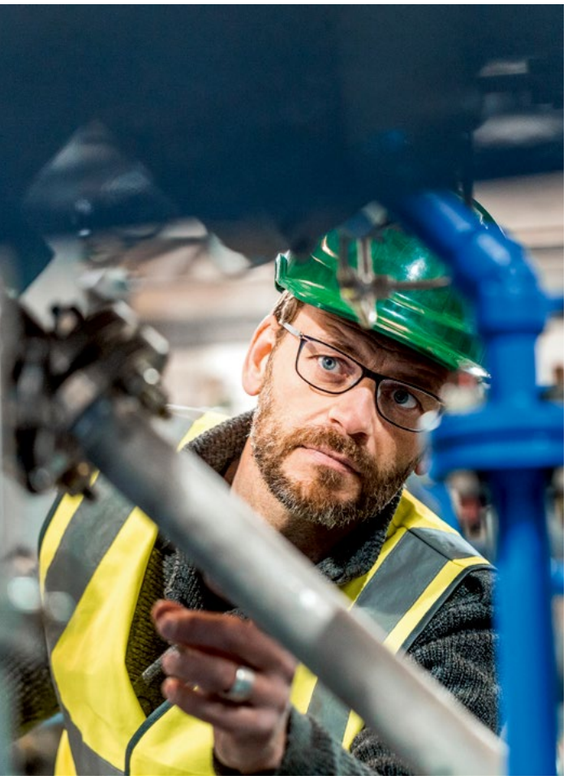
Expert careers, not linked to management positions, also constitute growth opportunities in Siemens. The creation of a company focused on markets associated to the digital transformation should also encourage the company's attractiveness toward this profile of professionals.

Skill-building and continued-education programs are also part of the employee autonomy concept of their professional development. Specific programs in Sales, Project Management, among others, are part of the content portfolio at Siemens (more on page 71).

# Talent attraction

Talent attraction policies at Siemens are aligned with the company's business strategy, focused on growth markets highly impacted by digitalization. Selection processes in the company, many of which were already performed remotely before 2020, became entirely virtual as of the pandemic. The option for this type of interaction resulted in greater candidate engagement in each step of the process, particularly due to the greater ease to talk without the need to leave home.

The incorporation of technology and the emergency home-office regime were extended to the integration process of new interns, including the use of digital tools that expedite the receiving of documentation, eliminating the need to personally go to a company location.



# Occupational safety

Assuming that people and the environment comprise a single ecosystem, Siemens manages its Environment, Health and Occupational Safety programs in an integrated manner.

The Health and Safety culture was developed over the last ten years under the Zero Harm Culture@Siemens concept, the objective of which was to achieve a zero-accident goal. As of fiscal 2021, this concept evolved to the Healthy and Safe@ Siemens program. During 2021, the Jundiaí site will conduct a pilot program of the new concept and should be implemented at all other locations in 2022.

With the creation of independent companies in the Siemens Group and the resulting separation of business and production units, Siemens' parameters were redefined as of 2020.

That year, with the new coronavirus pandemic, the presence of employees at company sites was reduced. Most employees in administrative functions worked in an emergency home office regime. Industrial activities, classified as essential, continued for the majority of employees at production units. Actions to mitigate the risk of contamination were the primary focus in terms of safety during the period (more on page 33).





Siemens' traditional internship program – the Talent Development Program (PDT) – does contracting twice a year (January and July). In 2020, 71 interns were admitted in January and another 64 in July. The São Paulo (SP), Jundiaí (SP), Rio de Janeiro (RJ) and Curitiba (PR) locations received interns in 2020, who also worked remotely almost the entire year on account of the pandemic.

PDT is divulged through Siemens' social networks and also career-oriented events, which in 2020 were held virtually.

## Trainee Program

Created to develop future leaders, in 2020 all of the program's processes were done virtually. The group of trainees selected develop projects of real impact for the company in groups of two or three individuals. The program includes a training course in Leadership and Influence at Babson College (MA).

**Talent Development Program**

**71** admitted (January 2020)

**64** 64 admitted (July 2020)

**69%** women among the admitted

**9 trainees**
(4 women, 5 men)
2019-2020

**6 trainees**
(3 women, 3 men)
2020-2021

Jobs at Siemens

# Internal Occupational-Accident Prevention Week: EHS in every sense

Every year, Siemens holds its Internal Environment and Occupational-Accident Prevention Week (SIPATMA). Held in August 2020, the event also included actions from the Health area and was named SIPATMAS. Due to the pandemic and with a major portion of the labor force working from home, SIPATMAS 2020 occurred in a hybrid manner: in-person for plant teams and virtually for administrative personnel. The employee satisfaction survey rated the event 4.6 (out of 5).


## SIPATMAS 2020

**Themes addressed:**

**Covid-19:** in addition to the usual topics addressed, the 2020 event included specific content on Covid, with information and guidelines.

**Mental health:** orientation from Siemens' psychologists on topics like stress, depression, anxiety, etc., augmented by social distancing.

**Ergonomics:** another topic that gained more relevance during the pandemic because of the Emergency Home Office regime, reinforcing guidelines throughout the event.

**Environment:** reflections and suggestions about the environment, particularly in relation to the origin of the pandemic itself, intimately tied to mankind's relationship with nature.

**Safety of hands:** guidelines on the use of tools, protection equipment, proper procedures, etc.

The event also offered content about nutrition, women's health, dentistry, use of masks and communication, as well as the rational use of medication.

# Protection of Hands

In the beginning of 2020, Siemens conducted a hand protection campaign. This came about after discovering that a significant percentage of occurrences were related to hands. Through orientation and awareness, the campaign counted on the participation of company employees as characters, who shared stories and let Siemens use their image.

# Siemens Excellence System

A company depends on a structured and efficient management system in order to optimize its operations and processes, creating transparent procedures, appropriate workplaces and generating positive results for customers, the organization, the environment, and all stakeholders.

The company's integrated management system is called the Siemens Excellence System (SES). It is based on Quality, Environment, Occupational Health and Safety standards and is made up of different strategic pillars of the organization.

One the various activities performed by the SES includes maintaining its Quality (ISO 9001), Environment (ISO 14001) and Occupational Health and Safety (OHSAS 18001) certifications, believing that these certifications are proof of this structured and efficient management that aims to ensure positive results for customers and society.

In 2020, Siemens underwent the recertification cycle of its Siemens Excellence System for the three standards mentioned above, even overcoming the social distancing need preconized by sanitary measures due to the pandemic. The cycle was carried out in a hybrid manner (in-person and remote audits), with more than 90% of the audits performed remotely.

During the pandemic, resorting to the use of digital technologies, the team responsible for the Quality, Environment, Occupational Health and Safety audit processes was capable of satisfying the demands of the certification entity and confirmed the recertification of Siemens' Excellence System, valid for three years and with annual maintenance audits.





# Authorized Economic Operator

In 2020, Siemens was classified an Authorized Economic Operator by the Internal Revenue Office following a process that involved several company teams. With this certification, the company takes on the status of strategic partner of the Internal Revenue Office, being identified as a low-risk and reliable operator.

In addition to expedited tax-classification queries for imported products and inputs, for example, the certified company receives other benefits such as analysis priority, a dedicated point of contact in the Internal Revenue Office, benefits extended by foreign customs, participation in seminars, training, and more.

Being an Authorized Economic Operator expedites the company's operations and also attests Siemens' level of transparency to its partners.

# Supplier Management

Globally, roughly 65 thousand companies from 145 countries supply to Siemens. In 2020, Siemens invested worldwide approximately 27 billion euros in products and services, corresponding to roughly 50% of company revenues. In Brazil, 88% of its suppliers are local. These figures provide an idea of the volume of business generated – and, consequently jobs generated – as a result of Siemens' business activities. The Supply Chain Management (SCM) area is responsible for corporate purchases and sector governance.

In addition to all the attributions directly related to business, the pandemic in 2020 was a major challenge for the area. The structure and processes consolidated for several years in the segment allowed maintaining all production lines, even in months with the biggest business activity restrictions.

More about Supplier Management at Siemens

During the pandemic, the Supply Chain Management area had to quickly develop procurement processes for products that previously were not in the company's scope.

Masks, sanitizers, telemedicine services, medical transfers and other measures related to the pandemic were procured and distributed by the Supply Chain Management area.

The beginning of the pandemic in China affected Siemens' Supply Chain Management (SCM) area worldwide. The Brazil team, for example, was responsible for an emergency shipment of 145 thousand masks to help Siemens China, having overcome differences like time difference, language, distance, logistics restrictions, as well as the beginning of the product's stockout in the market.

In recent years, given Brazil's reduced economic activity, the SCM area has helped achieve results through cost reductions and increased productivity. Again in 2020, albeit the challenges of the pandemic, the area was successful in this aspect. In Project Cup, created to boost company productivity, the area participated with five of the ten best projects, two of which were winners (Executive Fleet and Control Tower).

# **Social responsibility** during the pandemic

Classified as a company of essential activities, Siemens maintained its production operations throughout the pandemic. The commitment of suppliers ensured a regular supply for processes. Even though sporadic delays were registered, this did not compromise the company's operations.

However, the reduction in activities at sites, due to administrative personnel having to work in an Emergency Home Office regime, impacted the supply of items like chartered buses, meals, travel, etc.

## Solid partner

At the peak of the pandemic, Siemens maintained vendor contracts, even for items suspended or reduced during the period (restaurants, cleaning, maintenance, employee transport, etc.), avoiding job cuts in those businesses.

# Siemens Code of Conduct

To be part of the company's supply chain, every supplier must comply with the Siemens Code of Conduct, which establishes behavior standards related to people, environment, and economy. Through this measure, Siemens seeks to ensure that its entire supply chain does business respecting human rights, optimizes the use of natural resources, and creates value in a sustainable manner.

Supplier development is done in stages that include signing the Code of Conduct, a self-assessment about corporate responsibility and a cross-functional evaluation of suppliers from the perspective of the Procurement, Quality and Engineering areas, as well as of employees from Business Units and central areas that request their services, and annual audits. In 2020, despite the pandemic, Siemens executed these processes remotely using digital tools.

Siemens encourages the inclusion of suppliers in its global supply chain using the SCM STAR platform, enabling suppliers from all regions of the world to participate, leveraging international business.

# **Reduced** inequalities

Reduce inequalities within and among countries

*Present in a global manner, inequality is one of society's biggest challenges that call for integrated solutions. Sustainable Development Goal 10 is to reduce socioeconomic inequalities and combat discrimination of all types. At Siemens, actions in favor of this goal are conducted mainly through inclusion programs and combating all types of bias and discrimination.*

## **Pact for the Inclusion** of Persons with Disabilities

Siemens Group companies signed in 2020 a Pact for the Inclusion of Persons with Disabilities with the Corporate Network for Social Inclusion (REIS) for the Employability of Persons with Disabilities. The signatory for Siemens was its CEO Pablo Fava, demonstrating top leadership's commitment to the theme.

In December, on the week of the International Day of Persons with Disabilities, Siemens conducted several actions related to the theme, including a special video for the company's Corporate TV channel, lectures on inclusion (with parathlete Cristian Westemaier Ribera, and consultant Andrea Schwarz) and use of the color purple, in allusion to the date, in an action coordinated globally with Siemens' operations in various countries (#PurpleLightUp 2020).

Watch the video on the International Day of Persons with Disabilities

SELO MUNICIPAL Direitos Humanos e Diversidade

In 2020, program DiverSifica, launched by Siemens in 2018, received the Human Rights and Diversity Seal, an initiative of the City of São Paulo's Goals Program for recognizing good practices in relation to inclusion, diversity management and human rights promotion in companies, government bodies and third-sector organizations.

Watch a video of the award

## **Racial equity**

Since 2019, Siemens is a signatory of a commitment with the Corporate Coalition of Racial and Gender Equity. In signing this commitment, Siemens sought to demonstrate its commitment to promoting diversity, gender equity and racial equity in the labor market.

During November's Black Awareness Week, the company conducted several activities such as sending out newsletters the entire week, quizzes, awards, and a lecture with consultant Solange Sobral.

Training on themes related to Diversity are also a regular activity at Siemens. In 2020, the topic addressed was Racial Literacy and directed at all employees, the objective of which was to develop the capacity to interpret racist practices and codes present in every-day life.

More about Siemens' DiverSifica program

## Inclusion and **volunteering actions**

Siemens also seeks to reduce inequalities through programs implemented by the company and by Siemens Foundation, such as Escola Formare, for the professional development of high school students from low-income families (more on page 74).

In 2020, due to the pandemic, several volunteering activities were carried out with the goal of helping families and groups in a vulnerable situation, both sanitary and financially.

# Responsible consumption **and production**

Ensure sustainable consumption and production patterns

*Society is consuming resources equivalent to one and a half planets, in other words, the current consumption pattern is a recipe for chaos. In Siemens' opinion, the transformation of this model to a Circular Economy is the key to protecting the environment and ensuring a dignified life for all. We do this with global strategies that take into account the entire useful life of our products and also through the implementation of disruptive technologies in our own production processes and other business practices.*

Environmental Management, which part of the Environmental Protection, Health Management and Safety (EHS) structure, is one of Siemens' sustainable production pillars. With the creation of independent companies focused on specific markets, Siemens took on a new parameter for evaluating its operations from an environmental perspective as of 2020.

Increasingly more oriented at the digital transformation, Siemens itself modifies the profile of its operations, highly based on digital tools, such as the supply of software, cloud-based operating system, Big Data, Internet of Things (IoT), among others.

The Environmental Management area coordinates Siemens' internal actions to neutralize its $CO_2$ emissions (more about decarbonization on page 65).

## 2025:

### Anticipating its neutralization deadline

Globally, Siemens is committed to neutralizing its emissions by 2030. In 2020, the Siemens Brazil operation brought this deadline forward, to 2025.





**Siemens, in Brazil**

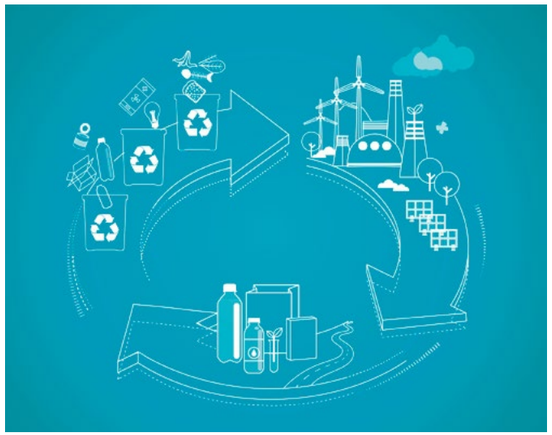
Reduction in $CO_2$ emissions*

**2020 – 84%**

*Compared to 2014 data

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

## Circular Economy



In 2020, Siemens AG became a signatory of the European Community Commission that is working to drive the use of recycled plastic in the European market to ten million tons by 2025.

Last year in Brasil, having overcome the most critical period of the pandemic, Siemens began structuring its Circular Economy program using the Trainee program platform in which high-potential youngsters develop initiatives of impact for the company. More than a dozen new business model opportunities were identified in just the initial assessment of the company's business areas. Of them, one was selected to be the program's main pilot project in 2021, The other opportunities mapped will be addressed in parallel for development by other work groups.

For several decades, the global economy has been based on a linear economic model, which begins with the extraction of raw materials, processing, product manufacturing and ending with disposition, including of the end product itself at the end of its useful cycle. This model compromises the environment as it offers limited possibilities of reutilizing resources.

In turn, the Circular Economy is a concept that combines economic development with the rational use of natural resources. To achieve this objective, new business models and optimized production are favored. As such, one of the pillars of the Circular Economy is to reduce the use of raw materials, prioritizing durable, recyclable, and renewable inputs. Siemens maintains a consistent program worldwide to foster the Circular Economy, acknowledging in this strategy several benefits for the business, for the environment and for society.

**Circular Economy**
EcoExcellence products at Siemens

Analysis of the lifecycle of products
Declaration of environmental product
Reduction in critical-material purchases
Declarations about substances, by suppliers

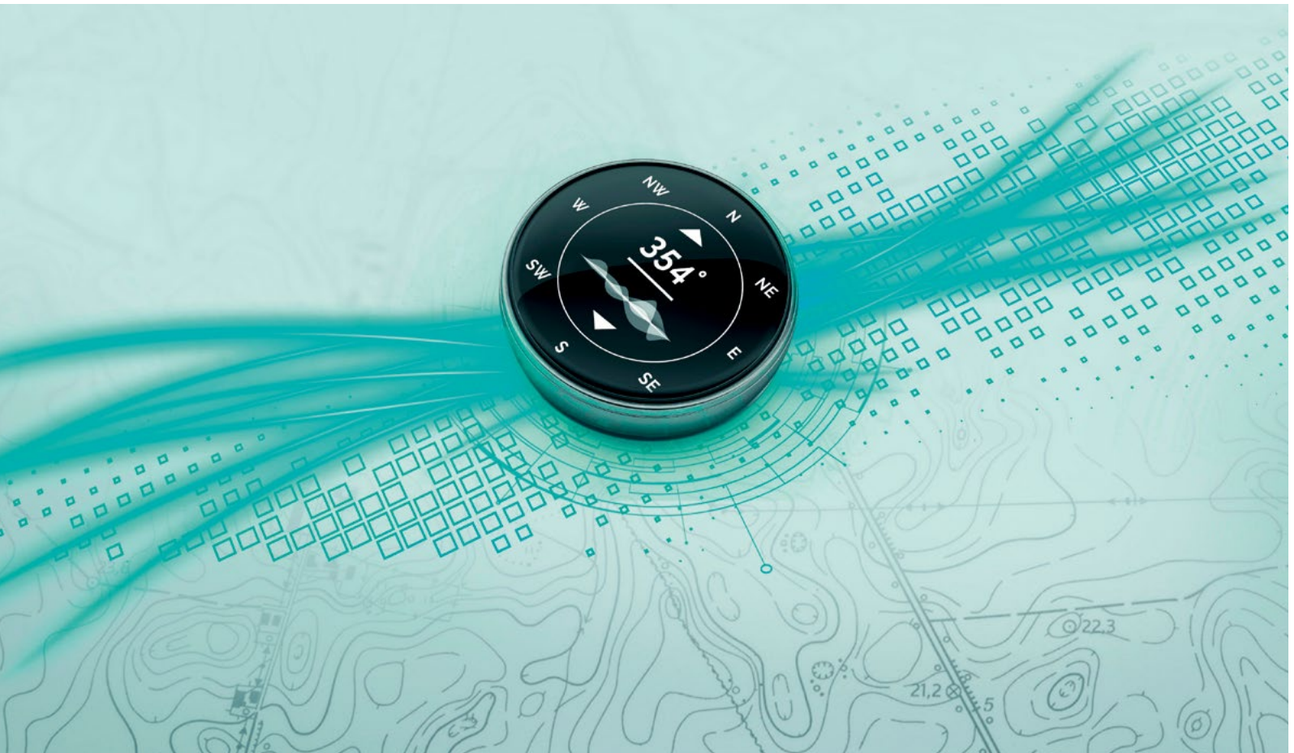
**New business models**

Use of renewable energies at sites
Reduction in CO2 emissions
Cost reductions through energy efficient projects
Product as a service

# Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels

*Our business practices are based on integrity, justice, transparence, and responsibility. The pursuit of clean business is nonnegotiable at Siemens, and we believe that this purpose is a priority for the company. We consider respect towards Human Rights to be one of our responsibilities as a global company. Our Code of Conduct is based on principles of the United Nations' Global Compact and the International Labor Organization. We assume responsibilities that transcend the limits of our company.*






**At Siemens, we apply a zero tolerance toward corruption and other violations of the law and its Professional Conduct Code, which was updated in 2019 and continues being the "heart" of the company's corporate culture. However, if any type of violation occurs, our response is consistent. Compliance means more than simply doing things in accordance with laws and regulations.**

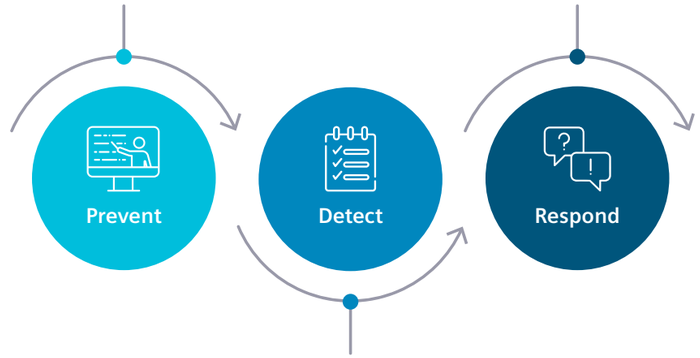
At Siemens, Compliance is the foundation of all of our decisions and activities, and is the key to integrity in our business conduct. These principles are applied worldwide in all levels of the organization. For us, integrity means acting in accordance with our values – Responsible, Excellent and Innovative – wherever we do business.

See our Professional Conduct Code

## Siemens Compliance System

Policies and procedures, training and a clear and direct communication system.

Mechanisms for clarifying complaints and applying sanctions.




Audits, investigations, controls and reporting channels, including anonymous complaints.

## Private sector commitment **for production-chain integrity**

**In 2020, Siemens participated in the International Chamber of Commerce's (ICC Brazil) initiative that gathered more than a dozen CEOs of big companies to build a commitment, demanding and proposing paths for everyone in their supply chains to adopt ethics and integrity practices.** Siemens' CEO Pablo Fava represented the company.

The objective of the action is to get big companies to act as disseminators of good practices in their supply chains. The demand came about after identifying that medium and small-sized businesses had greater difficulties setting up Compliance programs and respective prevent, detect and respond actions.

More about the Commitment

Some Compliance Week activities were held in plants, in conformity with isolation measures (use of masks, social distancing, hand sanitizing, etc.)

# Compliance Digital Week

Like all other years, in 2020, Siemens also held its Compliance Week, an event that aims to engage employees from all areas and reinforce integrity and ethics concepts. Even with most employees working in the Emergency Home Office regime, the event took place as usual but in a virtual format.

With the goal of promoting collaboration between countries during the pandemic and creating global awareness about Compliance issues, Siemens units in Latin America worked together for the event in 2020.

The Week's theme for 2020 was: "How do you live the Compliance culture in Siemens?"

The activities proposed stemmed from the reflection: every day, we make important decisions to achieve the company's objectives, be it to grow the business, close a sale or sign a contract for an important project. However, how can we be sure we are making the right decision and in line with Siemens' values? During the 2020 event, employees were also reminded that the actions and decisions of each person represent the company.

Therefore, it is important to know all internal Compliance guidelines that serve as a guide for identifying and mitigating risks, keeping us from doing things that can harm Siemens, as well as its partners.

Throughout the week, employees received different content about Compliance, such as "Conflict of Interests", "What is Export Control", "Business Partners", and more. The messages were shared through the internal social network and attached to bulletin boards in Siemens plants and distribution centers.

At the end of the week, all employees (administrative and plant personnel) had the opportunity to test their knowledge in a quiz. More than 400 responses were submitted. The first ten participants to correctly answer the quiz received points in Siemens' recognition program.



More about Siemens' Compliance System

## Leadership engagement

In addition to the encouragement from each manager for teams to participate, Compliance Digital Week also included testimonials from the company's top management: CEO Pablo Fava and CFO Wolfgang Beitz.

## Presence at company sites

Employees from production sites who had to work in-person during the pandemic were also remembered during Compliance Digital Week. The Compliance team visited these groups, encouraging their participation and discussing themes, always respecting social distancing rules.

# International **Anti-Corruption Day**

**As done several years now, Siemens held special Compliance actions on December 9th in celebration of International Anti-Corruption Day.**

This year, the main theme of the communication material was "No Excuses" of the Alliance for Integrity, a global initiative of anti-corruption stakeholders in the private sector. In general, those who commit acts of corruption always have an excuse to justify their act and appease their conscience. The idea of the action was to shed light on the fact in the eyes of the law, these excuses do not exclude a company's responsibility or that of the person that committed the illicit act.

## Reporting Channel

Siemens' reporting channel, "Tell Us", is a safe way to report potential Compliance violations. It is available 24x7 in various languages and can be accessed through the internet or by phone: **0800 892 4041.**

**All reports filed can be made anonymously.**

# Data Protection **General Law**

The treatment of personal data in a careful and responsible manner, respecting everyone's privacy, was already a practice in Siemens and the evolution of digitalization tools intensified contact with this type of information.

**Implementation of the Data Protection General Law created several activities for Siemens' Compliance area, such as specific training for teams about the Brazilian Law with more than 1,300 employees trained, changes in procedures and systems, implementation of new policies and creation of new support and corporate documents.**

An extensive campaign was conducted, and Siemens' Data Privacy area created exclusive content on the topic, made available online to employees, who also had access to the lecture of an expert contracted to address the theme, as well as mapping activities regarding the flow of personal data necessary to comply with the law.





# Cybersecurity

Cyberattacks have increased exponentially in Brazil and around the world, and this is why Siemens possesses policies and specialized teams in this area. The company believes that it is its responsibility to alert trade partners about risks associated to cybersecurity.

**In 2020, Siemens conducted an action for customers regarding one of the most frequent cybercrimes: phishing – a tactic used to obtain personal data like passwords and use it in a fraudulent manner.** The campaign was divulged through the company website and emails to customers.

More about fake communications

# Legal

Much more than a support department, the Legal area is an ally in building sustainable business. In addition to legal themes related to business, the Head of Legal at Siemens Brazil is also responsible for the Sustainability and Government Affairs areas.

The new era in the company's trajectory, now more focused on digital transformation aspects, also impacts the area. The fact that Siemens works to integrate the physical world with the virtual world creates challenges for all company areas, including Legal, which must keep a close eye on the speed that this market moves.

**In addition to the challenges generated by the new company structure, the area was also impacted by the pandemic in 2020. Even with the team decentralized, working under an Emergency Home Office regime, the Legal area was successful at implementing initiatives aimed at boosting productivity.**

Siemens' Legal department is also an important partner in projects for the company, participating in the initial proposal phase in order to mitigate risks and ensure the sustainability of each business. The department even includes a dedicated project manager for this function. Even with the team working from home, the area was successful in analyzing all projects presented by the company during the year.

Another important project for the area in 2020 was implementation of the Data Protection General Law (more on page 98).

## Digital Legal

The implementation of digital tools in the Legal area was intensified in 2020

- Artificial intelligence for generating document templates
- Smart Templates: preapproved contract models to be used by the business areas
- SieSales: support tool for the Sales area, with history of contracts
- Simplification of legal wording in documents, shared electronically with partners, optimizing the adoption of standardized models

# Partnerships and Implementation Means

## Strengthen means of implementation and **revitalize the global partnership for sustainable development**

*As a global company and an advocate of free trade, Siemens believes that partnerships are key for the sustainable development and success of the company. It also acknowledges the importance of alliances for digitalization, financing actions and public-private partnerships for sustainable development. In all these areas, Siemens has teamed with international organizations, business-sector organizations, think tanks, non-governmental organizations, and universities, as well as entities like the World Economic Forum (WEF), Transparency International, Global Compact and others.*

Close collaboration with our stakeholders is fundamental for tackling complex and interconnected sustainability challenges, such as environmental topics, integrity and transparency, and specific demands of markets the company caters to. As a result, Siemens adjusts its actions regularly to macro-trends and specific regulations in order to maintain continuous dialogue with customers, employees, suppliers, decision makers in the public sphere, non-governmental organizations, and universities, among others.





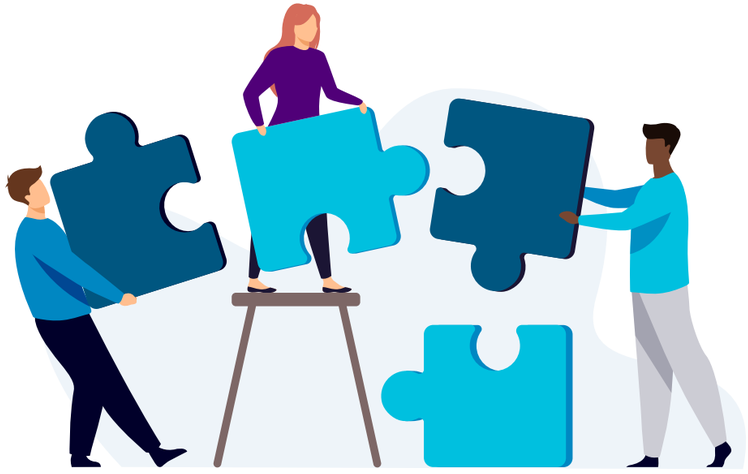
## Joint commitments

In 2020, Siemens teamed up with Brazil's corporate sector and submitted a letter to government bodies defending a sustainable development agenda and stop the Amazon's deforestation. The document was signed by several CEOs of companies and business groups in the industrial, agricultural and services sectors, as well as four organizations: Brazilian Corporate Council for Sustainable Development (CEBDS), Brazilian Agribusiness Association (ABAG), Brazilian Trees Industry (Ibá) and the Brazilian Association of Vegetable Oil Industries (ABIOVE).

Good Compliance practices, particularly with the pandemic, have led to consumption changes that tend to continue. And with a focus on extending actions to the entire production chain, involving small and medium size suppliers, the International Chamber of Commerce (ICC Brazil) gathered more than a dozen CEOs in the country, including Siemens, to build a commitment that requires and proposes paths for everyone to adopt good practices in their supply chains.

Siemens is a member of the United Nation's Global Compact, composed of ten principles. The objective behind these principles is to mobilize the international business community to adopt in their business practices fundamental and internationally-accepted values in the areas of Human Rights, labor relations, environment and corruption combating.

Siemens is also a member of several associations and organizations linked to the markets it does business, such as the Brazilian Association of Infrastructure and Base Industries (ABDIB), Brazilian Association of the Machinery and Equipment Industry (ABIMAQ), Brazilian Association of the Electric and Electronics Industry (ABINEE), Brazil-Germany Chamber of Commerce and Industry of São Paulo (AHK São Paulo), Brazilian Center of International Relations (CEBRI), International Chamber of Commerce (ICC), among others.



More about the CEBDS letter

More about the ICC Commitment

# Awards and **Recognition**

In 2020, Siemens received several awards and recognition in Brazil and globally.

## Incredible Places to Work

Survey conducted by portal UOL and Fundação Instituto de Administração (FIA)
**Siemens –** Most Incredible Performance in the Pandemic (more on page 81)
**#4** among large sized companies
**#21** in the overall ranking of top 100 companies

## Merco

Company Monitor of Corporate Reputation (MERCO): a five-wave evaluation survey with 16 different groups/sources of information.
**Siemens** – 70th place (77th in the previous survey)

## Boston Consulting Group (BCG)

Most Innovative Companies in 2021: a survey conducted by the Boston Consulting Group (BCG) with roughly 1,500 executives from all over the world that reveals the 50 most-innovative companies in the world. In 2021, Siemens improved its ranking ten positions, appearing in #11, and the first company in the industrial sector and also from Europe.

## Fortune

Most admired companies in the world: for the sixth consecutive year, Siemens appeared in first place in the Industrial Machinery category.

## Human Rights and Diversity Seal

Presented by the City of São Paulo for project DiverSifica, a Siemens initiative introduced in 2018 to promote diversity in the company, focused on four pillars: Gender, Race & Ethnicity, LGBTQIA+ and Persons with Disabilities (more on page 90).

## FIA Employee Experience

Workplace Quality Certification, an initiative by Fundação Instituto de Administração (FIA) using the FIA Employee Experience (FEEx) survey.

## Forbes

Best Employers in the World: a survey conducted by Forbes magazine in partnership with Statista, with 160 thousand full- and part-time employees from 58 countries of companies with business operations in various countries or regions.
**Siemens** – #9 out of 750 companies surveyed





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(págs. 35, 68, 77, 91, 93)

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Siemens 2021, São Paulo, Brazil

# Indicadores GRI

| Página | Indicadores | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| 1 | - | | | | | | | | | |
| 2 | 102-14 | 102-15 | | | | | | | | |
| 3 | 102-10 | 102-14 | 102-15 | | | | | | | |
| 4 | 102-46 | 102-52 | 102-53 | 102-54 | 102-55 | | | | | |
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| 11 | 102-15 | | | | | | | | | |
| 12 | 102-15 | | | | | | | | | |
| 13 | 102-15 | 102-16 | 103-1 | 103-2 | 103-3 | | | | | |
| 14 | 102-16 | | | | | | | | | |
| 15 | 102-16 | | | | | | | | | |
| 16 | 102-16 | | | | | | | | | |
| 17 | - | | | | | | | | | |
| 18 | - | | | | | | | | | |
| 19 | 102-4 | | | | | | | | | |
| 20 | 102-4 | | | | | | | | | |
| 21 | 102-4 | | | | | | | | | |
| 22 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | | | | |
| 23 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | | | | |
| 24 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | | | | |
| 25 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 413-1 | | | |
| 26 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | | |
| 27 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | 413-1 | 413-2 |
| 28 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | 413-1 | 413-2 |
| 29 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | 413-1 | 413-2 |
| 30 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | 413-1 | 413-2 |
| 31 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | 413-1 | 413-2 |
| 32 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | | |
| 33 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | | |
| 34 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | | |
| 35 | 102-2 | 102-6 | 102-15 | 103-1 | 103-2 | 103-3 | 203-1 | 203-2 | | |
| 36 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 37 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 38 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 39 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 40 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 41 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 42 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 43 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 44 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 45 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 46 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 47 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 48 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 49 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 50 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 51 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |
| 52 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | | |

| Página | Indicadores | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| 53 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | |
| 54 | 102-2 | 102-6 | 102-15 | 203-1 | 203-2 | | | | |
| 55 | 102-15 | 203-1 | 203-2 | | | | | | |
| 56 | 102-15 | 203-1 | 203-2 | | | | | | |
| 57 | 102-15 | 203-1 | 203-2 | | | | | | |
| 58 | 102-15 | 203-1 | 203-2 | | | | | | |
| 59 | 102-15 | 203-1 | 203-2 | | | | | | |
| 60 | 102-15 | 203-1 | 203-2 | | | | | | |
| 61 | 102-15 | 203-1 | 203-2 | | | | | | |
| 62 | 102-15 | 203-1 | 203-2 | | | | | | |
| 63 | 102-15 | 203-1 | 203-2 | | | | | | |
| 64 | 103-1 | 103-2 | 103-3 | | | | | | |
| 65 | - | | | | | | | | |
| 66 | 103-1 | 103-2 | 103-3 | | | | | | |
| 67 | - | | | | | | | | |
| 68 | - | | | | | | | | |
| 69 | - | | | | | | | | |
| 70 | 103-1 | 103-2 | 103-3 | 404-3 | | | | | |
| 71 | 103-1 | 103-2 | 103-3 | 404-3 | | | | | |
| 72 | 103-1 | 103-2 | 103-3 | 404-3 | | | | | |
| 73 | 103-1 | 103-2 | 103-3 | 404-3 | | | | | |
| 74 | 103-1 | 103-2 | 103-3 | 413-1 | 413-2 | | | | |
| 75 | 103-1 | 103-2 | 103-3 | 413-1 | 413-2 | | | | |
| 76 | 103-1 | 103-2 | 103-3 | | | | | | |
| 77 | 103-1 | 103-2 | 103-3 | | | | | | |
| 78 | 102-35 | | | | | | | | |
| 79 | 102-35 | | | | | | | | |
| 80 | 103-1 | 103-2 | 103-3 | | | | | | |
| 81 | 103-1 | 103-2 | 103-3 | | | | | | |
| 82 | 103-1 | 103-2 | 103-3 | 407-1 | | | | | |
| 83 | 103-1 | 103-2 | 103-3 | | | | | | |
| 84 | 103-1 | 103-2 | 103-3 | | | | | | |
| 85 | 103-1 | 103-2 | 103-3 | | | | | | |
| 86 | 103-1 | 103-2 | 103-3 | | | | | | |
| 87 | 102-9 | 103-1 | 103-2 | 103-3 | | | | | |
| 88 | 102-9 | 103-1 | 103-2 | 103-3 | | | | | |
| 89 | 102-9 | 103-1 | 103-2 | 103-3 | | | | | |
| 90 | 103-1 | 103-2 | 103-3 | | | | | | |
| 91 | 103-1 | 103-2 | 103-3 | | | | | | |
| 92 | 103-1 | 103-2 | 103-3 | | | | | | |
| 93 | - | | | | | | | | |
| 94 | 102-17 | 102-25 | 103-1 | 103-2 | 103-3 | 205-3 | 206-1 | 410-1 | |
| 95 | 102-17 | 102-25 | 103-1 | 103-2 | 103-3 | 205-3 | 206-1 | 410-1 | |
| 96 | 102-17 | 102-25 | 103-1 | 103-2 | 103-3 | 205-3 | 206-1 | 410-1 | |
| 97 | 102-17 | 102-25 | 103-1 | 103-2 | 103-3 | 205-3 | 206-1 | 410-1 | |
| 98 | 102-17 | 102-25 | 103-1 | 103-2 | 103-3 | 205-3 | 206-1 | 410-1 | |
| 99 | 102-17 | 102-25 | 103-1 | 103-2 | 103-3 | 205-3 | 206-1 | 410-1 | |
| 100 | 102-12 | 103-1 | 103-2 | 103-3 | | | | | |
| 101 | 102-12 | 103-1 | 103-2 | 103-3 | | | | | |
| 102 | - | | | | | | | | |
| 103 | - | | | | | | | | |

# Sumário de conteúdo GRI

## GRI 100: DIVULGAÇÕES GERAIS

### Perfil organizacional

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-1 | Nome da organização | Siemens Infraestrutura e Industria Ltda | |
| 102-2 | Atividades, marcas, produtos e serviços | Páginas 26 à 63 | |
| 102-3 | Localização da sede | Avenida Mutinga, 3800 - São Paulo, SP<br>Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-4 | Localização das operações | Páginas 19 à 21<br>Sobre organização mundial da Siemens vide:<br>www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-5 | Propriedade e forma jurídica | Vide organização mundial da Siemens:<br>www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-6 | Mercados atendidos | Vide páginas 26 à 63<br>Vide organização mundial da Siemens:<br>www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-7 | Porte da organização | Vide organização mundial da Siemens:<br>www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-8 | Informações sobre empregados e outros trabalhadores | Estado Feminino Masculino Total<br>MG 4 30 34<br>PR 9 44 53<br>SP 983 394 1377<br>Total 996 468 1464 | |
| 102-9 | Cadeia de suprimentos | Páginas 87 à 89 | |
| 102-10 | Mudanças significativas na organização e na cadeia de suprimentos | Páginas 3, 8 e 9<br>Sobre organização mundial da Siemens vide:<br>www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e<br>assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-11 | Abordagem ou princípio da precaução | Sobre organização mundial da Siemens vide:<br>www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e<br>assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-12 | Iniciativas externas | Vide páginas 100 e 101 | |
| 102-13 | Participação em associações | Participações em associações e organizações nacionais como membro e com participações em projetos ou comissões: Instituto ACENDE, ABDIB - Associação Brasileira Infraestrutura Indústria de Base, ABIMAQ - Associação Brasileira de Indústria e Equipamentos, ABINEE - Associação Brasileira Indústria Elétrica e Eletrônica, AHK SP - Câmara de Comércio e Indústria Brasil-Alemanha, CEBDS - Conselho Empresarial Brasileiro para o Desenvolvimento Sustentável, CEBRI - Centro Brasileiro de Relações Internacionais, Cobei - Comitê Brasileiro de Eletricidade, Eletrônica, Iluminação e Telecomunicações, ICC - International Chamber of Commerce, Pacto Global - ONU e Profibus. | 17 |

### Estratégia

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-14 | Declaração do principal tomador de decisão | Página 2 e3 | |
| 102-15 | Impactos chave, riscos e oportunidades | Páginas 2, 3, 10-13, 26-63 | |

### Ética e integridade

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-16 | Valores, princípios, padrões e normas de comportamento | Na Siemens, é adotada uma abordagem de tolerância zero à corrupção, lavagem de dinheiro e violações a lei concorrencial, privacidade de dados, controle de exportação e princípios de direitos humanos, bem como outras violações da lei aplicável. Se isso ocorrer, a Siemens reage com rigor. Para a Siemens, integridade significa agir de acordo com os valores da organização - responsável, excelente e inovadora - onde quer que faça negócios. Um elemento-chave da integridade é o Sistema de Compliance: adesão à lei e aos regulamentos internos.<br>Páginas 8, 9, 12, 13 e 16<br>Vide organização mundial da Siemens:<br>assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | 16 |
| 102-17 | Mecanismos de aconselhamento e manifestação de preocupação sobre comportamento ético | Tell Us (Canal de Denúncia): 0800 89 24 041.<br>Vide Organização Mundial da Siemens assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf<br>Vide ODS 16 páginas 94 à 99 | 16 |

# Sumário de conteúdo GRI

## Governança

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-18 | Estrutura de governança | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-19 | Delegando autoridade | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-20 | Responsabilidade de executivos por temas econômicos, ambientais e sociais | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-21 | Relatar consultas dos stakeholders a respeito de fatores econômicos, ambientais e sociais. | Os processos de consultas são realizados através de pesquisas direcionados ao público específico ou diálogos constantes, como: Pesquisa de Satisfação dos Colaboradores, Pesquisa e Índice de Satisfação dos Cliente (NPS), participação de executivos em entidades de classe, confederações e associações, participação em reuniões e debates que trazem novos insights, consultas direcionadas com especialistas, relatórios econômicos enviados pelo Headquarter e por entidades financeiras, pesquisas e estatísticas econômicas publicadas. Em muitos destes pontos de contato com os stakeholders, a alta direção está diretamente envolvida. Para os temas ambientais, a Siemens tem o certificado ISO 14001 e tem um representante da alta direção de Environment, Safety and Health que participa nas análises críticas da alta direção mensalmente para debater os temas de governança com a direção da empresa. Além disso, há um mapeamento de stakeholders da Siemens que busca identificar necessidades e requisitos dos principais stakeholders e atribuir um fator de relevância a eles. | |
| 102-22 | Composição da estrutura dos mais altos cargos de governança e seus comitês | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-23 | Cargo de mais alta governança | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-24 | Processos para nomear e selecionar os cargos de mais alta governança | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-25 | Conflitos de interesse | O processo começa com a orientação recebida pelos novos contratados e passa por cursos básicos a avançados de aperfeiçoamento e atualização, seguidos do contínuo reforço da cultura de integridade pelos gestores. Adicionalmente, os altos cargos da governança passam por uma due diligence especial no seu processo de seleção e integração. Páginas 94 à 99 | 16 |
| 102-26 | Função dos cargos mais altos de governança, em relação a propósito, valores e estratégia | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-27 | Conhecimento coletivo dos cargos mais altos de governança | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 102-28 | Avaliando a performance dos cargos de mais alta governança. | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | |





| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-29 | Identifique os impactos econômicos, ambientais e sociais. | "Gestão de Riscos: "A Siemens tem uma metodologia mundial de identificação, avaliação e monitoramento de riscos, cujo impacto é avaliado em 5 categorias diferentes: "Objetivos de Negócios", "Mídia", "Órgãos Regulatórios", "Tempo de Alta Administração" e "Financeiro". O framework da metodologia é baseado no COSO, onde inclusive riscos econômicos, incluindo sociambientais, são tratados. Tais riscos são classificados, registrados e monitorados pelo ERM (Enterprise Risk Management) e calibrados a cada trimestre com a diretoria da organização. Faz parte também do processo de ERM a realização de entrevistas e checks com diversas áreas da empresa para que identifiquem e atualizem previamente os possíveis riscos econômicos identificados. Cada risco identificado tem um plano de ação associado que visa preventivamente reduzir o possível impacto e/ou definir ações contingenciais. Os responsáveis pelas ações podem variar, pois são direcionadas para as áreas que tem influência direta sobre elas. Há também uma forma de alertar sobre riscos associados ao plano estratégico que é apresentado à diretoria da empresa. Follow-up do tema é feito em diversos momentos, mas de forma estruturada na análise da eficácia do planejamento estratégico. Podem abranger riscos econômicos, sociais e ambientais. Além disso, existem diversas ações e planos de EHS registrados em ferramentas internas que tem avaliação de risco associado (ex. LAIA) e mensalmente status das ações são reportados à diretoria." | |
| 102-30 | Efetividade dos processos de administração de riscos | O Comitê de Riscos e Controles Internos se reúne periodicamente para identificar e avaliar riscos e oportunidades novos e existentes. É elaborado um plano de ação para reduzir, aceitar, transferir ou evitar os riscos / oportunidades são estabelecidos e também reportados. As auditorias do sistema de gestão geram demandas para ações preventivas e corretivas que depois são acompanhadas pelo organismo certificador. O organismo irá fechar uma constatação apenas se a eficácia das ações for constatada. Além disso, a Siemens utiliza métodos de qualidade para analisar desvios e solucioná-los, como formulário 8D e outros. No mais, a análise da eficácia do planejamento estratégico é feita anualmente identificando desvios e permitindo aprendizado. | |
| 102-31 | Revisão de tópicos econômicos, ambientais e sociais | O Comitê de riscos do Country se reúne trimestralmente e é formado pela Diretoria da empresa. Anualmente são revistos com a Diretoria e com CEOs e CFOs das Divisions. Análise crítica da alta direção é mensal e pode abordar estes temas. Para ambientais e sociais, os indicadores mais relevantes são reportados mensalmente para a diretoria. | |
| 102-32 | Papel dos mais altos cargos de governança no relatório de sustentabilidade | "Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf" | |
| 102-33 | Comunicando preocupações críticas | O Comitê de riscos do Country se reúne trimestralmente e é formado pela Diretoria da empresa. Anualmente são revistos com a Diretoria e com CEOs e CFOs das Divisions e Áreas Centrais. Análise crítica da alta direção é mensal e pode abordar estes temas. Para ambientais e sociais, os indicadores mais relevantes são reportados mensalmente para a diretoria. | |
| 102-34 | Natureza e número total de preocupações críticas | Gestão de Riscos: "A Siemens tem uma metodologia mundial de identificação, avaliação e monitoramento de riscos, cujo impacto é avaliado em 5 categorias diferentes: "Objetivos de Negócios", "Mídia", "Órgãos Regulatórios", "Tempo de Alta Administração" e "Financeiro". O framework da metodologia é baseado no COSO. Existe um processo de gestão de riscos dentro da Siemens, onde inclusive riscos econômicos são tratados Tais riscos são classificados, registrados e monitorados pelo ERM (Enterprise Risk Management) e calibrados a cada trimestre com a diretoria da organização. Faz parte também do processo de ERM a realização de entrevistas e checks com diversas áreas da empresa para que identifiquem e atualizem previamente os possíveis riscos econômicos identificados para a Siemens. Cada risco identificado tem um plano de ação associado que visa preventivamente diminuir o possível impacto e/ou definir ações contingenciais. Os responsáveis pelas ações podem variar, pois são direcionadas para as áreas que tem influência direta sobre elas. | |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-35 | Políticas de remuneração | Os procedimentos de remuneração e benefícios têm como objetivo a padronização e o alinhamento de conceitos e práticas para todos os colaboradores da Siemens Brasil. O procedimento de remuneração (HR 106) trata dos seguintes temas: estrutura de cargos, conceito de remuneração, descrição de função, titulação de função, avaliação de função, estrutura salarial, pesquisas salariais, manutenção das estruturas, administração salarial, reajustes salariais e remuneração variável. O procedimento é disponibilizado aos colaboradores na intranet de Recursos Humanos do Brasil (https://intranet.for.siemens.com/wll/0109/pt/hr-re-br/Pages/hr-re-br-procedimentos.aspx), Para o PPR Executivo há uma diretriz específica que também está disponível na intranet do Brasil (https://intranet.for.siemens.com/cms/061/pt/career/benefits/Pages/hr-re-br-cb-r.aspx). Em relação aos Planos de Ações da Siemens existem regulamentos específicos disponibilizados aos participantes nos sites dos bancos de custódia e também na intranet global (https://myshare.com). Os procedimentos de benefícios (HR 407, 408, 409 e 107) tratam dos benefícios gerais concedidos a todos os colaboradores e específicos atrelados a função. Estes procedimentos também estão disponíveis na intranet de Recursos Humanos do Brasil (https://intranet.for.siemens.com/wll/0109/pt/hr-re-br/Pages/hr-re-br-procedimentos.aspx),<br>Existem algumas particularidades de benefícios por aposentadoria que não constam nos procedimentos: Assistência Médica na Aposentadoria: considera os critérios de elegibilidade indicados na Lei 9656/98 – artigo 31: sendo um ano de extensão do plano de saúde para cada um ano de contribuição do colaborador ou vitalício acima de 10 anos de contribuição. Mantem para os elegíveis o mesmo padrão (categoria e abrangência) de plano de quando colaborador ativo, porém a cobrança passa a ser per capita e por faixa etária. Para os altos executivos existem diferenciais, que fazem parte de um pacote de benefícios oferecido de acordo com o cargo: CEO Brasil: Plano Médico NP08 ou equivalente (top nacional quarto plus com direito a reembolso de 8 vezes o valor de referência da tabela AMB ou tabela equivalente da seguradora); Condições: vitalício, sem cobrança de mensalidade. Para CFO Brasil e Diretores Executivos: Plano Médico NP06 ou equivalente (top nacional quarto plus com direito a reembolso de 6 vezes o valor de referência da tabela AMB ou tabela equivalente da seguradora); Condições: vitalício, sem cobrança de mensalidade.<br>Páginas 78-79 | |
| 102-36 | Processos para determinar remuneração | A área de Remuneração define as estruturas de cargos e salários que serão adotadas pela empresa para garantir equidade interna e externa. Todas as áreas tem um planejamento orçamentário e o gestor tem a responsabilidade de gestão da equipe, inclusive planejamento de reajustes salariais de acordo com as regras internas, com o apoio do RH local. Mais detalhes nas políticas de remuneração e benefícios disponíveis na intranet corporativa para acesso dos colaboradores.<br>Vide Política e Benefícios ODS 8 página 67 | |
| 102-37 | Envolvimento dos stakeholders na remuneração | Periodicamente é realizada a pesquisa de clima organizacional na Siemens (Engagement Survey) em que há questões relacionadas a todas as subáreas de RH, inclusive remuneração, e os colaboradores avaliam a importância e a efetividade das áreas. Além disso, os colaboradores podem contatar diretamente a equipe de remuneração ou do RH de negócios para solicitar esclarecimento de dúvidas e/ou fazer sugestões de melhorias. | |
| 102-38 | Índice de remuneração total anual | A proporção entre a remuneração anual do colaborador com maior salário base e remuneração média anual dos demais colaboradores é de 17 vezes no Brasil. | |
| 102-39 | Aumento da porcentagem no índice de remuneração total anual | O aumento percentual da remuneração do indivíduo mais bem pago foi de 4% enquanto a média para o restante dos colaboradores foi de 4,1% no Brasil. | |

## Engajamento de stakeholders

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-40 | Lista de grupos de stakeholders | Colaboradores, clientes, fornecedores, ONGs, organizações empresariais, comunidades, institutos/fundações, academias, organizações internacionais e Governo. | |
| 102-41 | Acordos de negociação coletiva | 100% | |
| 102-42 | Base usada para a identificação e seleção de stakeholders para engajamento | Processo de gestão de stakeholders no sistema de excelência Siemens e agenda do planejamento estratégico anual. | |
| 102-43 | Abordagem do envolvimento dos stakeholders | A Siemens sistematicamente e anualmente realiza suas pesquisas anuais para seus stakeholders via plataformas de pesquisas de satisfação de colaboradores, satisfação de clientes, posicionamento de marcas, e os congrega junto aos questionários de sustentabilidades a fim de compor o Sistema de Excelência da Siemens (SES) | |
| 102-44 | Principais temas e preocupações levantados durante o engajamento | "Vide: assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf" | |

## Prática de relato

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-45 | Entidades incluídas nas demonstrações financeiras consolidadas | "Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf" | |
| 102-46 | Definição do conteúdo do relatório e limite dos tópicos | Páginas 4 e 5 | |
| 102-47 | Relação de tópicos relevantes | Páginas 4 e 5 | |
| 102-48 | Reformulações de informações | Quaisquer reformulações de informações fornecidas em relatórios anteriores serão apresentadas ao longo do relatório. | |
| 102-49 | Alterações em lista de tópicos materiais e limites de tópicos | Quaisquer alterações significativas em relação aos períodos cobertos por relatórios anteriores, Escopo e Limites dos aspectos são apresentadas ao longo do relatório. | |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 102-50 | Período do relatório | 1° de Outubro de 2019 a 28 de Fevereiro de 2021. | |
| 102-51 | Data do relatório mais recente | Setembro de 2019 | |
| 102-52 | Ciclo de emissão de relatórios | Páginas 4 e 5 | |
| 102-53 | Ponto de contato para perguntas relativas ao relatório | Páginas 4 e 5 | |
| 102-54 | Declaração de elaboração de relatório de acordo com as Normas | Páginas 4 e 5 | |
| 102-55 | Índice de conteúdo | Páginas 4 e 5 | |

## GRI 200: TÓPICOS ECONÔMICOS

### GRI 201: Desempenho econômico

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a-4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 103-2 | Forma de gestão e seus componentes | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a-4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 103-3 | Avaliação da forma de gestão | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a-4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 201-1 | Valor econômico direto gerado e distribuído | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a-4-9c10bb9b9d28/sustainability2020-en.pdf | |
| 201-2 | Implicações financeiras e outros riscos e oportunidades em decorrência de mudanças climáticas | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a-4-9c10bb9b9d28/sustainability2020-en.pdf | 13 |
| 201-3 | Obrigações previstas no plano de pensão de benefício definido e outros planos de aposentadoria | PLANO BD<br>a. Sim, as obrigações dos plano são atendidas pelos recursos gerais da organização (Fundo de Superávit) e o valor estimado de tais obrigações é R$ 375.861.<br>b. i. A taxa de Funding (cobertura) é de 140%.<br>ii. Os critérios foram definidos conforme hipóteses econômicas (juros, inflação, crescimento salarial, etc.) e Biométricas (tábua de vida, entrada em invalidez, turnover, entrada em aposentadoria, dependentes, etc.).<br>iii. Último relatório em 30/09/2018.<br>c. n.a. – Cobertura já completa<br>d. n.a. – Cobertura já completa – não há mais contribuições no plano<br>e. 100% de participação dos colaboradores elegíveis no plano<br>PLANO SUPLEMENTAR E PLANO CD<br>a. Sim, as obrigações dos planos são atendidas pelos recursos gerais da organização e dos participantes e o valor estimado de tais obrigações é R$ 308.764 e R$ 601.461 respectivamente.<br>b. i. n.a. – planos sem componente atuarial.<br>ii. n.a.- planos sem componente atuarial.<br>iii. Último relatório em 31/12/2018.<br>c. n.a. - planos sem componente atuarial.<br>d. Plano Suplementar – empregado 4,80% - empregador 1,98%; Plano CD – empregado 7,65% - empregador 4,68%.<br>e. Plano Suplementar – 79%; Plano CD – 76%. | |
| 201-4 | Assistência financeira recebida do governo | Vide organização mundial da Siemens: www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a-4-9c10bb9b9d28/sustainability2020-en.pdf | |

### GRI 202: Presença no mercado

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Pàgina 86 | |
| 103-2 | Forma de gestão e seus componentes | Pàgina 86 | |
| 103-3 | Avaliação da forma de gestão | Pàgina 86 | |
| 202-1 | Índice do salário inicial padrão por gênero comparado ao salário mínimo local | A remuneração na Siemens Brasil é baseada em pesquisas de mercado e os pisos salariais das localidades respeitam o determinado em cada Acordo Coletivo, negociados com os sindicatos da categoria. | |
| 202-2 | Proporção da gerência sênior contratada da comunidade local | Gerência sênior (nomenclatura de mercado) na estrutura de cargos Siemens Brasil se equivale aos subgrupos de Gerente Executivo, Especialista Master, Diretor, Diretor Executivo, Vice-Presidente e Presidente. As operações da Siemens estão espalhadas geograficamente pelo Brasil, por essa razão entende-se como comunidade local a contratação de colaboradores do Brasil. 85% da Gerência Sênior da Siemens Brasil é representada por colaboradores brasileiros. | |

# Sumário de conteúdo GRI

## GRI 203: Impactos econômicos indiretos

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Pàgina 86 | |
| 103-2 | Forma de gestão e seus componentes | Pàgina 86 | |
| 103-3 | Avaliação da forma de gestão | Pàgina 86 | |
| 203-1 | Investimentos em infraestrutura e serviços oferecidos | Páginas 26 à 63<br>Vide organização mundial da Siemens:<br>www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a-4-9c10bb9b9d28/sustainability2020-en.pdf | 8 |
| 203-2 | Impactos econômicos indiretos significativos | Páginas 26 à 63<br>Vide organização mundial da Siemens:<br>www.annualreports.com/HostedData/AnnualReports/PDF/NYSE_SI_2020.pdf<br>e assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a-4-9c10bb9b9d28/sustainability2020-en.pdf | 8 |

## GRI 204: Práticas de compras

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Pàgina 86 | 8 e 16 |
| 103-2 | Forma de gestão e seus componentes | Pàgina 86 | 8 e 16 |
| 103-3 | Avaliação da forma de gestão | Pàgina 86 | 8 e 16 |
| 204-1 | Proporção de gastos com fornecedores locais | 88% fornecimento é local. Na determinação dos fornecedores são avaliados aspectos qualitativos, financeiros e comerciais para garantir a sustentabilidade do negócio celebrado. | 8 e 16 |

## GRI 205: Combate à corrupção

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Pàgina 86 | 16 |
| 103-2 | Forma de gestão e seus componentes | Pàgina 86 | 16 |
| 103-3 | Avaliação da forma de gestão | Pàgina 86 | 16 |
| 205-1 | Operações avaliadas sobre riscos de corrupção | • 100% dos parceiros de negócio são analisados previamente ao estabelecimento da relação comercial entre as empresas;<br>• 100% dos casos de concessão de patrocínios e doações são aprovados antecipadamente ao evento;<br>• 100% dos pagamentos classificados como de alto risco são analisados preventivamente;<br>• Auditoria nas concessão de presentes e hospitalidades;<br>• Os processos de oferta com maior risco de Compliance, como aqueles em que há participação de Business Partners ou governo, são analisados pelo Compliance;<br>• Há identificação de eventuais riscos em processos internos ou que envolvam parceiros externos com foco em Antitruste e Corrupção.<br>Anualmente é realizado o Compliance Risk Assessment onde CEOs e gerentes das respectivas áreas de negócios e o Compliance Officer se reúnem para, sistematicamente, determinar e avaliar os riscos de Compliance em suas respectivas unidades de negócios. Os tópicos centrais para análise são anticorrupção, antitruste, privacidade de dados, combate à lavagem de dinheiro, direitos humanos, controle de exportação. Vide também Sustainability Information 2020: assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | 16 |
| 205-2 | Comunicação e treinamento em políticas e procedimentos de combate à corrupção | Todos os gerentes e colaboradores que ocupam cargos com um perfil de risco devem participar de sessões de treinamento de Compliance específico complementar ao treinamento básico obrigatório a todos. Em 2018, foi lançado um treinamento global online de atualização do Código de Conduta Profissional da Siemens. Ele abrange os conteúdos fundamentais das Diretrizes do Código e é fornecido em vários idiomas. As políticas e procedimentos anticorrupção foram comunidades para:<br>- 100% dos membros do órgão de governança<br>- 100% de toda a organização, blue e white collars, da Siemens Brasil<br>- 100% dos fornecedores e parceiros de negócio<br>Além dos colaboradores, é comunicado também aos principais stakeholders externos como por exemplo: fornecedores, academias, clientes, organizações empresarias. Para mais informações de dados mundiais vide Vide também Sustainability Information 2020: assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | 16 |
| 205-3 | Casos confirmados de corrupção e medidas tomadas | Página 94 à 99 | 16 |

# Sumário de conteúdo GRI

## GRI 206: Concorrência desleal

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 94 à 99 | 16 |
| 103-2 | Forma de gestão e seus componentes | Página 94 à 99 | 16 |
| 103-3 | Avaliação da forma de gestão | Página 94 à 99 | 16 |
| 206-1 | Ações judiciais por comportamento anticompetitivo, e práticas antitruste e monopólio. | Página 94 à 99 | 16 |

## GRI 300: TÓPICOS AMBIENTAIS

## GRI 301: Materiais

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | A organização não realiza este tipo de monitoramento | |
| 103-2 | Forma de gestão e seus componentes | A organização não realiza este tipo de monitoramento | |
| 103-3 | Avaliação da forma de gestão | A organização não realiza este tipo de monitoramento | |
| 301-1 | Materiais utilizados por peso e volume | A organização não realiza este tipo de monitoramento | |
| 301-2 | Input de materiais reciclados utilizados | A organização não realiza este tipo de monitoramento | |
| 301-3 | Produtos e seus materiais de embalagem utilizados | A organização não realiza este tipo de monitoramento | |

## GRI 302: Energia

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 92, 93 | | 13 |
| 103-2 | Forma de gestão e seus componentes | Página 92, 93 | | 13 |
| 103-3 | Avaliação da forma de gestão | Página 92, 93 | | 13 |
| 302-1 | Consumo de energia de dentro da organização | a. Consumo total de combustível dentro da organização de fontes não renováveis, em Joules ou múltiplos, e incluindo os tipos de combustível utilizado. | "Diesel (litros) = 5.207<br>Gasolina (litros) = 388<br>GLP (kg) = 32.078" | |
| | | b. Consumo total de combustível dentro da organização de fontes renováveis, em Joules ou múltiplos, e incluindo os tipos de combustível utilizado. | Zero | |
| | | c. Em Joules, watt-hora ou múltiplos, o total: | | |
| | | i. do consumo de eletricidade;<br>ii. do consumo de aquecimento;<br>iii. do consumo de refrigeração;<br>iv. do consumo de vapor; | Consumo de eletricidade: 7.512 MWh<br>Zero<br>Zero<br>Zero | |
| | | d. Em Joules, watt-hora ou múltiplos, o total: | | |
| | | i. de eletricidade vendida;<br>ii. de aquecimento vendido;<br>iii. de refrigeração vendida;<br>iv. de vapor vendido; | Zero<br>Zero<br>Zero<br>Zero | |
| | | e. Consumo total de energia dentro da organização, em Joules ou múltiplos. | "Consumo de eletricidade:<br>7.512 MWh = 27.043 GJ" | |
| | | f. Normas, metodologias, presunções, e/ou ferramentas de cálculo utilizadas. | Conta de Consumo de Energia Elétrica - A energia elétrica é monitorada através de KPIs Ambientais. Dados de Set/19 a Ago/20. Estas informações referem-se às unidades classificadas como ambientalmente relevantes para a Siemens: Anhanguera, Cabreúva, Canoas e Jundiaí. | |
| | | g. Fonte dos fatores de conversão utilizados. | Fonte dos fatores: relatório padrão Siemens Global 1 kWh = 0,0036 gigajoule - http://www.converter-unidades.info/conversor-de-unidades.php?tipo=energia | |
| 302-2 | Consumo de energia fora da organização | a. Consumo de energia fora da organização, em Joules ou múltiplos. | | |
| | | b. Normas, metodologias, presunções, e/ou ferramentas de cálculo utilizadas. | A organização não realiza este tipo de monitoramento | |
| | | c. Fonte dos fatores de conversão utilizados. | | |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 302-3 | Intensidade energética | a. Índice de intensidade energética da organização. | a. Taxa de intensidade energética = 90,5kWh/m² | |
| | | b. Métrica específica da organização (o denominador) escolhido para calcular o índice. | b. Para este cáculo utilizamos a quantidade de energia elétrica consumida no ano (7.512 MWh) dividida pela área quadrada das localidades (83.005m²). Dados de Set/19 a Ago/20. | |
| | | c. Tipos de energia incluídos no índice de intensidade; seja combustível, eletricidade, aquecimento, refrigeração, vapor ou todos. | c.Foi utilizada somente a energia elétrica consumida em cada localidades | |
| | | d. Se o índice utiliza o consumo de energia dentro da organização, fora da organização ou ambos. | d. Energia Elétrica utilizada dentro da organização. | |
| 302-4 | Redução do consumo de energia | a. Total da redução do consumo de energia alcançado como resultado direto de iniciativas de conservação e eficiência, em Joules ou múltiplos. | Atualmente está em implementação um projeto de troca de lâmpadas por LED + automação e modernização da Iluminação e ar condicionado no site de Jundiaí 2. Previsto uma economia financeira de 72% para energia de iluminação e redução de 35 t de CO2 equivalente/ano. | |
| | | b. Tipos de energia incluídos nas reduções; seja combustível, eletricidade, aquecimento, refrigeração, vapor ou todos. | Energia elétrica | |
| | | c. Base para calcular as reduções no consumo de energia, tal como ano base ou base de referência, incluindo o raciocínio para escolher tal base. | Consumo médio de energia do site com redução esperado pelo projeto. | |
| | | d. Normas, metodologias, presunções, e/ou ferramentas de cálculo utilizadas. | Solução Siemens Enlighted | |
| 302 - 5 | Redução nos requerimentos de energia de produtos e serviços | a. Redução nos requerimentos de energia de produtos e serviços vendidos alcançados durante o exercício, em Joules ou múltiplos. | A Siemens não realiza um controle efetivo sobre o consumo de energia de seus equipamentos e soluções. Entretanto dada a natureza da atividade e quantidade de produtos e serviços do portifólio ambiental, a Siemens oferece aos seus clientes produtos ecoeficientes e possui um centro de pesquisa científica para criar produtos mais eficientes energeticamente e ambientalmente corretos. | |
| | | b. Base para calcular as reduções no consumo de energia, tal como ano base ou base de referência, incluindo o raciocínio para escolher tal base. | | |
| | | c. Normas, metodologias, presunções, e/ou ferramentas de cálculo utilizadas. | | |

## GRI 303: Água

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 92, 93 | | 6 |
| 103-2 | Forma de gestão e seus componentes | Página 92, 93 | | 6 |
| 103-3 | Avaliação da forma de gestão | Página 92, 93 | | 6 |
| 303-1 | Retirada de água por fonte | a. Uma descrição de como a organização interage com a água, incluindo como e onde a água é coletada, consumida e despejada, e os impactos relacionados a água ocasionados ou com a contribuição, ou diretamente relacionados às atividades, produtos ou serviços da organização por uma parceria comercial (por exemplo, impactos ocasionados por derramamento). | 10% da água consumida pela Siemens Brasil é retirada de poço artesiano (localidade de Canoas), 3% é coleta da água da chuva (localidade Anhanguera) e demais é recebida pela concessionária. O consumo de água nas fábricas é significativo, os maiores consumos estão nos refeitórios, copas e sanitários.<br><br>A conscientização dos colaboradores é uma atividade constante na Siemens. São realizadas campanhas, diálogos semanais, comunicados, etc. com o objetivo de consientizar os colaboradores quanto a temas ambientais.<br><br>Além disso, foram realizadas ações nos locais de grande consumo, como por exemplo, instalação de redutores de vazão nas torneiras, torneiras de acionamento automático, descargas de dupla vazão, etc. | |
| | | b. Uma descrição da abordagem utilizada para identificar os impactos relacionados a água, incluindo o escopo das avaliações, seus prazos, e quaisquer ferramentas ou metodologias utilizadas. | | |
| | | c. Uma descrição de como os impactos relacionados a água são tratados, incluindo como a organização trabalha com as stakeholders para administrar a água como um recurso compartilhado, e como a organização se envolve com fornecedores ou consumidores com impactos significativos relacionados a água. | | |
| | | d. Uma explicação do processo para definir objetivos e metas relacionados a água que sejam parte da forma de gestão da organização, e como estes estão relacionados a política pública e ao contexto local de cada área com estresse hídrico. | | |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 303-2 | Fontes hídricas significativamente afetadas por retirada de água | a. Uma descrição de quaisquer padrões mínimos estabelecidos para a qualidade do descarte de efluentes, e como estes padrões mínimos foram determinados, incluindo: | É realizado o monitoramento dos padrões de lançamento de efluentes exigidos pela legislação através de análises laboratoriais credenciados pelo INMETRO. | |
| | | i. como os padrões para instalações operando em locais sem exigências locais para descarte foram determinados; | Não aplicável. | |
| | | ii. quaisquer normas ou diretrizes desenvolvidas internamente relacionadas a qualidade da água; | Realizamos a manutenção preventiva da Estação de Tratamento de Efluente (ETE) da localidade da Anhanguera (São Paulo/SP), assim como limpeza e monitoramento da vazão. Há procedimentos internos para estas atividades. | |
| | | iii. quaisquer normas específicas do setor consideradas; | Não há. | |
| | | iv. se o perfil do corpo d'água receptor foi considerado. | O perfil do corpo d'água foi considerado na Outorga emitida pelo órgão ambiental. | |
| 303-3 | Água reciclada e reutilizada | a. Total de água retirada de todas as áreas em megalitros, e uma discriminação deste total de acordo com as seguintes fontes, se aplicável: | | |
| | | i. Água de superfície;<br>ii. Água subterrânea;<br>iii. Água do mar;<br>iv. Água produzida;<br>v. Água de terceiros. | i. 774 m³ (Águas pluviais diretamente coletadas e armazenadas pela organização)<br>ii. 2.897 m³ (Águas subterrâneas)<br>iii. Zero<br>iv. Zero<br>v. 26.156 m³ (Abastecimento municipal de água ou outras empresas de abastecimento de água.) | |
| | | b. Total de água retirada de todas as áreas com estresse hídrico em megalitros, e uma discriminação deste total de acordo com as seguintes fontes, se aplicável: | | |
| | | i. Água de superfície;<br>ii. Água subterrânea;<br>iii. Água do mar;<br>iv. Água produzida; | Zero<br>Zero<br>Zero<br>Zero | |
| | | c. Uma discriminação da retirada total de água para cada uma das fontes listadas na Informação 303-3-a e 303-3-b em megalitros de acordo com as seguintes categorias: | | |
| | | i. Água Doce (≤1,000 mg/L Total de Sólidos Dissolvidos) | i. Volume total de água retirada: 29.053 m³ | |
| | | ii. Outro Tipo de Água (>1,000 mg/L Total de Sólidos Dissolvidos) | ii. Zero | |
| 303-4 | Descarte de água | d. Qualquer informação contextual necessária para entender como os dados foram compilados, tal como quaisquer normas, metodologias e presunções utilizadas. | A quantidade do consumo de água é obtida através de hidrômetros e contas de água. Este consumo é monitorado através de KPI Ambiental Corporativo. Estas informações referem-se às unidade classificadas como ambientalmente relevantes para a Siemens: Anhanguera, Cabreuva, Canoas e Jundiaí. Dados de set/19 a Ago/20. | |
| | | a. Descarte total de água em todas as áreas em megalitros, e uma discriminação deste total de acordo com os seguintes tipos de destino, se aplicável: | | |
| | | i. Água de superfície;<br>ii. Água subterrânea;<br>iii. Água do mar;<br>iv. Água de terceiros, e o volume deste total enviado para uso em outras organizações, se aplicável. | Consideramos o descarte de água igual a quantidade de água consumida de 29.053 m³. | |
| | | b. Uma discriminação do descarte total de água em todas as áreas em megalitros de acordo com as seguintes categorias: | | |
| | | i. Água Doce (≤1,000 mg/L Total de Sólidos Dissolvidos)<br>ii. Outro Tipo de Água (>1,000 mg/L Total de Sólidos Dissolvidos) | | |
| | | c. Descarte total de água em todas as áreas com estresse hídrico em megalitros, e uma discriminação deste total de acordo com as seguintes categorias: | | |
| | | i. Água Doce (≤1,000 mg/L Total de Sólidos Dissolvidos)<br>ii. Outro Tipo de Água (>1,000 mg/L Total de Sólidos Dissolvidos) | c. 3.047,70 m³ de efluente gerado e enviado a Concessionária no escritório do Rio de Janeiro. | |
| | | d. Substâncias de preocupação prioritária para as quais os descartes são tratados, incluindo: | | |
| | | i. como substâncias de preocupação prioritária são definidas, e qualquer norma internacional, lista autorizativa, ou critério utilizado;<br>ii. a abordagem para determinar os limites de descarte de substâncias de preocupação prioritária;<br>iii. número de incidentes de não conformidade com os limites de descarte. | d. Não aplicável | |
| | | e. Qualquer informação contextual necessária para entender como os dados foram compilados, tal como quaisquer normas, metodologias e presunções utilizadas. | e. Monitoramento do consumo de água atrávez de contas das concessionárias e hidrômetros instalados nos poços de captação de água subterrânea. | |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 303- 5 | Consumo de água | a. Consumo total de água para todas as áreas em megalitros. | i. Volume total de consumo de água: 29.827 m³ | |
| | | b. Consumo total de água para todas as áreas com estresse hídrico em megalitros. | Não aplicavel | |
| | | c. Mudança no armazenamento de água em megalitros, se o armazenamento de água fora identificado como possuindo um impacto significante relacionado a água. | Não aplicavel | |
| | | d. Qualquer informação contextual necessária para entender como os dados foram compilados, tal como quaisquer normas, metodologias e presunções utilizadas, incluindo se a informação foi calculada, estimada, modelada, ou obtida a partir de medições diretas, e a abordagem utilizada para isso, como a utilização de quaisquer fatores específicos ao setor. | Monitoramento do consumo de água através de contas das concessionárias e hidrômetros instalados nos poços de captação de água subterrânea. Como nossa fabricação não possui consumo significativo de água, consideramos o descarte de água igual a quantidade de água consumida. | |

## GRI 304: Biodiversidade

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Pàgina 86 | 15 |
| 103-2 | Forma de gestão e seus componentes | Pàgina 86 | 15 |
| 103-3 | Avaliação da forma de gestão | Pàgina 86 | 15 |
| 304 -1 | Sites operacionais próprios, alugados, gerenciados ou adjacentes para áreas protegidas e áreas de alto valor de biodiversidade. | a. Para cada site operacional próprio, alugado, gerenciado ou adjacentes a áreas protegidas e áreas de grande valor de biodiversidade fora de áreas protegidas, as seguintes informações: | | 15 |
| | | i. Localização geográfica; | Cidade de São Paulo - SP | 15 |
| | | ii. Terrenos subsuperficiais e subterrâneos que possam ser de propriedade da, alugados ou gerenciados pela organização; | Área própria da empresa abrangendo a área protegida | 15 |
| | | iii. Posição em relação a área protegida (na área, adjacente a, ou contendo porções de área protegida) ou a área de grande valor de biodiversidade fora de áreas protegidas; | | 15 |
| | | iv. Tipo de operação (escritório, manufatura ou produção, ou extração); | Escritório | 15 |
| | | v. Tamanho do site operacional em km2 (ou outra unidade, se apropriado); | 0,109852km² (109852 m²) de terreno | 15 |
| | | vi. Valor da biodiversidade caracterizado pelo atributo da área protegida ou área de grande valor de biodiversidade fora de áreas protegidas (ecossistema terrestre, de água doce ou marítimo); | "45.000 m2 de Mata Atlântica preservada nas instalações da matriz da Siemens em São Paulo. Conta com 6.848 exemplares de árvores catalogadas – entre elas algumas raras, como o Sacambú e o Sapateiro; 03 espécimes de mamíferos e 75 de aves.<br>A localidade possui um viveiro de mudas de árvores nativas para replantio na própria localidade ou doadas a colaboradores e visitantes. No FY foram doadas 242 mudas de árvores" | 15 |
| | | vii. Valor da biodiversidade caracterizado pelo status de proteção (tal como o Sistema IUCN de Categorias de Gestão de Áreas Protegidas, Convenção Ramsar, legislação nacional). | Valor não calculado | 15 |
| 304-2 | Impactos significativos de atividades, produtos e serviços sobre a biodiversidade | a. Natureza de impactos diretos e indiretos significativos sobre biodiversidade com referência a um ou mais do seguinte:<br>i. Construção ou utilização de plantas de fabricação, minas, e infraestrutura de transporte;<br>ii. Poluição (introdução de substâncias que não ocorrem naturalmente no habitat a partir de fontes pontuais e não pontuais);<br>iii. Introdução de espécies invasivas, pestes e patógenos;<br>iv. Redução de espécies;<br>v. Conversão do habitat;<br>vi. Alterações nos processos ecológicos fora do intervalo natural de variação (tal como salinidade ou mudanças no nível freático). | Os impactos ambientais não calculado | 15 |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 304-2 | Impactos significativos de atividades, produtos e serviços sobre a biodiversidade | b. Impactos significativos diretos e indiretos, positivos e negativos, com relação ao seguinte: | Os impactos ambientais não calculado | 15 |
| | | i. Espécies afetadas;<br>ii. Extensão das áreas impactadas;<br>iii. Duração dos impactos;<br>iv. Reversibilidade ou irreversibilidade dos impactos. | | 15 |
| 304-3 | Habitats protegidos ou restaurados | a. Tamanho e localização de todas as áreas de habitat protegido ou restaurado, e se o sucesso da medida de restauração foi ou é aprovado por profissionais externos independentes. | a. 45.000 m² de Mata Atlântica preservada nas instalações da matriz da Siemens em São Paulo. Conta com 6.848 exemplares de árvores catalogadas – entre elas algumas raras, como o Sacambú e o Sapateiro; 03 espécimes de mamíferos e 75 de aves | |
| | | b. Se existem parcerias com terceiros para proteger e restaurar áreas de habitat distintas de onde a organização supervisionou e implementou medidas de restauração ou proteção; | Não houveram iniciativas no ano anterior devido a restrições da pandemia | 15 |
| | | c. Status de cada área baseada em sua condição no fechamento do exercício. | c. Árvores catalogadas e todos os animais vivem soltos. Existe uma trilha pela área protegida a qual pode ser utilizada pelos colaboradores e visitantes. Também são realizadas trilhas monitoradas por voluntários treinados. | |
| | | d. Normas, metodologias e presunções utilizados. | d. NA | |
| 304-4 | Espécies incluídas na lista vermelha da IUCN e em listas nacionais de conservação com habitats situados em áreas afetadas por operações | a. Número total de espécies na Lista Vermelha IUCN e espécies na lista nacional de conservação com habitats em áreas afetadas pelas operações da organização, de acordo com o nível de risco de extinção: | Apesar de haver um estudo das espécies da área protegida na localidade da Anhanguera (São Paulo), não há um monitoramento regular sobre os impactos sobre a população. A natureza das atividades realizadas na localidade não possui impacto significativo. | 15 |
| | | i. Em Perigo Crítico<br>ii. Ameaçada<br>iii. Vulnerável<br>iv. Quase Ameaçada<br>v. Pouco Preocupante | | |

## GRI 305: Emissões

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 64 à 67 | | 13 |
| 103-2 | Forma de gestão e seus componentes | Páginas 64 à 67 | | 13 |
| 103-3 | Avaliação da forma de gestão | Páginas 64 à 67 | | 13 |
| 305-1 | Emissões diretas de gases de efeito estufa GEE) (escopo 1) | a. Emissões brutas diretas de gases de efeito estufa (GEE) (Escopo 1) em toneladas métricas de CO2 equivalente. | "Energia Primária: 108t de CO2eq<br>Frota: 63t de CO2eq<br>Gases refrigerantes: 6t de CO2eq<br>CO2 Bio: 206t de CO2eq<br>Emissões provenientes da queima de combustível para geração de energia, equipamentos, em carros frota e perdas de gases refrigerantes." | 13 |
| | | b. Gases incluídos no cálculo; seja CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 ou todos. | HFC | |
| | | c. Emissões de CO2 biogênico em toneladas métricas de CO2 equivalente. | 206t de CO2eq | |
| | | d. Ano base para o cálculo, se aplicável, incluindo: | Ano fiscal 2014 (de setembro/2013 até agosto/2014) | |
| | | i. o raciocínio para escolher tal base; | Definição mundial (Siemens AG) | |
| | | ii. emissões no ano base; | 2.610t de CO2 | |
| | | iii. o contexto para quaisquer mudanças significativas nas emissões que provocaram o recálculo das emissões do ano base. | Não aplicável | |
| | | e. Fonte dos fatores de emissão e as taxas de potencial de aquecimento global (GWP) usadas, ou uma referência à fonte de GWP. | Definição mundial (Siemens AG) | |
| | | f. Abordagem de consolidação das emissões; se participação de capital, controle financeiro ou controle operacional. | Não aplicável | |
| | | g. Normas, metodologias, suposições e / ou ferramentas de cálculo utilizadas. | As emissões de CO2 são monitoradas através de KPIs Ambientais Corporativos. A relativização e conversão das taxas de emissão também são realizadas corporativamente. O fator de conversão em CO2 equivalente é 75g/kWh. O fator de conversão foi publicado pelo Ministério de Ciência e Tecnologia - Arquivos dos Fatores de Emissão e Porcentagem de Energia renovável utilizada foi 79% (Fonte: Base de dados da ANEEL 02/2020). | 13 |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 305-2 | Emissões indiretas de gases de efeito estufa (GEE) provenientes da aquisição de energia (escopo 2) | a. Emissões brutas indiretas de gases de efeito estufa (GEE) provenientes da aquisição de energia (Escopo 2) baseada na localização em toneladas métricas de CO2 equivalente. | a. 245 toneladas de CO2eq referente ao consumo de energia | 13 |
| | | b. Se aplicável, emissões brutas indiretas gases de efeito estufa (GEE) provenientes da aquisição de energia (Escopo 2) baseada no mercado em tonadas métricas de CO2 equivalente. | b. Não aplicável | |
| | | c. Se disponível, os gases incluídos no cálculo; seja CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 ou todos. | C. Não aplicável | |
| | | d. Ano base para o cálculo, se aplicável, incluindo: | d. Set/13 a Ago/14 | |
| | | i. o raciocínio para escolher tal base; | i.Ano anterior ao compromisso da Siemens Mundial em redução de 50% da pegada de CO2eq. E neutralização até 2030. | |
| | | ii. Emissões no ano base; | ii. 2.610 tCO2eq. | |
| | | iii. o contexto para quaisquer mudanças significativas nas emissões que provocaram o recálculo das emissões do ano base. | iii. As emissões do ano base não pode ser alterada. | |
| | | e. Fonte dos fatores de emissão e as taxas de potencial de aquecimento global (GWP) usadas, ou uma referência à fonte de GWP. | e. Fatores dedefinidos mundialmente pela Matriz Siemens AG. | |
| | | f. Abordagem de consolidação das emissões; se participação de capital, controle financeiro ou controle operacional. | Não aplicável | |
| | | g. Normas, metodologias, suposições e / ou ferramentas de cálculo utilizadas. | As emissões de CO2 são monitoradas através de KPIs Ambientais Corporativos. A relativização e conversão das taxas de emissão também são realizadas corporativamente. O fator de conversão em CO2 equivalente é 75g/kWh. O fator de conversão foi publicado pelo Ministério de Ciência e Tecnologia - Arquivos dos Fatores de Emissão e Porcentagem de Energia renovável utilizada foi 79% (Fonte: Base de dados da ANEEL 02/2020). | |

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 305-3 | Outras emissões indiretas de gases de efeito estufa (GEE) (escopo 3) | a. Outras emissões indiretas de gases de efeito estufa (GEE) (Escopo 3) em toneladas métricas ou CO2 equivalente. | A empresa não realiza monitoramento das emissões de escopo 3 | 13 |
| | | b. Se disponível, os gases incluídos no cálculo; seja CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 ou todos. | | |
| | | c. Emissões de CO2 biogênico em toneladas métricas de CO2 equivalente. | | |
| | | d. Outras categorias ou atividades de emissões indiretas de gases de efeito estufa (GEE) incluídas no cálculo. | | |
| | | e. Ano base para o cálculo, se aplicável, incluindo: | | |
| | | i. o raciocínio para escolher tal base; | | |
| | | ii. Emissões no ano base; | | |
| | | iii. o contexto para quaisquer mudanças significativas nas emissões que provocaram o recálculo das emissões do ano base. | | |
| | | f. Fonte dos fatores de emissão e as taxas de potencial de aquecimento global (GWP) usadas, ou uma referência à fonte de GWP. | | |
| | | g. Normas, metodologias, suposições e / ou ferramentas de cálculo utilizadas. | | |
| 305-4 | Intensidade de emissões de gases de efeito estufa (GEE) | a. Intensidade de emissões de gases de efeito estufa (GEE). | Taxa de intensidade de emissão de GEE = 0,005 t CO2 equivalente/m² | 13 |
| | | b. Métricas específicas da organização (o denominador) escolhido para calcular o índice. | Para este cáculo utilizamos a quantidade de emissões de CO2 equivalente no ano (424t de CO2 equivalente) dividida pela área quadrada das localidades (83.005m²). Dados de Set/19 a Ago/20. | |
| | | c. Tipos de emissões de gases de efeito estufa (GEE) incluídas no índice de intensidade; seja direto (Escopo 1), energia indireta (Escopo 2) e / ou outras indiretas (Escopo 3). | Foram utilizadas somente as emissões de escopo 1 e 2. | |
| | | d. Gases incluídos no cálculo, seja CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 ou todos. | HFC | |
| 305-5 | Redução de gases de efeito estufa | a. Redução das emissões de gases de efeito estufa (GEE) como resultado direto das iniciativas de redução, em toneladas métricas de CO2 equivalente. | a. Redução de 16% das emissões referente ao consumo de energia elétrica devida a compra de energia incentivada nas localidades de São Paulo (Anhanguera) e Canoas. | 13 |
| | | d. Gases incluídos no cálculo, seja CO2, CH4, N2O, HFCs, PFCs, SF6, NF3 ou todos. | NA | |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 305-5 | Redução de gases de efeito estufa | c. Ano base ou base de parâmetro, incluindo o raciocínio para escolher tal base. | c. Comparação entre as emissões: Considerando energia incentivada e sem energia incentivada | 13 |
| | | d. Escopos nos quais a redução ocorreu; seja direto (Escopo 1), energia indireta (Escopo 2), e / ou outras indiretas (Escopo 3). | d. Escopo 3 | |
| | | e. Normas, metodologias, presunções, e/ou ferramentas de cálculo utilizadas. | e. O fator de conversão em CO2 equivalente é 75g/kWh. O fator de conversão foi publicado pelo Ministério de Ciência e Tecnologia - Arquivos dos Fatores de Emissão e Porcentagem de Energia renovável utilizada foi 79% (Fonte: Base de dados da ANEEL 02/2020). | |
| 305 - 6 | Emissões de substâncias danosas à camada de ôzonio (SDO) | a. Produção, importação e exportação de SDO em toneladas métricas de CFC-11 (Tricloromonofluormetano) equivalente. | Utilizamos gases SDO em nossos equipamentos de refrigeração de ar. Estas informações referem-se às unidade classificadas como ambientalmente relevantes para a Siemens: Anhanguera, Cabreúva e Jundiaí. | 13 |
| | | b. Substâncias incluídas no cálculo. | HFC (R134a e R410A) | |
| | | c. Fonte dos fatores de emissão utilizados. | Equipamentos de refrigeração de ar | |
| | | d. Normas, metodologias, presunções, e/ou ferramentas de cálculo utilizadas. | Fatores dedefinidos mundialmente pela Matriz Siemens AG. | |
| 305 - 7 | Óxidos de nitrogênio (NOX), óxidos de enxofre (SOX) e outros emissões atmosféricas significativas | a. Emissões atmosféricas significativas, em quilogramas ou múltiplos, para cada item a seguir: | | 13 |
| | | i. NOX | NA | |
| | | ii. SOX | NA | |
| | | iii. Poluentes Orgânicos Persistentes (POP) | NA | |
| | | iv. Compostos Orgânicos Voláteis (COV) | 1,16t | |
| | | v. Poluentes Atmosféricos Perigosos (HAP) | NA | |
| | | vi. Material Particulado (MP) | NA | |
| | | vii. Outras categorias de normas para emissões atmosféricas identificadas em normas relevantes. | NA | |
| | | b. Fonte dos fatores de emissão utilizados. | NA | |
| | | c. Normas, metodologias, presunções, e/ou ferramentas de cálculo utilizadas. | NA | |

## GRI 306: Efluentes e resíduos

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 92, 93 | | 6 |
| 103-2 | Forma de gestão e seus componentes | Página 92, 93 | | 6 |
| 103-3 | Avaliação da forma de gestão | Página 92, 93 | | 6 |
| 306-1 | Descarte total de água por qualidade e destinação | a. Volume total de descarte de água planejado e não planejado por: | 29.438 m³ | 6 |
| | | i. destino; | Os efluentes líquidos são monitorados e estão dentro da legislação CONAMA 430/2011, artigo 16 ou de acordo com a legislação estadual ou municipal. Cerca de metade do efluente gerado na localidade da Anhanguera é tratado na Estação de Tratamento de Efluente (ETE) e o restante é enviado para concessionária. Demais localidades os efluente são enviados 100% para concessionária. | |
| | | ii. qualidade da água, incluindo o método de tratamento; | É realizado o monitoramento dos padrões exigidos pela legislação, através de análises de laboratório credenciados pelo INMETRO. | |
| | | iii. se a água foi reutilizada por outra organização. | O valor reportado de efluente é retirado da conta de consumo de água de cada localidade. A localidade que utiliza poço, possui um hidrômetro para monitoramento de efluente. | |
| | | b. Normas, metodologias, presunções utilizadas. | A qualidade do efluente está de acordo com a legislação aplicável; monitoramento através de análises laboratoriais. | |
| 306-2 | Peso total de resíduos por tipo e método de disposição | a. Peso total de resíduos perigosos, com discriminação de acordo com os seguintes métodos de disposição, onde aplicável: | a. Resíduo Perigoso | 6 |
| | | i. Reutilização; | i. Zero | |
| | | ii. Reciclagem; | ii. 68kg | |
| | | iii. Compostagem; | iii. Zero | |
| | | iv. Recuperação, incluindo a recuperação de energia; | iv. 665kg | |
| | | v. Incineração (queima em massa) | iv. 16kg | |
| | | vi. Injeção em poço profundo; | v. Zero | |
| | | vii. Aterro sanitário; | vii. Zero | |
| | | vii. Armazenamento local; | vii. Zero | |
| | | ix. Outros (a ser especificado pela organização) | ix. Zero | |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 306-2 | Peso total de resíduos por tipo e método de disposição | b. Peso total de resíduos não perigosos, com discriminação de acordo com os seguintes métodos de disposição, onde aplicável: | | 6 |
| | | i. Reutilização; | i. Zero | |
| | | ii. Reciclagem; | ii. 411t | |
| | | iii. Compostagem; | iii. Não gerenciado (compostagem na localidade Anhanguera) | |
| | | iv. Recuperação, incluindo a recuperação de energia; | iv. Considerado junto com "Reciclagem" | |
| | | v. Incineração (queima em massa) | v. Considerado junto com "aterro sanitário" | |
| | | vi. Injeção em poço profundo; | vi. Zero | |
| | | vii. Aterro sanitário; | vii. 565t | |
| | | vii. Armazenamento local; | vii. Zero | |
| | | ix. Outros (a ser especificado pela organização) | ix. 59t (entulho) | |
| | | c. Como o método de disposição dos resíduos foi determinado: | "As empresas responsáveis por receber nossos resíduos perigosos, como pilhas, baterias, tonners de impressora etc. , emitem certificados da destinação ambientalmente correta dos resíduos.<br><br>Todas as empresas que recebem nossos resíduos são homologadas pelo departamento responsável e frequentemente passam por auditorias da Siemens" | |
| | | i. Disposição do resíduo diretamente pela organização, ou de outra forma confirmado diretamente; | | |
| | | ii. Informação fornecida pelo contratado para a disposição de resíduos; | | |
| | | iii. Padrões organizacionais do contratado para a disposição de resíduos; | | |
| 306-3 | Vazamentos significativos | a. Número total e volume total de vazamentos significativos registrados; | Não houve vazamentos no período | 6 |
| | | b. As seguintes informações adicionais para cada vazamento reportado nas demonstrações financeiras da organização: | | |
| | | i. Localização do vazamento; | | |
| | | ii. Volume do vazamento; | | |
| | | iii. Material do vazamento, categorizado por: vazamento de óleo (solo ou água), vazamento de combustível (solo ou água), vazamento de resíduos (solo ou água), vazamento de produtos químicos (maioria em solo ou água), e outros (a ser especificado pela organização). | | |
| | | c. Impactos dos vazamentos significativos. | | |

| Norma GRI | Divulgação | Número de página ou link/resposta direta | | ODS |
|---|---|---|---|---|
| 306-4 | Transporte de resíduos perigosos | a. Peso total para cada um dos seguintes itens: | | 6 |
| | | i. Resíduo perigoso transportado; | i. 749kg | |
| | | ii. Resíduo perigoso importado; | ii. Zero | |
| | | iii. Resíduo perigoso exportado; | iii. Zero | |
| | | iv. Resíduo perigoso tratado; | iv. 749kg | |
| | | b. Porcentagem de resíduo perigoso transportado internacionalmente. | b. Zero porcento | |
| | | c. Normas, metodologias e presunções utilizadas. | c. Controle interno realizado pelo departamento responsável, Notas Ficais, Manifestos de Transporte e Certificados emitidos pelo órgão ambiental. | |
| 306-5 | Corpos d'água afetados por descartes e drenagem de água | a. Corpos d´água e habitats relacionados que são significativamente afetados pelo descarte e/ou escoamentos, incluindo informações sobre: | Não há os corpos d'água e habitats relacionados significativamente afetados por descartes de água. Em todos os sites, o efluente segue para a rede pública de coleta de esgoto. A planta "Anhanguera" é a única exceção. Possui um ETE (Estação de Tratamento de Efluente) a qual é monitorada regularmente e a descarga está de acordo com a legislação vigente e outorga. | 6 |
| | | i. o tamanho do corpo d´água e habitat relacionado; | | |
| | | ii. se o corpo d´água e habitat relacionado é designado como uma área de proteção nacional ou internacional; | | |
| | | iii. o valor da biodiversidade, tal como o número de espécies protegidas. | | |

# Sumário de conteúdo GRI

## GRI 307: Conformidade ambiental

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 92, 93 | 12 |
| 103-2 | Forma de gestão e seus componentes | Página 92, 93 | 12 |
| 103-3 | Avaliação da forma de gestão | Página 92, 93 | 12 |
| 307-1 | Multas significativas e não conformidade com leis e regulamentos ambientais | Sem multas | 12 |

## GRI 308: Avaliação ambiental de fornecedores

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 92, 93 | 16 |
| 103-2 | Forma de gestão e seus componentes | Página 92, 93 | 16 |
| 103-3 | Avaliação da forma de gestão | Página 92, 93 | 16 |
| 308-1 | Novos fornecedores selecionados com base em critérios ambientais | Informação não disponível | 16 |
| 308-2 | Impactos ambientais negativos na cadeia de suprimento e ações tomadas | Todos os fornecedores da Siemens Brasil passam por um processo de homologação e fornecedores estatégicos passam por auditoria periódicas. As empresas prestadores de serviços também devem enviar documentação ambiental durante seu precesso de cadastro. As empresas prestadoras de serviços ambientais, como por exemplo, de destinação de resíduos, passam por processo de homologação mais rigoroso | 16 |

# GRI 400: TÓPICOS SOCIAIS

## GRI 401: Emprego

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 80 à 84 | 8 e 10 |
| 103-2 | Forma de gestão e seus componentes | Páginas 80 à 84 | 8 e 10 |
| 103-3 | Avaliação da forma de gestão | Páginas 80 à 84 | 8 e 10 |
| 401-1 | Novas contratações e rotatividade de empregados | a. Número total e taxa de novas contratações durante o exercício, por grupo etário, gênero e região. (contratações e desligamentos apenas de CLT, exclui aprendizes e estagiários) .<br>• Por região:<br>Estado / Qtd Colab / Contratações / %<br>MG / 34 / 1 / 3%<br>PR / 53 / 19 / 36%<br>SP / 1377 / 147 / 11%<br>Total / 1464 / 167 / 11%<br>• Por gênero:<br>Gênero / Total / Contratações / %<br>Feminino / 407 / 62 / 15%<br>Masculino / 1057 / 105 / 10%<br>Total / 1464 / 167 / 11%<br>• Por grupo etário:<br>Grupo etário / Total Geral / Contratações / %<br>1) <35 / 671 / 120 / 18%<br>2) 35-44 / 521 / 33 / 6%<br>3) 45-54 / 30 / 9 / 30%<br>4) >54 / 242 / 5 / 2%<br>Total Geral / 1464 / 167 / 11% | 5, 8 e 10 |

# Sumário de conteúdo GRI

<table>
<tr><th>Norma GRI</th><th>Divulgação</th><th>Número de página ou link/resposta direta</th><th>ODS</th></tr>
<tr><td>401-1</td><td>Novas contratações e rotatividade de empregados</td><td>b. Número total e taxa de rotatividade de empregados ([entradas+saídas]/total colab) durante o exercício, por grupo etário, gênero e região.<br>• Por região:<br><table><tr><th>Região</th><th>Total Geral</th><th>Desligamentos</th><th>Contratações</th><th>%</th></tr><tr><td>MG</td><td>34</td><td>11</td><td>1</td><td>35%</td></tr><tr><td>PR</td><td>53</td><td>3</td><td>19</td><td>41%</td></tr><tr><td>SP</td><td>1377</td><td>106</td><td>147</td><td>18%</td></tr><tr><td>Total</td><td>1464</td><td>120</td><td>167</td><td>20%</td></tr></table>• Por gênero:<br><table><tr><th>Gênero</th><th>Efetivo total</th><th>Novas contratações</th><th>Desligamentos</th><th>Taxa de rotatividade</th></tr><tr><td>Feminino</td><td>407</td><td>36</td><td>62</td><td>24%</td></tr><tr><td>Masculino</td><td>1057</td><td>84</td><td>105</td><td>18%</td></tr><tr><td>Total Geral</td><td>1464</td><td>120</td><td>167</td><td>20%</td></tr></table>• Por grupo etário:<br><table><tr><th>Grupo etário</th><th>Total Geral</th><th>Desligamentos</th><th>Contratações</th><th>%</th></tr><tr><td>1) <35</td><td>671</td><td>59</td><td>120</td><td>27%</td></tr><tr><td>2) 35-44</td><td>521</td><td>36</td><td>33</td><td>13%</td></tr><tr><td>3) 45-54</td><td>30</td><td>16</td><td>9</td><td>83%</td></tr><tr><td>4) >54</td><td>242</td><td>9</td><td>5</td><td>6%</td></tr><tr><td>Total Geral</td><td>1464</td><td>120</td><td>167</td><td>20%</td></tr></table></td><td>5, 8 e 10</td></tr>
<tr><td>401-2</td><td>Benefícios concedidos a empregados de tempo integral que não são oferecidos a empregados temporários ou em regime de meio período</td><td>Todos os colaboradores recebem os benefícios listados abaixo, independente do formato do contrato de trabalho (integral, temporário ou em regime de meio período): Seguro de vida em grupo, Plano de saúde (médico e odontológico), Auxílio óptico, Auxílio creche/babá, Licença maternidade/paternidade, Plano de aquisição de ações, Previdência privada, Jubileu por tempo de serviço, Associação Desportiva Classista (ADC).</td><td>8 e 10</td></tr>
</table>



<table>
<tr><th>Norma GRI</th><th>Divulgação</th><th>Número de página ou link/resposta direta</th><th>ODS</th></tr>
<tr><td>401-3</td><td>Licença maternidade /paternidade</td><td>a. Número total de empregados com direito a licença maternidade / paternidade, por gênero.<br><table><tr><th>Gênero</th><th>Direito licença maternidade</th><th>Direito a licença paternidade</th><th>Total</th></tr><tr><td>Feminino</td><td>407</td><td>0</td><td>407</td></tr><tr><td>Masculino</td><td>0</td><td>1057</td><td>1057</td></tr><tr><td>Total Geral</td><td>407</td><td>1057</td><td>1464</td></tr></table>b. Número total de empregados que tiraram licença maternidade / paternidade, por gênero. (coloquei quem começou a licença no FY20, podendo terminá-la depois)<br><table><tr><th>Gênero</th><th></th></tr><tr><td>Feminino</td><td>12</td></tr><tr><td>Masculino</td><td>42</td></tr><tr><td>Total Geral</td><td>54</td></tr></table>c. Número total de empregados que voltaram ao trabalho durante o exercício após o término da licença maternidade / paternidade, por gênero.<br><table><tr><th>Gênero</th><th></th></tr><tr><td>Feminino</td><td>12</td></tr><tr><td>Masculino</td><td>42</td></tr><tr><td>Total Geral</td><td>54</td></tr></table>d. Número total de empregados que voltaram ao trabalho após o término da licença maternidade / paternidade que ainda estavam empregados 12 meses após seu retorno ao trabalho, por gênero.<br><table><tr><th>Gênero</th><th></th></tr><tr><td>Feminino</td><td>11</td></tr><tr><td>Masculino</td><td>41</td></tr><tr><td>Total Geral</td><td>52</td></tr></table>e. Índice de retorno ao trabalho e retenção de empregados que tiraram licença maternidade / paternidade, por gênero.<br><table><tr><th>Gênero</th><th></th></tr><tr><td>Feminino</td><td>92%</td></tr><tr><td>Masculino</td><td>98%</td></tr><tr><td>Total Geral</td><td>96%</td></tr></table></td><td>5, 8 e 10</td></tr>
</table>

## GRI 402: Relações trabalhistas

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 66-69 | 8 |
| 103-2 | Forma de gestão e seus componentes | Páginas 66-69 | 8 |
| 103-3 | Avaliação da forma de gestão | Páginas 66-69 | 8 |
| 402-1 | Período mínimo de aviso para mudanças operacionais | Todas as mudanças organizacionais ou decorrentes de acordos coletivos de trabalho são precedidos de comunicação e adequado diálogo entre empresa e colaboradores, observando-se a transparência e eventual impacto no cotidiano e contrato de trabalho dos funcionários. | 8 |

# Sumário de conteúdo GRI

## GRI 403: Saúde e segurança no trabalho

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 32-35; 84-86 | 3 |
| 103-2 | Forma de gestão e seus componentes | Páginas 32-35; 84-86 | 3 |
| 103-3 | Avaliação da forma de gestão | Páginas 32-35; 84-86 | 3 |
| 403-1 | Sistema de gestão de saúde e segurança do trabalho | A empresa possui um sistema de gestão de saúde ocupacional e segurança certificado desde 2008 baseado na norma OHSAS 18001 e implementado por iniciativa da organização. O sistema de gestão abrange a áreas fabris e escritório central da Siemens Infraestrutura e Industria Ltda.: Anhanguera e Jundiaí I e II, incluindo as atividades externas, desenvolvidas em clientes. Os procedimentos de saúde e segurança do trabalho, assim como as políticas de RH estão devidamente publicados na intranet corporativa para acesso aos colaboradores. Sempre que há alguma mudança, um comunicado é divulgado para os colaboradores. Em 2020 foi iniciada a implantação da ISO 45.001.<br>Os responsáveis pelo sistema de gestão são colaboradores que fazem parte da equipe de EHS da Siemens.<br>A melhoria continua é implementada através do monitoramento de indicadores e definições de ações corretivas e preventivas alinhadas com a alta direção da empresa. | 3 |
| 403-2 | "Identificação de periculosidade, avaliação de riscos e investigação de incidentes" | a. Todas as atividades abrangidas pelo Sistema de Excelência Siemens tem seus perigos e riscos analisados em conformidade com o procedimento SIG 2.1 - Identificação De Perigos, Avaliação e Controle De Riscos. Este procedimento determina que as medidas de controle definidas durante a análise devem seguir a seguinte hierarquia: eliminação do agente de perigo, substituição do agente de perigo, adoção dos controles de engenharia/ equipamentos de proteção coletiva (EPC), adoção de sinalização / alertas e / ou controles administrativos, e adoção de equipamentos de proteção individual (EPIs). As análises incluem atividades rotineiras e não rotineiras. A análise é feita por colaboradores da área e revisada por profissionais com formação em saúde e segurança do trabalho antes da publicação. O procedimento determina que as análises devem ser revisadas, no mínimo, a cada 3 anos. Adicionalmente o procedimento P-EHS-0051 – Análise de Risco da Tarefa (ART), determina que toda tarefa, rotineira ou não, deve ser avaliada, quantificada e medidas de controle devem ser definidas. Esta análise é realizada por colaboradores da área treinados por profissionais de saúde, segurança ou meio ambiente. Os procedimentos SIG 2.1 e P-EHS-0051, incluem as atividades de contratados e a participação dos trabalhadores.<br>A periculosidade é identificada através de laudos realizados por empresas contratadas.<br>b. Todo colaborador, ou contratado, pode reportar riscos na ferramenta "observador de EHS", através da intranet ou formulários físicos disponíveis nos locais de trabalho. Ambas as formas permitem informar riscos anonimamente.<br>c. Está estabelecido no documento "diretrizes para liderança" do programa Zero Harm Culture que: É importante que a gestão estabeleça regras básicas claras para a Cultura "justa", de modo que os funcionários possam comunicar um incidente sem temer as consequências (com a criação de credibilidade).<br>De acordo com os Comportamentos Básicos dos Elementos Essenciais de Segurança, durante o trabalho, se uma tarefa não puder ser executada com segurança ou mudar significativamente o colaborador deve parar e analisar novamente os riscos, até que possa ser executada com segurança.<br>d. Todo incidente deve ser investigado, conforme determinação do procedimento P-EHS-0001 – comunicação e investigação de incidentes. Este procedimento determina os critérios mínimos para análise de causa raiz relacionada a ocorrência para a definição das ações corretivas e preventivas. O procedimento também prevê a obrigatoriedade de revisão do levantamento de perigos e riscos relacionado a atividade onde o incidente ocorreu. A identificação dos riscos e medidas de controle associados as atividades são mapeados na Planilha de Perigos e Riscos e Análise de Risco da Tarefa. | 3 |
| 403-3 | Serviços de saúde do trabalho | A equipe de saúde é formada por médicos, enfermeiras, técnicos e auxiliares de enfermagem, que tem como objetivo a prevenção e a promoção da saúde e bem-estar dos colaboradores Siemens em todo o país, além de atender as leis vigentes, incluindo o sigilo de informações médicas. A identificação e prevenção dos riscos ocupacionais é realizado através de exames complementares preventivos estabelecidos no PCMSO – Programa de Controle Médico de Saúde Ocupacional, alinhado com o levantamento do riscos indicados no PPRA – Programa de Prevenção de Riscos Ambientais. Os serviços são acessados através dos ambulatórios próprios e para algumas localidades fornecidos através de clinicas credenciadas. A qualidade dos serviços é monitorada através de pesquisas (Pesquisa de Áreas Centrais). | 3 |
| 403-4 | "Participação dos trabalhadores, consulta e comunicação aos trabalhadores referentes a saúde e segurança do trabalho" | a. A participação e consulta aos trabalhadores existe de forma a propiciar a devida transparência nas informações para a força de trabalho, a fim de apoiar as atividades e os processos da Siemens. Adicionalmente, em conjunto com os treinamentos disponibilizados, também promove a conscientização dos colaboradores quanto à pertinência e importância de suas atividades e de como elas contribuem para atingir os objetivos da qualidade, meio ambiente, segurança e saúde no trabalho. Em cada nível e função pertinente, as sistemáticas de comunicação colaboram na conscientização da necessidade de agir em consonância com a Política do SES, procedimentos e requisitos do sistema de gestão. Além da comunicação informal, algumas sistemáticas são utilizadas para que esses objetivos sejam atingidos, conforme relacionado a seguir: palestras de saúde, segurança e meio ambiente; quadros de gestão à vista; canais internos informativos; página da intranet; emails; CIPA – Comissão Interna de Prevenção de Acidentes; SIPATMAS – Semana Interna de Prevenção de Acidentes do Trabalho, Meio Ambiente e Saúde; diálogos de segurança; Semana da saúde.<br>b. A CIPA – Comissão Interna de Prevenção de Acidentes realizam reuniões mensais e são envolvidos no processo do programa de prevenção de riscos ocupacionais e do programa de controle médico de saúde ocupacional. Além disso o comitê conta com recursos financeiros para realização de atividades de prevenção, tais como inspeções, ações pontuais de segurança e a realização da semana interna de prevenção de acidentes de trabalho, meio ambiente e saúde. | 3 |
| 403-5 | Capacitação de trabalhadores em saúde e segurança do trabalho | Todo colaborador ou contratado realiza o treinamento de "integração de EHS" antes do início das atividades, onde são informadas as principais regras de EHS, procedimentos em caso de emergência, itens ligados a cultura de saúde, segurança e meio ambiente, orientações sobre a análise de risco da tarefa relacionada as suas atividades, conforme requisitos do procedimento P-EHS-0051. Para as atividades de alto risco, como trabalho em altura, espaço confinado ou trabalho com eletricidade, são realizados os treinamentos previstos na legislação. O levantamento de competências de EHS é realizado pela área de negócios de acordo com as atividades realizadas pelo trabalhador. Os treinamentos são realizados durante o expediente de trabalho e custeados pela empresa. Após 90 dias da realização dos treinamentos, o gestor realiza e registra a avaliação de eficácia, seguindo o procedimento de RH, HR-420 - Treinamento Corporativo. | 3 |
| 403-6 | Promoção da saúde do trabalhador | Para contribuir para a saúde e bem estar dos colaboradores há o programa Vida 360° que proporciona: ginástica laboral, exames preventivos, campanha da boa visão, campanha contra o câncer de pele, ginecologista, programa de acompanhamento para gestantes, vacinação para colaboradores e dependentes, acompanhamento de nutricionista, dentista, cardiologista, psicólogos, telemedicina e anualmente é realizada a semana da saúde. E nas localidades com ambulatório médico é oferecido atendimento assistencial. Os serviços são acessados através dos ambulatórios próprios e para algumas localidades fornecidos através de clinicas credenciadas. São realizadas periodicamente palestras preventivas e orientações de saúde, presencialmente e remotamente. | 3 |
| 403-7 | Prevenção e mitigação de impactos de saúde e segurança dotrabalho diretamente vinculados com relações de negócios | A identificação e prevenção dos riscos ocupacionais são realizados através de exames complementares preventivos estabelecidos no PCMSO – Programa de Controle Médico de Saúde Ocupacional, alinhado com o levantamento do riscos indicados no PPRA – Programa de Prevenção de Riscos Ambientais. Para prevenir e mitigar impactos de saúde e segurança são realizadas as etapas de antecipação e reconhecimento dos riscos ambientais, avaliação dos riscos e da exposição dos trabalhadores, planejamento anual com estabelecimento de metas, prioridades e cronograma de trabalho, implantação de medidas de controle e avaliação de sua eficácia, monitoramento da exposição aos riscos (medições ambientais), periodicidade e forma de avaliação. | 3 |

# Sumário de conteúdo GRI

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 403-8 | Trabalhadores cobertos por um sistema de gestão de saúde ocupacional e segurança | a. A empresa possui um sistema de gestão de saúde ocupacional e segurança certificado desde 2008 baseado na norma OHSAS 18001 e implementado por iniciativa da organização. O sistema de gestão abrange a áreas fabris e escritório central da Siemens Infraestrutura e Industria Ltda.: Anhanguera e Jundiaí I e II, incluindo as atividades externas, desenvolvidas em clientes. Os procedimentos de saúde e segurança do trabalho, assim como as políticas de RH estão devidamente publicados na intranet corporativa para acesso aos colaboradores. Sempre que há alguma mudança, um comunicado é divulgado para os colaboradores. Em 2020 foi iniciada a implantação da ISO 45.001. Além disso, o serviço de saúde é certificado no sistema de Healthy@Siemens e Zero Harm Culture .<br>i./ii./iii.: 30% de empregados e trabalhadores que não são empregados mas cujo trabalho e/ou local de trabalho é controlado pela organização.<br>b. As atividades desenvolvidas por contratados nas instalações da Siemens estão cobertas e auditadas interna e externamente no sistema de gestão OHSAS 18001. Também serão considerados na implatanção da ISO 45.001.<br>c. Os dados apresentados tem como premissa os terceiros fixos, como os que realizam atividades de limpeza, segurança patrimonial, manutenção. | 3 |

## GRI 404: Treinamento e educação

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 70-73 | 4 e 8 |
| 103-2 | Forma de gestão e seus componentes | Páginas 70-73 | 4 e 8 |
| 103-3 | Avaliação da forma de gestão | Páginas 70-73 | 4 e 8 |
| 404-1 | Média de horas de treinamento por ano por empregado | Quantidade de treinados: 837<br>Horas: 5.847<br>Média: 6,98h por colaborador | 4 e 8 |
| 404-2 | Programas de atualização de competências dos empregados e programas de preparação para a aposentadoria. | Página 92 e PreviSiemens (previsiemens.com.br/) | 8 |
| 404-3 | Percentual de empregados que recebem regularmente análises de desempenho e de desenvolvimento de carreira. | A avaliação de desempenho é conduzida anualmente e direcionada para todos os colaboradores da organização, independente do gênero e categoria funcional ou gênero.<br>Páginas 70-73 | 4 e 8 |

## GRI 405: Diversidade e igualdade de oportunidades

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 76, 77, 90 e 91 | 5 e 10 |
| 103-2 | Forma de gestão e seus componentes | Páginas 76, 77, 90 e 91 | 5 e 10 |
| 103-3 | Avaliação da forma de gestão | Páginas 76, 77, 90 e 91 | 5 e 10 |
| 405-1 | Diversidade no corpo de governança e colaboradores | Gênero:<br>Mulheres: 28,3% da força de trabalho (set/20)<br>Mulheres na liderança – 21,7% (set/20)<br>Meta para 2021: 24% de mulheres em posições de liderança.<br>Ações de Diversidade:<br>- Projeto DiverSifica: projeto da Siemens no Brasil para promover a diversidade, composto por funcionários de diversas áreas, atua em 4 pilares: Raça e Etnia; Gênero; LGBTI+ e PcDs;<br>- Licença maternidade e paternidade estendida: a Siemens é uma empresa cidadã e suas funcionárias têm direito a seis meses de licença maternidade, enquanto os homens têm direito a 20 dias de licença;<br>- Licença Parental:Licença Parental para funcionário(a)s homoafetivo(a)s;<br>- Igualdade de gênero: a Siemens tem o objetivo de atingir 24% de mulheres na liderança até o final de FY21.<br>- New Dress Code: A Siemens respeita seus colaboradores e apoia que se expressem como realmente são. Tivemos uma mudança no estilo de roupas permitidas nos ambientes de trabalho, ondem os homens podem usar bermudas nas localidades da Siemens no Brasil;<br>- Iniciativas: semana da Diversidade, a assinatura da ONU Mulheres e Coalização Empresarial, Semana da Consciência Negra, assinatura do pacto pela Inclusão de Pessoas com Deficiências, muitas palestras, workshops e bate papo com pessoas inspiradoras! | 5 e 10 |
| 405-2 | "Proporção de salário mínimo e remuneração de mulheres para homens<br>" | A Siemens determina uma única tabela salarial de referência para todos os colaboradores da empresa. A análise dos ocupantes é feita individualmente com base no desempenho individual, posicionamento frente ao mercado e o orçamento da empresa. | 5 e 10 |

## GRI 406: Não discriminação

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 76, 77, 90 e 91 | 5 e 10 |
| 103-2 | Forma de gestão e seus componentes | Páginas 76, 77, 90 e 91 | 5 e 10 |
| 103-3 | Avaliação da forma de gestão | Páginas 76, 77, 90 e 91 | 5 e 10 |
| 406-1 | Incidentes de discriminação e ações corretivas tomadas | Nenhum caso ocorrido. | 5 e 10 |

# Sumário de conteúdo GRI

## GRI 407: Liberdade de associação e negociação coletiva

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 82 | 8 |
| 103-2 | Forma de gestão e seus componentes | Página 82 | 8 |
| 103-3 | Avaliação da forma de gestão | Página 82 | 8 |
| 407-1 | Operações e fornecedores em que o direito de exercer a liberdade de associação e a negociação coletiva pode estar em risco | O código de conduta dos fornecedores Siemens, que é um anexo ao contrato assinado entre as partes, prevê a possibilidade de rescisão contratual com justa causa na hipótese do fornecedor da Siemens desobedecer o que está previsto no código. Neste código está previsto o respeito a lei e o repúdio a utilização de mão de obra infantil, trabalho escravo, liberdade de associação.<br>Vide também página 82 | 8 e 10 |

## GRI 408: Trabalho infantil

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 77, 88, 100 e 101 | 8 e 16 |
| 103-2 | Forma de gestão e seus componentes | Páginas 77, 88, 100 e 101 | 8 e 16 |
| 103-3 | Avaliação da forma de gestão | Páginas 77, 88, 100 e 101 | 8 e 16 |
| 408-1 | Operações e fornecedores com risco significativo para a ocorrência de trabalho infantil | O código de conduta dos fornecedores Siemens, que é um anexo ao contrato assinado entre as partes, prevê a possibilidade de rescisão contratual com justa causa na hipótese do fornecedor da Siemens desobedecer o que está previsto no código. Neste código está previsto o respeito a lei e o repúdio a utilização de mão de obra infantil, trabalho escravo, liberdade de associação. | 8 e 16 |

## GRI 409: Trabalho forçado ou análogo ao escravo

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 88, 100 e 101 | 8 e 16 |
| 103-2 | Forma de gestão e seus componentes | Páginas 88, 100 e 101 | 8 e 16 |
| 103-3 | Avaliação da forma de gestão | Páginas 88, 100 e 101 | 8 e 16 |
| 409-1 | Operações e fornecedores com risco significativo para a ocorrência de trabalho forçado ou análogo ao escravo | O código de conduta dos fornecedores Siemens, que é um anexo ao contrato assinado entre as partes, prevê a possibilidade de rescisão contratual com justa causa na hipótese do fornecedor da Siemens desobedecer o que está previsto no código. Neste código está previsto o respeito a lei e o repúdio a utilização de mão de obra infantil, trabalho escravo, liberdade de associação. | 8 e 16 |

## GRI 410: Práticas de segurança

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 84-86 | 3 e 8 |
| 103-2 | Forma de gestão e seus componentes | Páginas 84-86 | 3 e 8 |
| 103-3 | Avaliação da forma de gestão | Páginas 84-86 | 3 e 8 |
| 410-1 | Equipe de segurança treinada em políticas ou procedimentos de direitos humanos | 100% da equipe é treinada em políticas ou procedimentos de direitos humanos. As exigências de treinamento também se aplicam à organizações terceiras que fornecem pessoal de segurança. No ano fiscal 2018, o tema direitos humanos foi o escolhido como foco de um dos módulos incluídos na ação de comunicação de Diálogo de Integridade. Este programa envolve discussões em toda a empresa sobre importantes questões de compliance. Existem programas de treinamento específicos para saúde e segurança, fornecedores e determinados parceiros de negócios. Também são conduzidas sessões refresh online sobre as Diretrizes do Código de Conduta Profissional da Siemens.<br>Vide mais: assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d-96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf<br>Vide também 94 a 99 | 3 e 8 |

## GRI 411: Direitos dos povos indígenas e tradicionais

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 13 | 16 |
| 103-2 | Forma de gestão e seus componentes | Página 13 | 16 |
| 103-3 | Avaliação da forma de gestão | Página 13, 94 a 99 | 16 |
| 411-1 | Incidentes de violações envolvendo os direitos de povos indígenas | O código de conduta dos fornecedores Siemens, que é um anexo ao contrato assinado entre as partes, prevê a possibilidade de rescisão contratual com justa causa na hipótese do fornecedor da Siemens desobedecer o que está previsto no código. Neste código está previsto o respeito a lei e o repúdio a utilização de mão de obra infantil e trabalho escravo. Juntamente com o processo já existente na fase de execução do projeto, o processo de compliance em vendas do projeto foi reforçada no ano fiscal de 2018. Dois módulos de risco, direitos humanos e prevenção a lavagem de dinheiro foram adicionados ao já existente módulo de anticorrupção na avaliação do risco. Com essa medida, os riscos de direitos humanos conseguem ser detectados preventivamente a tempo de serem mitigados. No período do relatório, não foi identificado nenhum incidente de violações envolvendo direitos de povos indígenas.<br>Vide mais: assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d-96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | 16 |

# Sumário de conteúdo GRI

## GRI 412: Avaliação em direitos humanos

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 13, 94 a 99 | 16 |
| 103-2 | Forma de gestão e seus componentes | Página 13, 94 a 99 | 16 |
| 103-3 | Avaliação da forma de gestão | Página 13, 94 a 99 | 16 |
| 412-1 | Operações que foram sujeitas a revisões de direitos humanos ou avaliações de impacto | Juntamente com o processo já existente na fase de execução do projeto, o processo de Sistema de Compliance em vendas do projeto foi reforçada no ano fiscal de 2018. Dois módulos de risco, direitos humanos e prevenção a lavagem de dinheiro foram adicionados ao já existente módulo de anticorrupção na avaliação do risco. Com essa medida, os riscos de direitos humanos conseguem ser detectados preventivamente a tempo de serem mitigados. Vide mais: assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c | 16 |
| 412-2 | "Treinamento de empregados sobre as políticas e procedimentos de direitos humanos<br>" | No ano fiscal 2018, o tema direitos humanos foi o escolhido como foco de um dos módulos incluídos na ação de comunicação de Diálogo de Integridade. Este programa envolve discussões em toda a empresa liderado pelo por gestores e líderes para sua equipe sobre importantes questões de compliance. Também são conduzidas sessões online sobre as Diretrizes do Código de Conduta Profissional da Siemens. Esta ação é anual e obrigatória para todos os colaboradores da empresa. Vide mais: assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf | 16 |
| 412-3 | Acordos e contratos de investimentos significativos que incluem cláusulas de direitos humanos ou que foram submetidos a avaliação referente a direitos humanos | a. As cláusulas de compliance da Siemens para todos os parceiros de negócio e fornecedores incluem questões de Direitos Humanos. Além disso, o código de conduta dos fornecedores Siemens, que é um anexo ao contrato assinado entre as partes, prevê a possibilidade de rescisão contratual com justa causa na hipótese do fornecedor da Siemens desobedecer ao que está previsto no código. Neste código está previsto o respeito a lei e o repúdio a utilização de mão de obra infantil e trabalho escravo. Vide mais: assets.new.siemens.com/siemens/assets/api/uuid:13f56263-0d96-421c-a6a4-9c10bb9b9d28/sustainability2020-en.pdf<br>b. Embora todos os contratos possuam cláusulas de compliance, elas podem ser adequadas de acordo com a complexidade do negócio. Neste contexto, investimentos significantes vão além da questão monetária, pois dependem de uma série de fatores definidos em processos, como a complexidade do negócio, exposição de imagem e risco, envolvimento com o setor público, risco de compliance inerentes, financeiro, entre outros. | 16 |

## GRI 413: Comunidades locais

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 25, 27-31, 74, 75 e 91 | 4 e 16 |
| 103-2 | Forma de gestão e seus componentes | Páginas 25, 27-31, 74, 75 e 91 | 4 e 16 |
| 103-3 | Avaliação da forma de gestão | Páginas 25, 27-31, 74, 75 e 91 | 4 e 16 |
| 413-1 | Operações com engajamento da comunidade local, avaliação de impactos e programas de desenvolvimento local | Páginas 25, 27-31, 74, 75 e 91 | 4 e 16 |
| 413-2 | Operações com impactos negativos reais e potenciais significativos sobre as comunidades locais | Páginas 25, 27-31, 74, 75 e 91 | 4 e 16 |

## GRI 414: Avaliação social de fornecedores

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 86-89 | 16 |
| 103-2 | Forma de gestão e seus componentes | Páginas 86-89 | 16 |
| 103-3 | Avaliação da forma de gestão | Páginas 86-89 | 16 |
| 414-1 | Novos fornecedores selecionados com base em critérios sociais | Todos os fornecedores devem concordar, assinar e cumprir o CoC (código de conduta) neles contém aspectos sociais, tais como: proibição trabalho infantil, respeito pelos direitos humanos básicos dos trabalhadores, proteção ambiental, etc. | 16 |
| 414-2 | Impactos sociais negativos na cadeia de suprimentos e ações tomadas | Realiza-se auditoria de processo nos fornecedores estratégicos para garantir cumprimento do CoC (código de conduta) e desenvolver tais fornecedores para continuidade da parceria comercial. | 16 |

# Sumário de conteúdo GRI

## GRI 415: Políticas públicas

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 94-95 | 16 |
| 103-2 | Forma de gestão e seus componentes | Páginas 94-95 | 16 |
| 103-3 | Avaliação da forma de gestão | Páginas 94-95 | 16 |
| 415-1 | Contribuições políticas | Conforme o Código de Conduta Profissional da Siemens é proibido realizar qualquer tipo de contribuição políticas, patrocínio ou doações, seja ela monetárias ou em espécie. | 16 |

## GRI 416: Saúde e segurança do cliente

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 32-35, 84-86 | 3 |
| 103-2 | Forma de gestão e seus componentes | Páginas 32-35, 84-86 | 3 |
| 103-3 | Avaliação da forma de gestão | Páginas 32-35, 84-86 | 3 |
| 416-1 | Avaliação dos impactos de saúde e segurança das categorias de produtos e serviços | A Siemens global possui diversos programas com o objetivo de eliminar, substituir e/ou diminuir as substâncias perigosos de seus produtos. Avaliando o ciclo de vida do produto e melhorando-o, diminuindo assim seu impacto ambiental e na saúde e segurança. | 3 |
| 416-2 | Incidentes de não conformidade relacionados a impactos de saúde e segurança de produtos e serviços | Não houve nenhum registro de ocorrência de incidentes relativos à saúde e segurança relativos aos produtos da Siemens. | 3 |

## GRI 417: Marketing e rotulagem

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 86 | |
| 103-2 | Forma de gestão e seus componentes | Página 86 | |
| 103-3 | Avaliação da forma de gestão | Página 86 | |
| 417-1 | Requisitos para informações de produtos e serviços e rotulagem | Todos os produtos Siemens atendem os requesitos legais e a organização utiliza as melhores praticas de mercado para a fabricação de seus produtos.<br>A organização possui metodologia sólida para a identificação dos aspectos e impactos ambientais desde a aquisição da matéira-prima até o descarte de produtos após sua vida útil. Assim como avaliação dos perigos e riscos de segurança do trabalho de atividades e serviços.<br><br>100% dos produtos comercializados estão de acordo com os padrões legais. | 3 e 12 |
| 417-2 | Incidentes de não conformidade relacionados a informações de produtos e serviços e rotulagem | Os produtos e soluções são fornecidos atendendo a especificação do cliente e/ou a certificação compulsória. As informações oficiais da Siemens sobre os casos de compliance, incluindo casos de privacidade de dado, e seus desdobramentos | 3 |
| 417-3 | Incidentes de não conformidade com comunicações de marketing | As informações oficiais da Siemens sobre os casos de compliance, incluindo casos de privacidade de dado, e seus desdobramentos | 16 |

## GRI 418: Privacidade do cliente

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Página 98 e 99 | 16 |
| 103-2 | Forma de gestão e seus componentes | Página 98 e 99 | 16 |
| 103-3 | Avaliação da forma de gestão | Página 98 e 99 | 16 |
| 418-1 | Reclamações substanciadas relacionadas a violações da privacidade de clientes e perda de dados de clientes | Em 2018, foi lançado a “Charter of Trust ” durante a Conferência de Segurança de Munique. Até agora, 16 atores globais assinaram já Carta, que tem três objetivos: proteger os dados de indivíduos e empresas, para evitar danos a pessoas, empresas e infraestruturas, e construir confiança nas tecnologias digitais. As informações oficiais da Siemens sobre os casos de compliance, incluindo casos de privacidade de dado, e seus desdobramentos | 16 e 17 |

# Sumário de conteúdo GRI

## GRI 419: Conformidade socioeconômica

| Norma GRI | Divulgação | Número de página ou link/resposta direta | ODS |
|---|---|---|---|
| 103-1 | Explicação do tópico material e seu limite | Páginas 86, 94-99 | 16 |
| 103-2 | Forma de gestão e seus componentes | Páginas 86, 94-99 | 16 |
| 103-3 | Avaliação da forma de gestão | Páginas 86, 94-99 | 16 |
| 419-1 | Não conformidade com leis e regulamentos socioeconômicos relativos a produtos e serviços | Páginas 86, 94-99 | 16 |

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