

Key figures for sustainable development

GRI	BCF as an employer	Unit	2022	2021	2020	2019	2018
Workforce							
2-7	Number of employees (including apprentices and auxiliaries)	number	489	474	474	471	467
	- of which number of women	number	269	263	266	261	267
	- of which number of men	number	220	211	208	210	200
	Number of employees (full-time equivalent)	positions	422,4	404,8	406,5	403,8	400,1
	- Number of part-time employees	number	125,4	122,8	113,5	110,8	108,1
	- Number of part-time employees in % of total	%	29,7	30,3	27,9	27,4	27
	Women executives (from function level 5)	%	4,9	3	3	3,2	3,5
	Women managers (from function level 3)	%	19,5	16,7	14,6	12,4	12,7
	Women in total staff	%	55	55,5	56,1	55,4	56,7
	Change (net) in total	number	18	12	9	18	10
	Rate of fluctuation (net) in total	%	4,02	2,29	1,91	3,82	2,12
	Recruitment in total	number	41	23	28	28	28
	Total recruitment rate	%	9,59	5,27	6,51	6,51	5,84
	- Female recruitment rate	%	5,58	2,52	3,02	1,63	3,74
	- Male recruitment rate	%	4,01	2,75	3,48	4,88	2,1
Maternity / paternity							
401-3	Employees who have taken maternity leave	number	5	7	8	5	12
	Rate of return to work after maternity leave	%	80	100	100	100	91,6
	Employees who have taken paternity leave	number	3	5	8	8	7
Initial and ongoing training							
402-2	Employees with in-service training	number	465	450	425	426	423
404-1	Total number of employees in training	number	489	474	474	471	471
	- of which apprentices	number	19	20	20	19	20
	- of which participants in the internal training program	number	465	450	425	426	423
	- of which trainees	number	5	4	4	4	6
	Total initial and further internal training per employee	days	4	3,8	2,25	3,5	3,2
	Amount reserved for training	in thousand CHF	961	953	607	837	779
Health and safety at work							
403-10	Days of absence per employee						
	- due to illness	number	6,4	5,7	3,97	4,69	4,96
	- due to accident	number	0,71	0,35	0,89	0,94	0,93

GRI	BCF as an employer	Unit	2022	2021	2020	2019	2018
Diversity and equal opportunities							
405-1	Women on the Board of Directors	%	14,29	14,29	14,29	14,29	14,29
	Women in the Executive Board	%	16,6	16,6	20	20	20
	Women in senior management (power of attorney or general power of attorney)	%	6,4	7,8	7,7	3,9	3,6
	Women in senior management (from function level 5)	%	4,9	3	3	3,2	3,5
	Women in senior management (proxy, power of attorney or general power of attorney)	%	19,95	16,7	14,6	12,4	12,7
	Proportion of women in the total workforce	%	55,0	55,5	56,1	55,4	57,2
	Employees under 19 years of age	%	4,91	5,91	5,27	5,73	4,88
	Employees aged 20 to 29 years	%	16,56	16,03	17,09	15,71	16,77
	Employees aged 30 à 39 years	%	17,59	16,88	17,51	19,11	20,38
	Employees aged 40 à 49 years	%	21,68	22,15	21,94	20,6	21,87
	Employees aged 50 à 59 years	%	31,9	33,54	32,7	33,12	31,85
	Employees over 60 years of age	%	7,36	5,49	5,49	5,73	4,25
Social commitment							
201-1	Net Value Creation						
	- Sponsoring	CHF million	4	3,5	3,2	3,9	4
	- Public authorities share to the Canton	CHF million	64,6	62,3	69,9	70	69
	share to the municipalities	CHF million	61,3	59,1	66,4	60	59
	share to the parishes	CHF million	3,0	2,8	3,2	9	9
	share to the parishes	CHF million	0,3	0,3	0,3	1	1
	- Personnel costs	CHF million	71	62	61	60	58
Products and services							
Wealth management							
G4-FS8	Sustainable asset management mandates Private clients	number	32	22	2	0	0
	Sustainable asset management mandates Private clients	CHF million	14,6	9	1,37	0	0
	Share of sustainable mandates in total wealth management mandates Private clients (by volume)	%	3,6	2,6	introduced		
Financing							
G4-FS8	Eco-mortgages	CHF million	24,3	13,2	12,1	10,5	10,5
	Renovation Mortgages	CHF million	389,0	396,7	314,4	266,7	210,6
	Loans to public corporations (CDP)	CHF million	838,7	837,7	732,2	983,6	789,5
	Investments in federal, cantonal and municipal bond funds	CHF million	418,9	483,3	517	539,7	553,6

GRI	ApME	Corporate ecology and climate protection	Unit	2021	2020	2019	2019-20
301-1-3		Energy consumption					
	1	Building consumption	kWh	4'116'677	4'023'114	4'267'525	-3,5%
	1a	Electricity	kWh	1'782'011	1'854'056	2'011'640	-11,4%
		Hydropower	%	100	100	100	
	1b/c	Heat	kWh	2'334'666	2'169'058	2'255'885	3,5%
	1c	Renewable energy	kWh	306'134	309'714	294'239	4,0%
	1b	Fossil fuels	kWh	2'025'033	1'859'344	1'961'646	3,2%
	1b	Natural gas	kWh	1'613'256	1'343'939	1'368'343	17,9%
	1b	Fuel oil	kWh	411'777	515'405	593'303	-30,6%
302-3		Energy consumption per employee	tCO ₂	2,1	2,2	2,4	-12,5%
		Emissions per FTE mobility	tCO ₂	1,2	0,90	1,00	
	2	Total business traffic	km	150'011	148'226	227'682	-34,1%
	2a	Train	km	10'228	6'041	23'303	-56,1%
	2b/c	Car	km	139'783	134'400	193'023	-27,6%
	2d/e	Airplane	km	0	7'785	11'200	
		Office paper consumption					
301-1	3	Total paper consumption	kg	65'352	68'423	75'581	-13,5%
301-2	3a	Share of recycled paper	%	100	100	100	
	3d	Share of FSC paper	%	20	20		
		Water consumption					
303-5	4	Total water consumption	tCO ₂	2,5	3	3	
	4c	Drinking water	%	100	100	100	
		Waste					
306-3	5	Total waste	kg	24'625	49'302	55'355	-55,5%
		Greenhouse gas emissions					
	7	Total Scopes (ApME)	t	869	894	985	-11,8%
305-1	7a	direct (Scope 1)	t	435	411	439	-0,9%
305-2	7b	indirect (Scope 2)	t	2	2	2	
305-3	7c	Other indirect (Scope 3)	t	432	481	544	-20,6%
	7	Total source (ApME)	t	869	894	985	-11,8%
		Electricity	t	1,5	1,6	2	
		Heat	t	430	404	431	
		Business traffic	t	34	28	40	
		Commuting	t	432,1	340	378	14,3%
		Service vehicle consumption (Freight)	t	4,1	7	9	-54,4%
		Paper	t	103,4	107	122	
		Water	t	2,5	3	3	
		Waste	t	5,5	2	2	
305-4		GHG per employee	tCO ₂ /empl	2,1	1,9	2,1	-0,1%
		GHG per employee	tCO ₂ /ETP	2,5	2,2	2,4	4,2%
305-4		GHG per million of the sum of the balance	tCO ₂	58	57	53	10,4%

The 2022 numbers are collected in fiscal year 2023, so we have a mandatory one-year lag for these numbers.

