

Key figures

GRI	BCF as an employer	Unit	2023	2022	2021	2020	2019
Workforce							
2-7	Number of employees (including apprentices and auxiliaries)	number	532	489	474	474	471
	- of which number of women	number	288	269	263	266	261
	- of which number of men	number	244	220	211	208	210
	Number of employees (full-time equivalent)	positions	443	423.4	404.8	406.5	403.8
	- Number of part-time employees	number	136.7	125.4	122.8	113.5	110.8
	- Number of part-time employees as a %	%	29.5	29.7	30.3	27.9	27.4
	Women in senior management (from function level 5)	%	7.3	4.9	3	3	3.2
	Women managers (from function level 3)	%	14.2	19.5	16.7	14.6	12.4
	Women in total staff	%	54.1	55	55.5	56.1	55.4
	Fluctuation (net) in total	number	12	18	12	9	18
	Rate of fluctuation (net) in total	%	2.6	4.02	2.29	1.91	3.82
	Recruitment in total	number	67	41	23	28	28
	Recruitment rate in total	%	14.8	9.59	5.27	6.51	6.51
	- Female recruitment rate	%	50.75	67.75	41.4	47.6	26.7
	- Male recruitment rate	%	49.25	32.25	58.6	52.4	73.3
Maternity / paternity							
401-3	Employees who took maternity leave	number	7	5	7	8	5
	Rate of return to work after maternity leave	%	85	80	100	100	100
	Employees who took paternity leave	number	5	3	5	8	8
Initial and ongoing training							
402-2	Employees with in-service training	number	532	465	450	425	426
404-1	Total number of employees in training	number	532	489	474	474	471
	- of which apprentices	number	20	19	20	20	19
	- of which participants in the internal training program	number	506	465	450	425	426
	- of which trainees	number	6	5	4	4	4
	Total initial and further internal training per employee	days	4.2	4	3.8	2.25	3.5
	Amount reserved for training	in thousand CHF	1,065	961	953	607	837
Health and safety at work							
403-10	Days of absence per employee						
	- due to illness	number	4.37	6.4	5.7	3.97	4.69
	- due to accident	number	0.74	0.71	0.35	0.89	0.94
Diversity and equal opportunity							
405-1	Women on the Board of Directors	%	14.29	14.29	14.29	14.29	14.29
	Women in the Executive Board	%	16.60	16.6	16.6	20	20
	Women in senior management (power of attorney or general power of attorney)	%	6.70	4.9	3.2	3	3.2
	Women in senior management (from function level 5)	%	13.90	6.4	6.1	5.9	3.7

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Diversity and equal opportunity							
405-1	Women in senior management (proxy, power of attorney or general power of attorney)	%	20.70	19.5	16.7	14.6	12.4
	Proportion of women in the total workforce	%	54.10	55	55.5	56.1	55.4
	Employees under 19 years of age	%	5.26	4.91	5.91	5.27	5.73
	Employees aged 20 to 29 years	%	16.73	16.56	16.03	17.09	15.71
	Employees aged 30 to 39 years	%	18.8	17.59	16.88	17.51	19.11
	Employees aged 40 to 49	%	21.61	21.68	22.15	21.94	20.6
	Employees aged 50 to 59	%	29.9	31.9	33.54	32.7	33.12
	Employees over 60 years of age	%	7.7	7.36	5.49	5.49	5.73
Social commitment							
201-1	Net Value Creation						
	- Sponsorship	CHF million	4	4	3.5	3.2	3.9
	- Public authorities	CHF million	85.8	64.6	62.3	69.9	70
	share to the Canton	CHF million	80.5	61.3	59.1	66.4	60
	share to the municipalities	CHF million	4.5	3.0	2.8	3.2	9
	share to the parishes	CHF million	0.5	0.3	0.3	0.3	1
	- Personnel costs	CHF million	81	71	62	61	60
Products and services							
Wealth management							
G4-FS8	Sustainable asset management mandates Private Clients	number	31	32	22	2	0
	Sustainable asset management mandates Private Clients	CHF million	12.2	14.6	9	1.37	0
	Share of sustainable mandates in total wealth management mandates Private clients (by volume)	%	2.3	3.6	2.6	introduced	
	Sustainable asset management mandates Institutional clients	number	6	-	-	-	-
	Sustainable asset management mandates Institutional clients	CHF million	575.2	-	-	-	-
	Share of sustainable mandates in total wealth management mandates Institutional clients (by volume)	%	51.4	-	-	-	-
Financing							
G4-FS8	Eco-mortgages	CHF million	36.7	24.3	13.2	12.1	10.5
	Renovation Mortgages	CHF million	268	389.0	396.7	314.4	266.7
	Loans to public corporations (CDP)	CHF million	924	838.7	837.7	732.2	983.6
	Investments in federal, cantonal and municipal bond funds	CHF million	493.4	418.9	473.3	517	539.7

GRI	ApME	Corporate ecology and climate protection	Unit	2002	2021	2020	2019	2019-2022
301-1-3		Energy consumption						
	1	Building consumption	kWh	3,649,280	4,116,677	4,023,114	4,267,525	-14.5%
	1a	Electricity	kWh	1,759,651	1,782,011	1,854,056	2,011,640	-12.5%
		Hydropower	%	100	100	100	100	
	1b/c	Heat	kWh	1,889,629	2,334,666	2,169,058	2,255,885	-16.2%
	1c	Renewable energy	kWh	273,056	306,134	309,714	294,239	-7.2%
	1b	Fossil fuels	kWh	1,396,000	2,025,033	1,859,344	1,961,646	-28.8%
	1b	Natural gas	kWh	1,135,164	1,613,256	1,343,939	1,368,343	-17.0%
	1b	Fuel oil	kWh	260,836	411,777	515,405	593,303	-56.0%
302-3		Energy consumption per employee	tCO ₂	2	2.1	2.2	2.4	-12.5%
		Emissions per FTE mobility	tCO ₂	1	1.2	0.90	1.00	
	2	Total business traffic	km	243,624	150,011	148,226	227,682	7.0%
	2a	Train	km	17,183	10,228	6,041	23,303	-26.3%
	2b/c	Car	km	157,181	139,783	134,400	193,023	-18.6%
	2d/e	Airplane	km	0	0	7,785	11,200	-100.0%
		Office paper consumption		69,260				
301-1	3	Total paper consumption	kg	69,060	65,352	68,423	75,581	-8.6%
301-2	3a	Share of recycled paper	%	100	100	100	100	
	3d	Share of FSC paper	%	100	20	20	20	400.0%
		Water consumption						
303-5	4	Total water consumption	tCO ₂	1	2.5	3	3	-66.7%
	4c	Drinking water	%	100	100	100	100	
		Waste						
306-3	5	Total waste	kg	15,226	24,625	49,302	55,355	-72.5%
		Greenhouse gas emissions						
	7	Total Scopes (ApME)	t	1,009	869	894	985	2.4%
305-1	7a	direct (Scope 1)	t	303	435	411	439	-31.0%
305-2	7b	indirect (Scope 2)	t	28	2	2	2	1300.0%
305-3	7c	Other indirect (Scope 3)	t	678	432	481	544	24.6%
	7	Total source (ApME)	t	1,009	869	894	985	2.4%
		Electricity	t	21	1.5	1.6	2	950.0%
		Heat	t	399	430	404	431	-7.4%
		Professional traffic	t	41	34	28	40	2.5%
		Commuting	t	394	432.1	340	378	4.2%
		Service vehicle consumption (Freight)	t	1	4.1	7	9	-88.9%
		Paper	t	144	103.4	107	122	18.0%
		Water	t	1	2.5	3	3	-66.7%
		Waste	t	9	5.5	2	2	350.0%
305-4		GHG per employee	tCO ₂ /empl	2.1	2.1	1.9	2.1	-0.1%
		GHG per employee	tCO ₂ /ETP	2.4	2.5	2.2	2.4	0.0%
305-4		GHG per million of the sum of the balance	tCO ₂	36	32	32	40	-9.9%

The 2023 figures are collected during the 2022 financial year, which is why we have a mandatory one-year lag for these figures.



Lilian Fasel, counter client advisor