

CWS Group ESRS Report FY2025

The following table provides CWS ESG data collected for 2025 reporting year. Data is aggregated for CWS "Group" level, therefore all CWS organizations are included: Hygiene, Workwear, Cleanrooms, Fire Safety and Business Services.
KPIs are based on ESRS definitions, and on CSRD reporting framework.

Notes:

*** Not all data points are always fully available for all CWS organizations due to mainly two reasons: not applicable, or data not available at that specific organization.

*** Very large gaps with PY value are due to improved data availability (e.g. in Waste KPIs), changes in company structure or updated definitions applied (e.g. H&S KPIs).

*** Values for "Collective Bargaining & Social Dialogue" and "Family Related Leaves (FRL)" are including only Germany.



KPI	UoM	2025 Total	2024 Total	Delta	Delta in %	Comments 2025
Energy Consumption & Mix						
Total energy consumption (MWh)	MWH	374.834,0	361.574,7	13.259,3	3,7 %	
Total energy consumption fossil sources (MWh)	MWH	324.505,8	301.899,8	22.606,0	7,5 %	
Fuel consumption oil/petroleum (MWh)	MWH	119.200,1	110.166,0	9.034,1	8,2 %	
Fuel consumption natural gas (MWh)	MWH	173.506,3	162.143,7	11.362,6	7,0 %	
Purchased electricity/heat/steam (MWh)	MWH	31.799,3	29.590,1	2.209,2	7,5 %	
Total energy consumption RES (MWh)	MWH	50.328,2	59.674,9	-9.346,7	-15,7 %	
Fuel consumption from RES (MWh)	MWH	14.039,0	17.025,6	-2.986,6	-17,5 %	
Purchased electricity/heat/steam RES (MWh)	MWH	35.342,3	41.772,2	-6.429,9	-15,4 %	
Self-generated non-fuel RES (MWh)	MWH	946,9	877,1	69,7	8,0 %	
% RES on total	MWH	13%	17	-16,4		
% fossil on total	MWH	87%	83	-82,6		
Non-renewable energy production (MWh)	MWH					No validated data available
Renewable energy production (MWh)	MWH	131,2	128,8	2,4	1,9 %	
Net Revenue (EUR)	EUR	1.623.730.000	1.610.000.000	13.730.000,0	0,9 %	
Energy Intensity Ratio (MWh/k€)	MWh/k€	0,206	0,225	0,0	-8,4 %	
Energy Intensity Ratio (kWh/kg)	kWh/kg	1,749	1,905	-0,2	-8,2 %	
GHG Emissions						
Total GHG emissions; location-based (tCO ₂ e)	tCO ₂ e	313.566	297.011	16.555	5,6%	
Total GHG emissions; market-based (tCO ₂ e)	tCO ₂ e	309.760	288.146	21.613	7,5%	
GHG intensity ratio; location-based (tCO ₂ e / k€)	tCO ₂ e	0,193	0,179	0		
GHG intensity ratio; market-based (tCO ₂ e / k€)	tCO ₂ e	0,191	0,184	0		
Scope 1 GHG emissions (tCO ₂ e)	tCO ₂ e	65.674	60.842	4.832	7,9%	
Location-based Scope 2 GHG emissions (tCO ₂ e)	tCO ₂ e	16.195	17.320	-1.125	-6,5%	
Market-based Scope 2 GHG emissions (tCO ₂ e)	tCO ₂ e	12.389	8.456	3.932	46,5%	
Gross Scope 3 GHG emissions (tCO ₂ e)	tCO ₂ e	231.697	218.848	12.849	5,9%	
1 Purchased goods and services	tCO ₂ e	129.545	126.862	2.683	2,1%	
2 Capital goods	tCO ₂ e	19.305	52.298	-32.993	-63,1%	
3 Fuel and energy-related activities	tCO ₂ e	17.255	16.566	689	4,2%	
4 Upstream transportation / distribution	tCO ₂ e	31.851	14.605	17.246	118,1%	
5 Waste generated in operations	tCO ₂ e	5.132	539	4.593	852,6%	
6 Business traveling	tCO ₂ e	1.741	849	892	105,1%	
7 Employee commuting	tCO ₂ e	12.932	7.129	5.802	81,4%	
12 EoL Treatment	tCO ₂ e	13.935				
Biogenic Emissions		5.391	GHG emissions that come from biological sources (rather than fossil fuels). To be reported outside the other scopes. New in 2025.			
Water Resources						
Total water consumption (m ³)	M3	1.591.150	1.587.077	4.073	0 %	
Total water recycled and reused (m ³)	M3					
Water intensity ratio (m ³ /k€)	m ³ /k€	0,980	0,986	-0,006		
Water intensity ratio (m ³ /kg)	m ³ /kg	8,334	8,360	-0,027		
Washed Volumes (kg)	KG	190.932.323	189.835.672	1.096.651	1 %	
Circular Economy & Waste						
Total Waste generated (TO)	t	11.802,0	5.694,6	6.107,4	107,2 %	
Non-recycled waste (TO)	t	8.316,4	255,2	8.061,2	3.158,6 %	

Percentage of non-recycled waste (%)	%	70%	4	-3,8	-84,3 %	
Hazardous waste diverted from disposal (TO)	t	787,3	37,6	749,7	1.992,4 %	
Hazardous waste prep. for reuse (TO)	t	0,9	3,3	-2,3	-71,8 %	
Hazardous waste recycling (TO)	t	742,0	26,8	715,2	2.669,1 %	
Hazardous waste other recovery (TO)	t	44,3	7,6	36,8	486,1 %	
Hazardous waste sent to disposal (TO)	t	895,5	241,6	653,9	270,7 %	
Hazardous waste incinerated (TO)	t	39,7	46,7	-6,9	-14,9 %	
Hazardous waste landfilled (TO)	t	1,6	0,0	1,6		
Hazardous waste to other disposal (TO)	t	854,2	194,9	659,3	338,3 %	
Total hazardous & radioactive waste (TO)	t	1.682,8	45,4	1.637,4	3.607,5 %	No radioactive waste
Non-hazardous waste div. from disposal (TO)	t	4.526,9	3.215,1	1.311,8	40,8 %	
Non-Hazardous waste prep. for reuse (TO)	t	546,3	511,7	34,6	6,8 %	
Non-Hazardous waste recycling (TO)	t	2.680,8	637,0	2.043,8	320,9 %	
Non-Hazardous waste other recovery (TO)	t	1.249,0	2.066,5	-817,5	-39,6 %	
Non-hazardous waste sent to disposal (TO)	t	5.592,3	2.200,3	3.392,0	154,2 %	
Non-hazardous waste incinerated (TO)	t	2.574,9	383,1	2.191,8	572,1 %	
Non-hazardous waste landfilled (TO)	t	372,6	266,5	106,1	39,8 %	
Non-hazardous waste to other disposal (TO)	t	2.644,8	1.550,7	1.094,1	70,6 %	
Employee characteristics						
Employees - Total Headcount (HC)	HC	12.099,9	12.105,4	-5,5	0,0 %	
Employees - Female	HC	5.534,9	5.541,1	-6,1	-0,1 %	
Employees - Male	HC	6.565,0	6.564,4	0,6	0,0 %	
Total employees - Female %	%	45,7	45,8	0,0	-	
Total employees - Male %	%	54,3	54,2	0,0	-	
Employees at top management level	HC	59,0	48,0	11,0	22,9 %	
Employees at top management level - Female	HC	16,0	12,0	4,0	33,3 %	
Employees at top management level - Male	HC	43,0	36,0	7,0	19,4 %	
Employees at top management level - Female %	%	27,1	25,0	2,1	-	
Employees at top management level - Male %	%	72,9	75,0	-2,1	-	
Employees in countries		12.099,9	12.105,4	-5,5	0,0 %	Minor mismatches vs Total HC due to roundings
Austria	HC	246,6	245,2	1,4	0,6 %	
Belgium	HC	778,4	798,2	-19,8	-2,5 %	
Bulgaria	HC	0,0	0,6	-0,6	-100,0 %	
Croatia	HC	169,0	156,0	13,0	8,4 %	
Czech Republic	HC	124,2	126,8	-2,6	-2,1 %	
Germany	HC	6.123,2	6.065,2	58,0	1,0 %	
Hungary	HC	115,7	111,2	4,5	4,1 %	
Ireland	HC	953,8	923,2	30,6	3,3 %	
Luxemburg	HC	25,6	27,0	-1,4	-5,2 %	
Netherlands	HC	1.222,0	1.283,0	-61,0	-4,8 %	
Poland	HC	701,6	788,4	-86,8	-11,0 %	
Romania	HC	189,6	182,8	6,8	3,7 %	
Slovakia	HC	200,8	201,8	-1,0	-0,5 %	
Slovenia	HC	114,0	58,8	55,2	93,9 %	
Sweden	HC	404,8	421,0	-16,2	-3,8 %	
Switzerland	HC	730,6	716,2	14,4	2,0 %	
Employees by contract type						
Full-time employees - Total	HC	10.532,3	10.233,1	299,2	2,9 %	
Full-time employees - Female	HC	4.371,0	4.190,4	180,5	4,3 %	
Full-time employees - Male	HC	6.161,3	6.042,7	118,7	2,0 %	
Full-time employees - Female %	%	41,5	40,9	0,6	-	
Full-time employees - Male %	%	58,5	59,1	-0,6	-	
Part-time employees - Total	HC	1.567,6	1.872,3	-304,7	-16,3 %	
Part-time employees - Female	HC	1.164,0	1.350,6	-186,7	-13,8 %	
Part-time employees - Male	HC	403,7	521,7	-118,0	-22,6 %	
Part-time employees - Female %	%	74,2	72,1	2,1	-	
Part-time employees - Male %	%	25,8	27,9	-2,1	-	
Permanent employees - Total	HC	10.534,6	10.628,3	-93,7	-0,9 %	
Permanent employees - Female	HC	4.879,4	4.890,4	-11,1	-0,2 %	
Permanent employees - Male	HC	5.655,2	5.737,9	-82,7	-1,4 %	
Permanent employees - Female %	%	46,3	46,0	0,3	-	
Permanent employees - Male %	%	53,7	54,0	-0,3	-	
Temporary employees - Total	HC	1.521,5	1.477,1	44,4	3,0 %	
Temporary employees - Female	HC	647,8	650,6	-2,8	-0,4 %	
Temporary employees - Male	HC	873,7	826,4	47,2	5,7 %	
Temporary employees - Female %	%	42,6	44,0	-1,5	-	
Temporary employees - Male %	%	57,4	56,0	1,5	-	

Non-guaranteed hours employees - Total	HC	43,9	0,0	43,9	-	
Non-guaranteed hours employees - Female	HC	7,8	0,0	7,8	-	
Non-guaranteed hours employees - Male	HC	36,1	0,0	36,1	-	
Non-guaranteed hours employees - Female %	%	17,7	0,0	17,7	-	
Non-guaranteed hours employees - Male %	%	82,3	0,0	82,3	-	
Employee age groups						
Employees under 30 years old	HC	1.500,493	1.479,651	20,842	1,4 %	
% employees under 30 years old	%	12	12	0	-	
Employees 30 - 50 years old	HC	6.046,433	6.057,469	-11,036	-0,2 %	
% employees 30 - 50 years old	%	50	50	0	-	
Employees over 50 years old	HC	4.553,000	4.568,281	-15,281	-0,3 %	
% employees over 50 years old	%	38	38	0	-	
Employee turnover						
# employees who leave	HC	2.223	2.372	-149	-6,3 %	
Rate of own employee turnover		18,4	19,6	-1,2	-	
Employees - Total HC (denominator)	HC	12.099,926	12.105,400	-5,474	0,0 %	
Training and skill development						
Total training hours	hours	51.551	24.472	27.079	110,7 %	
Total training hours - Females	hours	13.617	9.437	4.180	44,3 %	
Total training hours - Males	hours	37.934	15.036	22.899	152,3 %	
Average training hours per person	hours/HC	4,3	2,0	2,2	110,7 %	
Average training hours - Females	hours/HC	2,5	1,7	0,8	44,5 %	
Average training hours - Males	hours/HC	5,8	2,3	3,5	152,3 %	
Trainings per topic						
Business Ethics - Number of participants	HC	4.718	2.869	1.849	64,4 %	
Business Ethics - Total hours	hours	3.049,8	3.656,7	-606,9	-16,6 %	
Business Ethics - Coverage of employees	%	39,0	23,7	15,3	-	
Compliance - Number of participants	HC	2.793	3.104	-311	-10,0 %	
Compliance - Total hours	hours	1.848,4	3.545,2	-1.696,7	-47,9 %	
Compliance - Coverage of employees	%	23,1	25,6	-2,6	-	
Diversity, discrimination and harassment - No. of particip.	HC	19	162	-143	-88,3 %	
Diversity, discrimination and harassment - Total hours	hours	9,5	75,3	-65,8	-87,4 %	
Diversity, discrimination and harassment - Cov. of empl.	%	0,16	0,21	-0,05	-	
Environmental - Number of participants	HC	128	1.268	-1.140	-89,9 %	
Environmental - Total hours	hours	188,4	367,2	-178,8	-48,7 %	
Environmental - Coverage of employees	%	1,1	10,5	-9,4	-	
H&S - Number of participants	HC	1.383	604	779	129,0 %	
H&S - Total hours	hours	3.993,2	467,7	3.525,6	753,9 %	
H&S - Coverage of employees	%	11,4	5,0	6,4	-	
Skills-related - Total number of participants	HC	11.144	-	11.144	-	
Skills-related - Total hours	hours	36.348,2	-	36.348,2	-	
Skills-related - Coverage of employees	%	92,1	-	92,1	-	
Regular performance review						
Employees participated in performance reviews	HC	1.292	1.971	-679	-34,4 %	
Total office workers	HC	4.009	4.039	-30	-0,7 %	
% of employees participated in performance reviews	%	32	49	-17	-	
Health and Safety own employees						
# employees covered by H&S management system	HC	12.100	9.920	2.242	22,6 %	
% employees covered by H&S management system	%	100	82	18	-	
# recordable work-related accidents	#	202	174	28	16,1 %	
# fatalities	#	1	0	1	100,0 %	
# total hours worked	hours	16.515.154	16.298.031	217.123	1,3 %	
Rate of recordable work-related accidents [per 1mio hours]	#	12,231	10,676	1,555	-	
# days lost	#	1.677	3.310	-1.633	-49,3 %	
Collective bargaining and social dialogue						
# employees covered by collective bargaining agr.	HC	4.374	4.425	-51	-1,2 %	
Employees in Germany	HC	6.123,20	6.065,20	58,0	1,0 %	
% employees covered by collective bargaining agreements	%	71	73	-2	-	Introduced in 2024. Data is currently only available for Germany.
# employees working in establ. with workers' repr.	HC	4.831	4.741	90	1,9 %	
% employees working in sites with workers' repr.	%	79	78	1	-	
Work-life balance - Family related leaves (FRL)						
# employees entitled to take FRL	HC	6.123	5.882	241	4,1 %	
% employees entitled to take FRL	%	100	97	3	-	
# entitled empl. that took FRL - Female	HC	130	162	-32	-19,8 %	
# entitled empl. that took FRL - Male	HC	78	64	14	21,9 %	Introduced in 2024. Data is currently only available for Germany.
% employees entitled that took FRL	%	3	4	0	-	
% entitled employees that took FRL - Female	%	62,5	71,7	-9	-	

% entitled employees that took FRL - Male	%	37,5	28,3	9	-
Prevention and detection of corruption and bribery					
% functions-at-risk covered by training programmes	%	100	100	0	-
# functions deemed to be at risk - trained	#	4	4	0	0,0%
# functions deemed to be at risk	#	4	4	0	0,0%
# convictions	#	0	0	0	-
Amount of fines for violation	€	0	0	0	-
Fines for violation of anti-corruption/anti-bribery laws	€	0	0	0	-
# of reports related to whistleblower procedure	#	17	0	0	-
...of which substantiated	#	5	-	0	-
# of info sec incidents	#	0	-	0	-