



## SUMMARY OF GRI INDICATORS

## ABB Group Sustainability Indicators 2020

## Environmental

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GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014	2013
	<b>Hazardous materials<sup>1</sup></b>									
	Phthalates (tons)	✓	107	102	99	106	191	878	258	21
	Brominated flame retardants (tons)	✓	–	0	0.0	0.0	0.0	0.0	1.9	2.9
	Organic lead in polymers (tons)	✓	0.0	0.0	0.0	0.29	1.0	1.4	0.1	0.6
	Lead in other products (tons), e.g., backup batteries and counterweights in robots	✓	2,196	2,316	2,686	2,548	3,321	1,684	1,884	2,601
	Cadmium in batteries (tons) <sup>2</sup>	✓	7	15	113.3	71.3	53.0	98.3	79.5	72.0
	Cadmium in lead alloy and other uses (tons)	✓	0.1	0.3	0.3	0.4	7.3	6.4	6.0	5.7
	Mercury in products (tons)	✓	–	0.001	0.001	0.001	0.002	0.007	0.071	0.012
	Mercury in instruments in ABB facilities (tons)	✓	0.01	0.0570	0.2150	0.2150	0.2380	0.2250	0.3200	0.3170
	Chlorinated volatile organic compounds (VOC-Cl) <sup>3</sup>	✓	2	2	4	3	6	13	20	20
	SF <sub>6</sub> insulation gas (inflow to ABB facilities) (tons) <sup>4</sup>	✓	241	1,211	1,286	1,425	1,653	1,658	1,483	1,438

GRI ref.	Indicator description <sup>4</sup>	2020 data assured	2020							
			2020	2019	2018	2017	2016	2015	2014	2013
	SF <sub>6</sub> insulation gas (outflow in customer facilities)									
	No. of transformers with PCB oil in ABB facilities	✓	1	14	6	0	0	0	0	1
	No. of capacitors with PCB oil in ABB facilities	✓	–	89	0	0	0	0	0	60
<b>302-1</b>	<b>Energy consumption (gigawatt-hours – GWh)<sup>1</sup></b>									
	Biofuels <sup>5</sup>	✓	0.92	52.9	51.6	64.4	52	46	44	27
	Oil (11.63 MWh/ton)	✓	7.3	49.0	48.5	58.5	71	79	85	94
	Diesel (11.75 MWh/ton)	✓	3.5	4.4	4.8	5.8	9	8	11	0
	Coal (7.56 MWh/ton)	✓	–	0	0	0	0	0	0	4
	Gas <sup>6,7</sup>	✓	448	728	658	647	658	737	708	755
	District heat consumption <sup>6</sup>	✓	125	208	201	209	198	181	198	251
	Electricity consumption <sup>6,7</sup>	✓	1,031	1,635	1,571	1,561	1,620	1,608	1,628	1,705
	<b>Total energy used</b>	✓	<b>1,616</b>	<b>2,677</b>	<b>2,535</b>	<b>2,546</b>	<b>2,607</b>	<b>2,658</b>	<b>2,675</b>	<b>2,836</b>
	Electricity sold	✓	2	2	2	5	2	1	2	n.a.
<b>302-3</b>	<b>Energy intensity (MWh/million \$ sales)<sup>1</sup></b>	✓	62	72	72	74	77	75	67	68
<b>303-1</b>	<b>Water withdrawal (kilotons)<sup>1</sup></b>									
	Purchased from water companies <sup>6</sup>	✓	2,523	3,896	3,721	3,678	3,800	4,000	4,200	4,400
	Groundwater extracted by ABB	✓	576	2,066	2,499	2,726	2,300	3,200	3,100	3,200
	Surface water extracted by ABB	✓	109	2,406	2,561	2,849	3,000	2,400	2,800	2,700
	Collection of rainwater	✓	4.2	9.8	<100	<100	<100	<100	<100	<100
	Waste water from external source	✓	12.0	21.7	<100	<100	<100	<100	<100	<100
	Water withdrawal from areas of water stress <sup>8</sup>	✓	1,268	2,711	2,778	2,694	2,730	2,993	2,951	3,157



GRI ref.	Indicator description Tons CO <sub>2</sub> equivalents per million sales, scope 1	2020 data assured (✓)	2020	2019	2018	2017	2016	2015	2014	2013
<b>305-7</b>	<b>Significant air emissions (tons)<sup>1</sup></b>									
	Volatile organic compounds (VOC) <sup>15</sup>	(✓)	668	1,128	936	987	1,105	1,223	1,291	1,210
	<b>Emissions of NO<sub>x</sub> and SO<sub>x</sub> (tons SO<sub>2</sub> and NO<sub>2</sub>)</b>									
	SO <sub>x</sub> from burning coal		—	0	0	0	0	0	0	3
	SO <sub>x</sub> from burning oil and biofuels		8	77	72	89	82	97	97	89
	NO <sub>x</sub> from burning coal		—	0	0	0	0	0	0	2
	NO <sub>x</sub> from burning oil and biofuels		6	57	54	67	72	73	73	67
	NO <sub>x</sub> from burning gas		94	156	142	140	142	159	153	170
<b>306-1</b>	<b>Water discharge by quality and destination (kilotons)<sup>1</sup></b>									
	Public sewer		2,018	3,591	3,649	3,039	4,200	3,100	3,000	3,600
	treated (percentage)		25%	36%	36%	38%	21%	28%	30%	31%
	untreated (percentage)		75%	64%	64%	62%	79%	72%	70%	69%
	Recipient <sup>16</sup>		585	1,123	761	444	4,500	2,600	2,900	2,300
	treated (percentage)		29%	84%	90%	81%	15%	90%	90%	87%
	untreated (percentage)		71%	16%	10%	19%	85%	10%	10%	13%
	Hazardous treatment company		47	140	47	45	300	360	400	500
	treated (percentage)		45%	81%	47%	13%	71%	90%	75%	60%
	untreated (percentage)		55%	19%	53%	87%	29%	10%	25%	40%
	External use		0.01	0	1	0	0	<100	<100	<100
	treated (percentage)		0%	0%	100%	—	—	63%	50%	50%
	untreated (percentage)		100%	100%	—	—	—	37%	50%	50%

GRI ref.	Indicator description	2020 data assured	2020							
			2020	2019	2018	2017	2016	2015	2014	2013
<b>306-2</b>	<b>Waste (kilotons)<sup>1</sup></b>									
	Waste recycled	✓	124	167	156	153	148	158	162	185
	Non-hazardous waste recycled <sup>6</sup>	✓	35	61	62	61	53	53	49	52
	Non-hazardous waste sent for disposal <sup>6</sup>	✓	24	41	37	36	37	44	44	50
	Hazardous waste recycled <sup>17</sup>	✓	3	7	5	5	7	5	5	5
	Hazardous waste sent for disposal <sup>17</sup>	✓	5	7	6	8	8	10	13	9
	<b>Total waste (generated)</b>	✓	<b>192</b>	<b>283</b>	<b>266</b>	<b>263</b>	<b>254</b>	<b>270</b>	<b>273</b>	<b>301</b>
<b>306-3</b>	<b>Numbers of significant spills<sup>1,18</sup></b>									
	Oil spills		–	9	15	19	17	11	7	13
	Chemical spills		5	4	9	10	6	1	0	0
	Emissions to air		–	6	5	3	6	11	3	3
	Others		–	7	14	12	9	0	0	4
	<b>Total number of significant spills</b>		<b>5</b>	<b>26</b>	<b>43</b>	<b>44</b>	<b>38</b>	<b>23</b>	<b>10</b>	<b>20</b>

## Social

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GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014
<b>401-1</b>	<b>Total number and rates of new employee hires and employee turnover<sup>1</sup></b>								
	Total workforce by region (ABB employees) <sup>1</sup>								
	Europe		49,200	68,400	68,300	63,000	61,400	61,600	63,000
	The Americas		27,600	35,200	35,600	28,800	29,000	30,900	32,200
	Asia, Middle East and Africa		28,800	40,800	42,700	43,000	41,900	43,300	45,200
	<b>Total</b>		<b>105,600</b>	<b>144,400</b>	<b>146,600</b>	<b>134,800</b>	<b>132,300</b>	<b>135,800</b>	<b>140,400</b>
	<b>Employee turnover</b>								
	Turnover of all employees <sup>19</sup>								
	Europe		8,570 17%	9,732 14%	6,509 10%	7,105 11%	6,063 10%	5,891 9%	5,877 9%
	The Americas		3,849 14%	5,443 16%	3,986 11%	3,148 11%	5,338 17%	5,409 17%	5,379 17%
	Asia, Middle East and Africa		4,252 15%	6,860 17%	5,127 12%	3,749 9%	4,430 11%	4,946 12%	5,701 13%
	<b>Total employee turnover: ABB Group</b>		<b>16,671 16%</b>	<b>22,035 15%</b>	<b>15,622 11%</b>	<b>14,002 10%</b>	<b>15,831 12%</b>	<b>16,246 12%</b>	<b>16,957 12%</b>
	Turnover of all female employees <sup>18</sup>								
	Europe		3,038 6%	2,871 4%	2,053 3%	2,097 3%	1,571 2%	1,498 2%	1,370 2%
	The Americas		1,162 4%	1,553 4%	1,154 3%	940 3%	1,265 4%	1,418 5%	1,307 4%

Asia, Middle East and Africa		2020 data		2019		2018		2017		2016		2015		2014	
GRI ref.	Total female employee turnover: ABB Group	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	
	Employee hires	5,106	5%	5,823	4%	4,174	3%	3,892	3%	3,718	3%	4,009	3%	3,882	3%
	Hires of all employees <sup>19</sup>														
	Europe	7,649	15%	11,560	17%	7,848	11%	6,888	11%	5,656	9%	5,672	9%	6,195	10%
	The Americas	2,106	8%	4,221	12%	3,525	10%	3,905	13%	3,354	11%	3,573	11%	4,142	13%
	Asia, Middle East and Africa	4,209	14%	6,121	15%	5,281	12%	4,403	11%	2,920	7%	3,777	9%	5,493	13%
	Total employee hires: ABB Group	13,964	13%	21,902	15%	16,654	11%	15,196	11%	11,930	9%	13,022	10%	15,830	12%
	Hires of all female employees <sup>19</sup>														
	Europe	2,799	6%	3,898	6%	2,442	4%	2,161	3%	1,681	3%	1,520	2%	1,597	3%
	The Americas	742	3%	1,357	4%	950	3%	1,030	3%	937	3%	769	2%	1,010	3%
	Asia, Middle East and Africa	1,006	3%	1,275	3%	1,076	3%	900	2%	586	1%	761	2%	1,308	3%
	Total female employee hires: ABB Group	4,547	4%	6,530	4%	4,468	3%	4,091	3%	3,204	2%	3,050	2%	3,915	3%
403-9	Occupational health and safety: Injuries, lost days, diseases and fatalities <sup>1</sup>														
	Employee work-related fatalities <sup>20,22</sup>	✓	1	1	0	1	0	0	0	0	0	0	0	1	
	Incident rate <sup>21</sup>	✓	0	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Employee business travel fatalities <sup>20,23</sup>	✓	0	0	1	1	1	1	0	0	0	0	0	0	
	Incident rate <sup>21</sup>	✓	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Contractor work-related fatalities <sup>22</sup>	✓	1	1	3	2	5	2	2	2	2	2	2	2	
	Contractor business travel fatalities <sup>20,23</sup>	✓	0	0	0	0	2	0	0	0	0	0	0	0	
	Members of the public fatalities <sup>20</sup>	✓	0	0	0	0	0	0	0	0	0	1	0	0	
	Employee total recordable incident number <sup>22,24</sup>	✓	410	744	830	1,049	1,140	1,310	1,500						
	Injury rate <sup>21</sup>	✓	0.31	0.47	0.58	0.73	0.79	0.87	0.99						
	Contractor total recordable incident number <sup>22,24</sup>	✓	100	149	203	205	277	343	333						
	Injury rate <sup>21</sup>	✓	0.46	0.46	0.58	0.52	0.70	0.80	0.78						
	Employee lost time incident number <sup>22</sup>	✓	197	372	386	472	441	531	652						
	Injury rate <sup>21</sup>	✓	0.15	0.23	0.27	0.33	0.30	0.36	0.43						
	Contractor lost time incident number <sup>22</sup>	✓	56	96	97	95	118	163	200						
	Injury rate <sup>21</sup>	✓	0.26	0.29	0.28	0.24	0.30	0.38	0.47						
	Employee lost days due to industrial incidents <sup>27</sup>		2,014	6,757	6,650	7,331	6,905	7,831	8,415						
	Days lost rate <sup>21</sup>		1.5	4.26	4.63	5.11	4.78	5.26	5.52						
	Employee occupational health illness <sup>22</sup>	✓	5	16	30	35	65	46	17						
	Employee occupational health illness rate <sup>21,22</sup>	✓	0	0.01	0.02	0.02	0.05	0.03	0.01						
	Sustainability Observation Tours (SOT) conducted <sup>26</sup>	✓	74,266	83,859	144,738	182,265	178,473	139,124	–						
	SOT rate <sup>26,28</sup>	✓	4.31	5.52	1.01	1.27	1.24	0.92	–						
	Hazards reported <sup>22</sup>	✓	270,985	336,747	389,733	585,627	621,849	520,942	–						
	Hazards reporting rate <sup>25</sup>	✓	2.06	2.12	2.72	4.08	4.31	3.51	–						

Data by region		2020 data assured						
GRI ref.	Indicator description	2020	2019	2018	2017	2016	2015	2014
	Employee work-related fatalities: ABB Group	–	0	0	0	0	0	0
	Europe	–	0	0	0	0	0	0
	The Americas	–	1	0	1	0	0	0
	Asia, Middle East and Africa	–	0	0	0	0	0	1
	Employee business travel fatalities: ABB Group	–	0	1	1	1	0	0
	Europe	–	0	0	0	0	0	0
	The Americas	–	0	0	0	1	0	0
	Asia, Middle East and Africa	–	0	1	1	0	0	0
	Contractor work-related fatalities: ABB Group	–	1	3	2	5	2	2
	Europe	–	1	0	0	0	0	0
	The Americas	–	0	1	1	0	0	0
	Asia, Middle East and Africa	–	0	2	1	5	2	2
	Contractor business travel fatalities: ABB Group	–	0	0	0	2	0	0
	Europe	–	0	0	0	0	0	0
	The Americas	–	0	0	0	2	0	0
	Asia, Middle East and Africa	–	0	0	0	0	0	0
	Employee total recordable injury rate: ABB Group	–	0.47	0.58	0.73	0.79	0.88	0.10
	Europe	–	0.53	0.66	0.86	0.96	1.02	1.16
	The Americas	–	0.68	0.97	1.17	1.18	1.40	1.57
	Asia, Middle East and Africa	–	0.16	0.19	0.24	0.27	0.31	0.39
	Contractor total recordable injury rate: ABB Group	–	0.456	0.58	0.52	0.70	0.80	0.78
	Europe	–	1.38	1.52	1.38	1.69	1.88	1.97
	The Americas	–	0.42	0.74	0.96	1.47	1.54	1.40
	Asia, Middle East and Africa	–	0.20	0.26	0.24	0.35	0.37	0.35
	Employee lost time injury rate: ABB Group	–	0.23	0.27	0.33	0.30	0.36	0.43
	Europe	–	0.37	0.39	0.48	0.47	0.56	0.66
	The Americas	–	0.20	0.30	0.34	0.29	0.33	0.40
	Asia, Middle East and Africa	–	0.07	0.07	0.09	0.08	0.08	0.12
	Contractor lost time injury rate: ABB Group	–	0.29	0.28	0.24	0.30	0.38	0.47
	Europe	–	1.15	0.91	0.73	0.93	1.03	1.38
	The Americas	–	0.19	0.29	0.35	0.81	0.84	0.86
	Asia, Middle East and Africa	–	0.07	0.08	0.10	0.07	0.12	0.15
	Employee days lost rate: ABB Group	–	4.26	4.63	5.11	4.78	5.26	5.52
	Europe	–	5.95	6.19	6.95	5.98	7.32	8.25
	The Americas	–	4.20	6.46	6.43	7.81	6.02	8.28
	Asia, Middle East and Africa	–	1.71	1.05	1.49	0.99	1.74	1.72
	Employee occupational health disease rate: ABB Group	–	0.01	0.02	0.02	0.05	0.03	0.01
	Europe	–	0.02	0.04	0.05	0.09	0.06	0.02
	The Americas	–	0.01	0.00	0.00	0.02	0.02	0.03
	Asia, Middle East and Africa	–	0.00	0.01	0.00	0.05	0.00	0.00
	SOT rate: ABB Group	–	5.52	1.01	1.27	1.24	0.92	–
	Europe	–	5.34	0.92	0.84	0.76	0.51	–
	The Americas	–	6.14	1.09	1.71	1.87	1.41	–
	Asia, Middle East and Africa	–	5.40	1.10	1.61	1.53	1.17	–
	Hazard rate: ABB Group	–	2.12	2.72	4.08	4.31	3.51	–
	Europe	–	2.04	2.38	3.37	3.65	2.67	–
	The Americas	–	1.61	2.66	4.81	4.78	4.25	–
	Asia, Middle East and Africa	–	2.82	3.28	4.64	5.03	4.19	–
406-1	Non-discrimination <sup>1</sup>	–	–	–	–	–	–	–

1 PG is included in 2013-2019 data but excluded from 2020 data.

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GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014
415-1	<b>Public policy<sup>1</sup></b> Financial and in-kind political contributions		\$14,908	\$1,260	\$11,500	\$300	\$10,400	\$12,600	\$13,000
404-1	<b>Training and education<sup>1</sup></b> Training per year per employee (average hours)								
	China		14	17	16	17	25	22	26
	Finland		10	12	13	13	15	17	19
	Germany		10	18	18	18	18	18	18
	India		23	10	12	5	3	2	12
	Italy		10	16	16	12	10	12	12
	Mexico		347	7	134	98	15	16	23
	Poland		4	10	35	20	12	10	11
	Sweden		12	12	12	12	10	10	12
	Switzerland		13	12	14	14	15	14	16
	USA		16	16	16	24	24	27	32
404-3	<b>Employees receiving regular performance and career development reviews<sup>1,29</sup></b> Top and senior managers		94%	73%	89%	94%	92%	85%	87%
	Middle and lower managers		92%	89%	93%	96%	94%	90%	91%
	Other employees		90%	89%	91%	91%	91%	87%	88%
	<b>Total workforce</b>		<b>92%</b>	<b>89%</b>	<b>91%</b>	<b>91%</b>	<b>92%</b>	<b>87%</b>	<b>88%</b>
405-1	<b>Diversity and equal opportunity<sup>1</sup></b> Composition of governance bodies Board of Directors								
	Women in Board (percentage)		18%	18%	18%	10%	18%	13%	13%
	Age group diversity (percentage)								
	<30 years old		0%	0%	0%	0%	0%	0%	0%
	30–50 years old		9%	9%	18%	0%	0%	0%	0%
	>50 years old		91%	91%	91%	100%	100%	100%	100%
	Number of nationalities		9	7	7	8	10	8	7
	Executive Committee								
	Women in Executive Committee (percentage)		22%	16%	9%	9%	9%	9%	9%
	Age group diversity total (percentage)								
	<30 years old		0%	0%	0%	0%	0%	0%	0%
	30–50 years old		33%	8%	0%	27%	18%	27%	36%
	>50 years old		67%	92%	100%	73%	82%	73%	64%
	Number of nationalities		6	8	8	8	7	8	8
	Employees in senior and middle management <sup>30</sup>								
	Women in senior and middle management		20%	18%	17%	16%	18%	17%	15%
	Men in senior and middle management		80%	82%	83%	84%	82%	83%	85%
	Total workforce (ABB employees)								
	Women in total workforce		26%	24%	23%	23%	23%	23%	22%
	Men in total workforce		74%	76%	77%	77%	77%	77%	78%

1 PG is included in 2013-2019 data but excluded from 2020 data.



2	From 2018 we report all 2020 cadmium in batteries in one category. Data from 2013–2017 on cadmium in industrial and rechargeable batteries respectively, have been summed up and are included here.								
GRI ref.	Indicator description	2020 data assured	2020	2019	2018	2017	2016	2015	2014
3	Emissions of chlorinated volatile organic compounds (VOC-Cl) are included in the volatile organic compounds (VOC) reported in the line								
4	Data on inflow and outflow of SF <sub>6</sub> insulation gas have been restated for 2017, due to an error in the reporting from one site.								
5	Biofuels have been reported as a separate category since 2017. Biofuel consumption, total energy used, and energy intensity have been reported for 2014–2016, since the use of biofuels was previously not reported at one of our large facilities.								
6	Results for these indicators are based on reported data covering 95% of employees in 2020, 93% in 2019, 94% in 2018, 93% in 2017, 97% in 2015, 93% in 2014 and 88% in 2013, plus energy use per employee for the remaining employees pro rata. See the “Approach to reporting” section for more details.								
7	Gas and electricity consumption and the associated greenhouse gas (GHG) emissions have been restated for 2013–2017, due to the correction of earlier conversion factor errors at one of our large facilities.								
8	Water withdrawal from areas of water stress have been restated for 2013–2017, due to earlier errors in reporting of water for remediation at two sites.								
9	See “Approach to reporting” chapter for more details on GHG emission calculation.								
10	In 2019, we updated the factor used to convert SF <sub>6</sub> emissions to CO <sub>2</sub> equivalents to 23,500 kg CO <sub>2</sub> e/kg SF <sub>6</sub> , as recommended by the IPCC (Fifth Assessment Report), and have applied that factor to SF <sub>6</sub> data reported for all years. SF <sub>6</sub> emissions for 2018 were restated from 151 to 164 kilotons due to a reporting error at a large manufacturing site.								
11	Reported fleet emissions for 2020 and 2019 lag one year behind. For 2018 we used the same data as for 2017. For 2017 data see “Approach to reporting”; 2013–2016 data was estimated.								
12	The air travel indicator included data from ABB Bulgaria, Croatia, Greece, Kazakhstan and Romania for the first time in 2016 and from ABB and Thomas & Betts for the first time in 2014.								
13	Data for air travel is calculated using the emission factors published by the UK Department for Business, Energy & Industrial Strategy in Government GHG Conversion Factors for Company Reporting – Methodology Paper for Emission Factors – Final Report.”								
14	Calculated for the first time for 2019.								
15	VOC emissions for 2018 were restated from 882 tons to 936 tons due to a reporting error at a large manufacturing site.								
16	Cooling water quality remains unchanged by its use at ABB and is discharged without treatment. Data for 2016 exceptionally included direct cooling water to recipient.								
17	Hazardous waste as classified in the country where it is generated.								
18	An environmental incident is regarded as significant if at least one of the following criteria applies to the incident: obligation to inform local authorities or a governmental agency about the incident and/ or regulatory violation; inspection by an environmental agency results in a complaint; environmental Notice of Violation, a Consent Order or a Potential Responsible Party (PRP) notification; imposition of a penalty; significant impact on an ecosystem; costs related to the incident exceed, or may exceed, \$10,000.								
19	2020 data excludes PG. Includes part-time employees. Turnover rate calculated as number of ABB employees (full- and part-time) leaving the year/total number of ABB employees (full- and part-time) as at 31 December. For the purpose of this calculation, employees and external workforce who leave the organization voluntarily or involuntarily whether due to dismissal, retirement, end of fixed-term contract or death, service or any other reason, are included. However, involuntary turnover arising out of divestments is excluded from the definition.								
20	Fatalities include deaths occurring within one year as a result of injuries sustained and commuting is excluded.								
21	Incident rates are according to the rate per 100 employees or per 200,000 contractor hours worked. For 2013, incident rates are per 1,000 employees / contractors.								
22	Data covers incidents that happened at workplace (ABB facility, customer site, project site) and excludes incidents that occurred during travel.								
23	Includes incidents during business travel by road. Air and rail travels are excluded.								
24	Recordable incidents include fatal, lost time incidents, serious injury incidents, medical treatment injuries, occupational diseases and recordable workday cases.								
25	Rate is calculated per employee.								
26	SOT conducted by manager starting 2019, in previous years by employees. Sustainability Observation Tour starting 2019 and Safety Observation Tour previously.								
27	Days lost are calendar days and are counted from the day after the incident.								
28	Rate per manager starting in 2019 and per employee previously.								
29	Eligible employees included in ABB HR system. Data covers previous year’s cycle with completion by Q1 of the reporting year.								
30	This indicator focuses on senior and middle management and includes employees in pay grades 1 to 10. 2020 data excludes PG.								

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