



BMW 10 indicators

Doing well by doing good

1. Charitable Giving

BMW is a multinational organization whose social responsibility is crucial to them. The company itself says: "sustainable commitment is an integral part of BMW's identity as a company". They support that statement by donating great amounts for instance they organized their own Golf tournament "Charity Pro Am" presented by the SYNEX Group which raised more than 560k Dollars in 2019.

2. Women in Workforce

BMW attaches great importance to diversity in the workforce, as they would say: "For us, equal opportunities for men and women is not an empty promise, but a reality we live by every day and everywhere". This quote is supported by the steadily increasing number of women in the workforce and their employment rate of 25.6%. This may sound unequal but it is higher compared to the manufacturing industry average of 23.6%.

3. Energy Consumption

The company has a long tradition of reducing their global impact on the environment. BMW continually strives to reduce their resource consumption as much as possible. Their goal is to obtain 100% of their electricity from renewable resources and they are working towards this by lowering their energy consumption year by year. For instance, energy consumption got lowered 2.13% from 2017 to 2018 and will continue to lower in the upcoming years.

4. CO₂ emissions

BMW is always finding new innovative ways to reduce their impact and carbon footprint. They have optimized their processes and invested in more efficient technology in order to reduce their CO₂ emissions. This strategy allowed them to achieve significant energy reduction and it decreased their CO₂ emissions from 0.66 to 0.44 (t/ per vehicle).

5. Water Consumption

Total water consumption rose from 5,017,816 in 2016 to 5,425,073 in 2018 due to high temperatures at BMW locations. After this rise in the previous sustainability report, the total water consumption of year 2019 slightly dropped. This was due to optimized processes and reduced water consumption in the Spartanburg and Landshut plants. Water consumption per vehicle also reduced from the previous year from 2.39(2018) to 2.32 in 2019. BMW is continuously working towards increasing efficiency and reducing waste by introducing waterless processes, using treated process waste water and optimizing processes

6. Ethical & Social Responsibility

BMW attaches great importance to ensuring that nobody is disadvantaged, favored or harassed on account of their ethnic origin, skin color, nationality, gender, religion or belief, disability, age, veteran status, sexual orientation or other legally protected characteristics. BMW created a "Group Code on Human Rights and Working Conditions" in 2018 which declares that equal treatment of all employees is a fundamental principle.

7. Workforce Diversity

BMW attaches great importance to diversity in the workforce and encourages it. BMW sees diverse backgrounds as an important prerequisite for productivity and innovative strength. Teams that are diverse in terms of gender, age, background and other characteristics promote creativity and have been proven to ensure successful cooperation. BMW also offers programs for age appropriate work and for the integration of employees with disabilities to create optimal conditions for diversity in the workforce.

8. Volatile Organic Compounds

BMW is continuously decreasing the amount of VOC used to produce vehicles, it went from using 1.29 VOC per automobile in 2014 to 0.85 VOC in year 2019. In particular, BMW was able to reduce the VOC emission with the use of their new painting shop system introduced 2018 in Munich (Germany) and Oxford (United Kingdom). Despite an increase in volume, the new systems also contributed to the overall reduction of water consumption.

9. Shares of Renewable Energy

The BMW Group is the leader in the use of renewable energy in production and value creation. They have increased the amount of renewable energy they purchase; they went from 51% shares in 2014 to 87% in 2019. Their goal is to supply all production plants worldwide with electricity from renewable sources in order to make a contribution towards climate protection.

10. Attrition Rate

The company's attrition rate went from 1.41 percent of the workforce in 2014 to about 3.40 in 2019. The number of people leaving BMW was higher than in the previous year, in particular due to part time preretirement. If figures for retirement, part-time pre-retirement and death are excluded, the attrition rate for 2019 was 1.3 %. Overall, our programs and measures help to ensure that the BMW Group can continue to position itself as an attractive employer.

