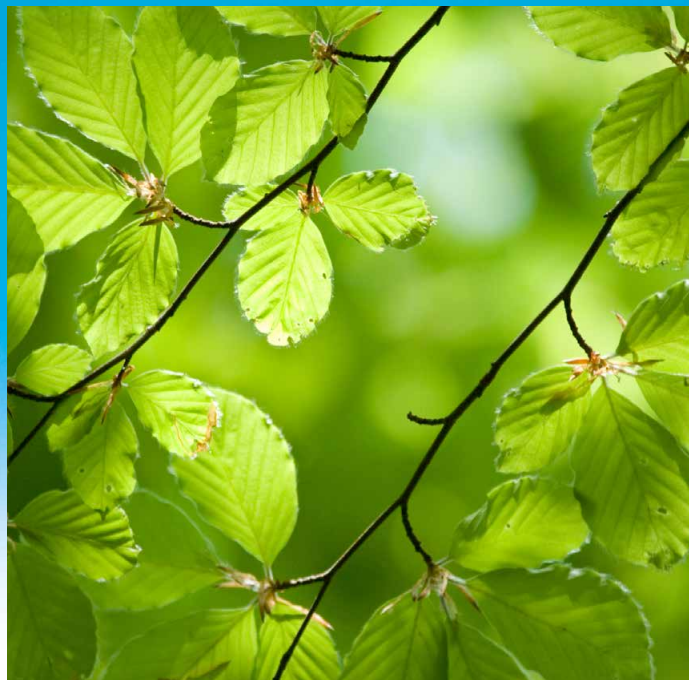


# Sustainability Report 2017



**METTLER TOLEDO**

# Our Commitment

**Sustainability helps guide us to make the right decisions for our customers, employees, suppliers, shareholders, and the communities we operate in. We want to manage our business sustainably to keep METTLER TOLEDO positioned for long-term growth.**

## Our Sustainability Goal

Our goal is to reduce our carbon footprint by the end of 2020 by 20 percent (relative CO<sub>2</sub> emissions per net sales compared to 2010) and at the same time realize financial benefits.

## GreenMT Focus Areas

Our GreenMT program is designed to help save energy and resources. We do this in four key areas:

### Design for Environment

Provide design guidelines to reduce energy usage, materials, and product waste across the full product life cycle.



### Fleet Management

Reduce our fuel consumption by managing our sales and service fleet.



### Energy Efficiency

Reduce energy usage at our sites while minimizing environmental impacts.



### Resource Management

Reduce environmental impact of our resource consumption especially related to cooling and packaging.



### **We live our values every day**

Sustainability helps guide us to make the right decisions for our customers, employees, suppliers, shareholders, and the communities we operate in.

We want to manage our business sustainably to keep METTLER TOLEDO positioned for long-term growth. Our employees play a key role in helping us achieve these targets.

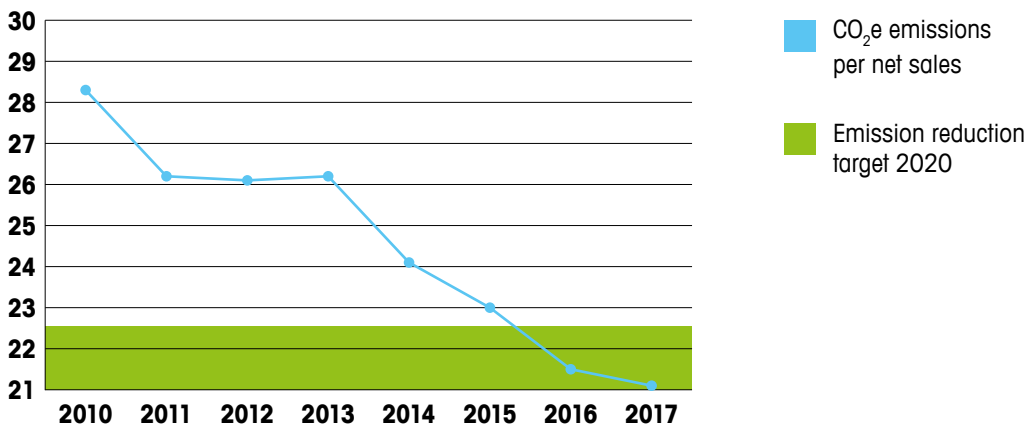


**One Team. Global Reach. Amazing Solutions.**

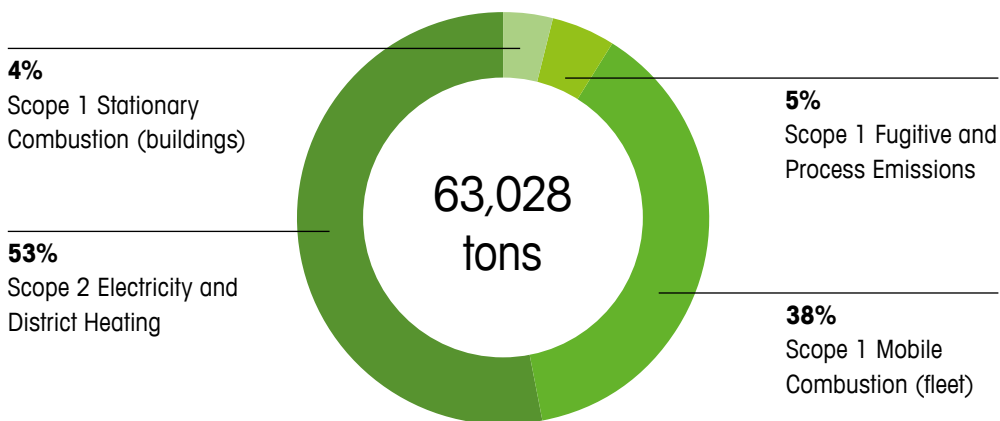
# Progress at a Glance

**Our teams are delivering real savings both in energy and resource usage through our GreenMT projects. Since last year, we had 60 projects that contributed to our overall 2,100 megawatt hours of energy saved and 500 tons reduction in CO<sub>2</sub> emissions. Here is a snapshot of our progress in 2017.**

## CO<sub>2</sub>e Emissions Intensity

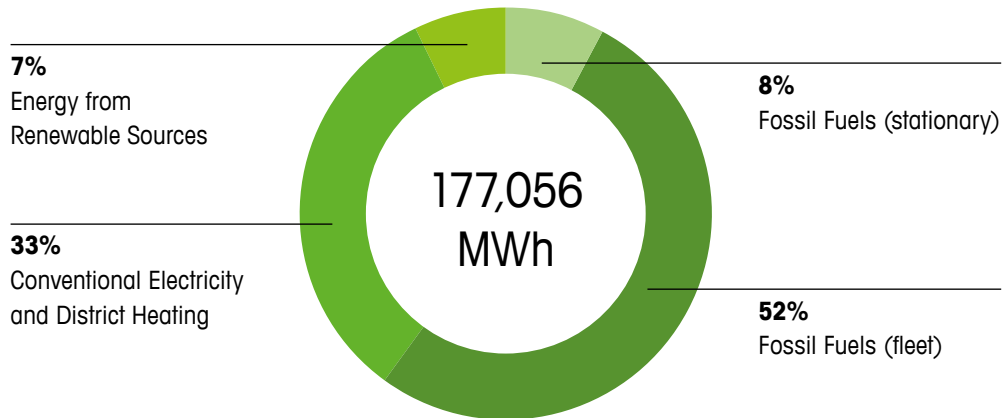


## CO<sub>2</sub>e Emissions 2017, Scope 1 and 2

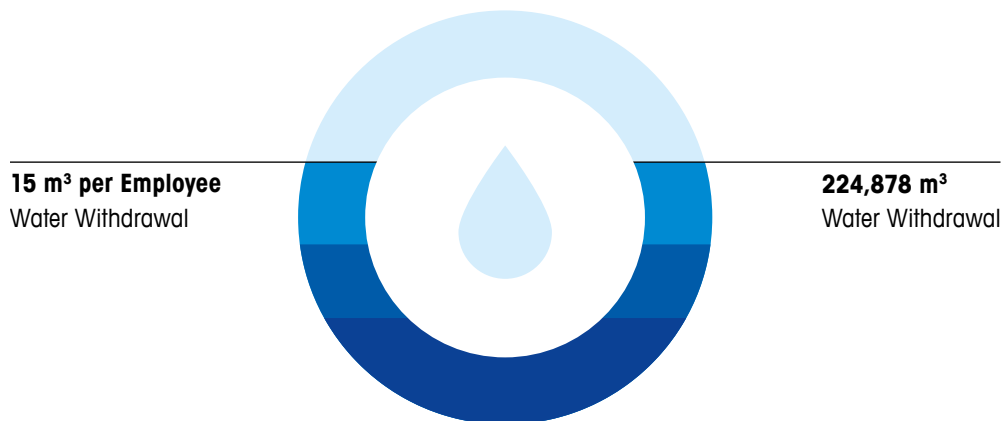




## Energy by Source 2017



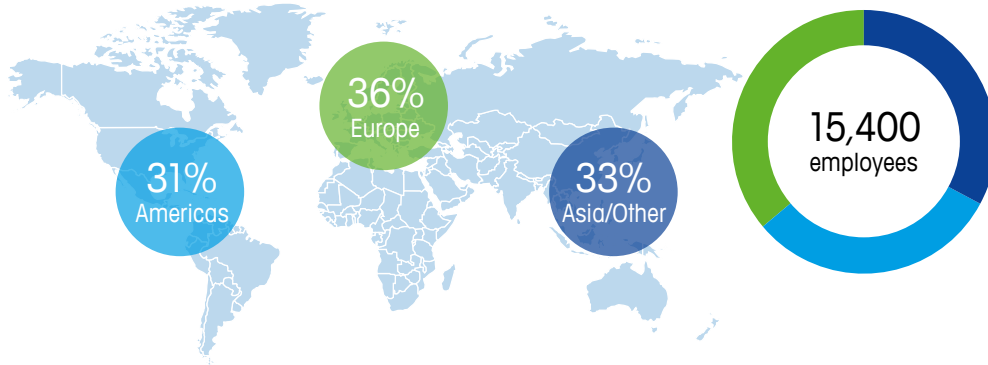
## Water Used in 2017



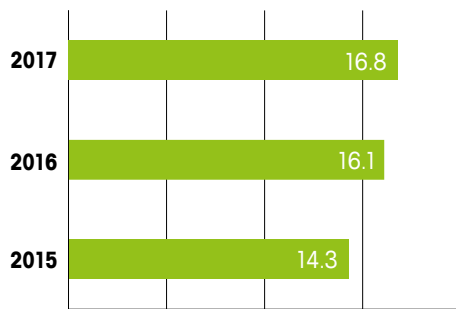
## Waste in 2017



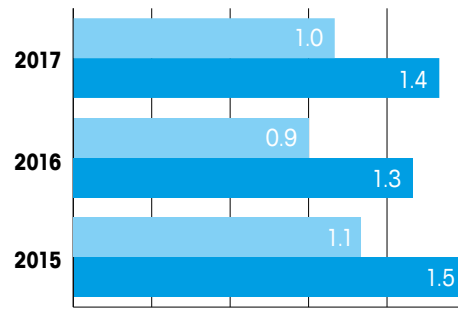
## Workforce by Region 2017



## Health and Safety Performance



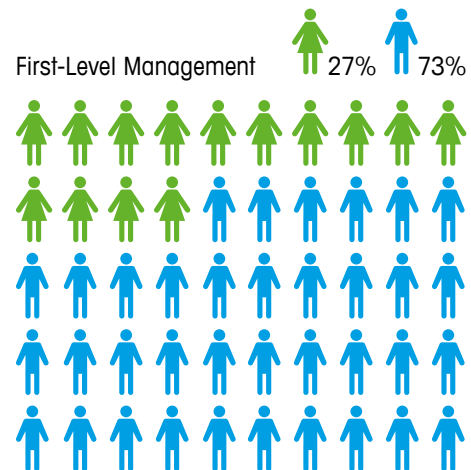
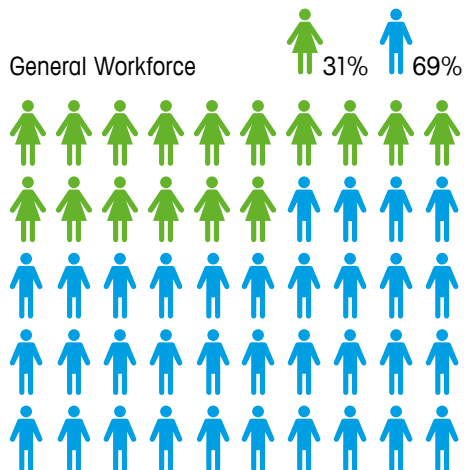
Occupational injury severity rate (SR)



Days away, restricted, transfer rate (DART)

Total recordable injuries rate (TRIR)

## Workforce and Gender 2017



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## A Word from the CEO

### Dear Stakeholders,

Sustainability touches all aspects of our business, from designing and producing our products, to selling and delivering them to our customers, to handling them at the end of their lifecycle. Sustainability helps guide us to make the right decisions for our customers, employees, suppliers, shareholders, and the communities we operate in. We want to manage our business sustainably to keep METTLER TOLEDO positioned for long-term growth.

METTLER TOLEDO has a long-standing reputation for innovation and quality and we are deservedly the global market leader for most of our products.

Our customers benefit from using our products and services by increasing their productivity, providing safe, efficient, and ergonomic work processes to their employees, reducing use of raw materials and resources, and reducing energy consumption, among other benefits.

Our GreenMT program is designed to help save energy and resources. We do this in four key areas: (1) by developing products using our Design for Environment criteria that allow us and our customers to reduce energy usage, material, and product waste, (2) through energy efficiency projects to reduce energy usage at our sites, (3) in managing our sales and service fleets to reduce our fuel consumption, and (4) by reducing the environmental impact of our resource consumption, especially in processes related to cooling and packaging.

This report measures progress and highlights accomplishments since our Sustainability Report 2016. We have followed the GRI standards from the Global Reporting Initiative, with a focus on topics that are material to us.

Sincerely,

Olivier Filliol

Olivier A. Filliol  
President and Chief Executive Officer

August 2018



## Our Company

Mettler-Toledo International Inc. was created by a merger in 1989 between the Toledo Scale Corporation (a U.S. company founded in 1901) and Mettler Instrumente AG (a Swiss company founded in 1945). We are a Delaware corporation and became a publicly traded company with our initial public offering in 1997. Shares of METTLER TOLEDO are listed on the New York Stock Exchange as MTD (NYSE: MTD).

Our products and services are sold in more than 140 countries around the world. We are present with our own sales or manufacturing locations in approximately 40 countries. We have principal facilities in China, England, France, Germany, India, Switzerland, and the United States. Our executive offices are located in Columbus, Ohio and in Greifensee, Switzerland. A list of our subsidiaries can be found in our 10-K filing, Exhibit 21 – Subsidiaries.

Our business is geographically diversified, with net sales in 2017 derived 31 percent from Europe, 39 percent from the Americas, and 30 percent from Asia and other countries. Our customer base is also diversified by industry and by individual customer, with no one customer accounting for more than one percent of our 2017 net sales.

During 2017, we opened a new manufacturing facility in China, improving operational efficiency and environmental impact compared to the older facility that it replaced. We also acquired Biotix, a manufacturer of pipette tips with manufacturing operations in Mexico. We also worked on new facility projects in the United States, Switzerland, and the U.K., all aimed at supporting business growth and improving operational efficiencies and environmental impacts.

### **Economic Performance**

In 2017, our global operations achieved year-over-year net sales growth of eight percent in local currencies and generated \$2.7 billion in revenues. Our net earnings were \$376 million in 2017. Further information about sales, capitalization, and changes in shareholders' equity can be found in our 2017 Annual Report on Form 10-K.

The majority of our business comes from developed countries. However, a significant percentage of our sales come from emerging markets. We expect to continue to grow our markets through our strong global leadership positions, robust product offering, investment in these markets, and our global sales and marketing programs.

As a global leader in precision instruments, we also have an indirect economic impact through jobs created and development of skills and knowledge among the professional community.

## **Carbon Footprint**

We actively manage greenhouse gas emissions that come from energy usage in our facilities and from the vehicle fleets we operate. We are committed to increasing energy efficiency in ways that reduce costs and minimize environmental impacts.

As part of this commitment, we established a global energy-monitoring program to help determine our global carbon footprint. Additional information about our commitment to environmental responsibility and our related goals and operational focus areas is contained in our “GreenMT Environmental Policy”, which can be found at [www.mt.com/integrity](http://www.mt.com/integrity).

Our goal is to reduce our carbon footprint by the end of 2020 by 20 percent (relative Scope 1 and Scope 2 CO<sub>2</sub> emissions per net sales compared with 2010) and at the same time realize financial benefits. From 2010 through 2017, we realized a reduction of our relative CO<sub>2</sub> emissions from 28.3 tons to 21.1 tons CO<sub>2</sub>e per million U.S. dollars net sales. Our progress over the last several years has exceeded our original expectations. We are evaluating potential additional sustainability goals.

For this report, we have excluded the effect of currency fluctuation on net sales for all years and CO<sub>2</sub> emissions data for prior years has been restated due to minor corrections in our own data and updates in the emission factors for electricity published by GHG (Green House Gas Protocol). Detailed energy consumption and emissions are shown in the following pages. We report Scope 2 emissions according to the location-based method in the GHG Protocol, and engage with our suppliers to report market-based emission factors. We will disclose such emissions when the data quality meets the requirements set forth by the GHG protocol. In this report, we also present part of our Scope 3 emissions (Air Travel) for the first time.

## **Energy Efficiency Programs**

We conducted energy efficiency assessments in our largest production sites in 2012 and 2013 and identified a number of improvement possibilities. Corporate Sustainability oversees progress on projects undertaken in the units, while local management retains ultimate responsibility. By the end of 2017, we completed 470 projects to date, which resulted in savings of more than 13,700 megawatt hours of energy or the equivalent of 5,800 tons of CO<sub>2</sub>. This total energy reduction amount is based on the annualized savings starting from the year in which each of the projects was implemented, and has been determined through both estimation and direct measurement methods. The types of energy included are vehicle fuels, electricity, and facility heating and cooling.

In addition, the vehicle fleets for our sales and service personnel contribute to our overall greenhouse gas emissions. We therefore seek to control and optimize our fleets by procuring efficient vehicles and implementing efficiency-raising fleet management practices.

Our units are encouraged to purchase and use low-emission vehicles, taking into account the vehicle's lifecycle costs and ability to support our operations and services. For example, in Europe, we ask unit fleet managers to set locally defined maximum limits for CO<sub>2</sub> emissions per kilometer traveled, with reference to the European Union's Cars Regulation of 118 grams per kilometer for passenger cars, and 175 grams per kilometer for utility vans in 2017. We also encourage units to use alternative engine types (i.e., natural gas, hybrid, electric), especially in urban environments. In addition to appropriate vehicle selection as described above, we have implemented fuel efficiency measures including eliminating unnecessary travel and transportation, encouraging fuel-saving driving and routing, well-adapted loading, and proper vehicle maintenance.

The vast majority of our instruments use comparatively little energy in operation. Nevertheless, one aspect of our Design for Environment (DfE) program is to pursue opportunities to further reduce energy consumption in new instrument designs where possible. Because our DfE program was updated and relaunched in 2017, we do not yet have significant data on its effectiveness in this area, but we will seek to collect such data in future years as new product designs are completed.

We are evaluating further opportunities in sourcing energy, materials, components, and logistics and in using and recycling our products. Delivering these efficiency measures will help us reduce our relative carbon footprint.

### **Environmental Management**

METTLER TOLEDO is committed to doing business in an environmentally responsible manner that minimizes adverse impacts on the environment. We operate our business in compliance with applicable environmental laws and regulations in all material respects. We strive to reduce consumption of natural resources and reduce our emissions.

**See [www.mt.com/integrity](http://www.mt.com/integrity) for more information on our Environmental Policy.**

We have established continuous improvement programs through certified ISO 14001 environmental management systems in most of our key facilities. During the reporting period, no significant fines or nonmonetary sanctions were levied against the company for noncompliance with environmental laws or regulations.

Our impact remains relatively low with regard to water, waste, and other emissions. Specifically, the volume and impact of water withdrawn and discharged, hazardous and non-hazardous waste disposed, and additional air emissions emitted are relatively low. Furthermore, no significant spills were reported. Data reported is based on a combination of direct measurements and estimations.

CO <sub>2</sub> e Emissions <sup>1),2)</sup>		2010 <sup>3)</sup>	2015	2016	2017
Scope 1 Stationary Combustion (buildings)	tons	2,768	2,964	2,903	2,721
Scope 1 Fugitive Emissions and Process Emissions	tons	1,607	3,185	2,428	2,936
Scope 1 Mobile Combustion (fleet)	tons	24,035	24,654	23,991	24,092
Scope 2 Electricity and District Heating	tons	28,593	28,721	29,978	33,279
Scope 3 Business Air Travel	tons				8,639
<b>Total CO<sub>2</sub>e Emissions</b>	<b>tons</b>	<b>57,004</b>	<b>59,524</b>	<b>59,300</b>	<b>71,667</b>

CO <sub>2</sub> e Emissions Reduction Target and Data Corrections <sup>4)</sup>		2010	2015	2016	2017
Data Corrections vs. Previous Report	tons	-362	-149	-415	-
CO <sub>2</sub> e per Net Sales (at 2013 rates)	tons per \$1 million	28.3	23.0	21.5	21.1

Other Emissions		2015	2016	2017
Refrigerants (including ozone-depleting substances)	kg	1,406	1,122	1,389
Refrigerants' Ozone-Depleting Potential	kg CFC-11e	62	50	63
Refrigerants' Global Warming Potential	tons CO <sub>2</sub> e	3,062	2,300	2,836

Energy (MWh)			2015	2016	2017
Scope 1	Stationary Combustion	Heating Oil	379	95	98
		Natural Gas	14,064	14,128	13,207
		Other Fuels	56	62	78
	Mobile Combustion	Diesel	53,784	54,437	55,937
		Gasoline	39,990	36,796	34,951
		LPG and CNG	812	206	235
Total Scope 1	Consumption	109,085	105,725	104,506	
Scope 2	Electricity	Consumption	60,285	61,602	67,108
		Portion from Renewable Sources	10,985	10,310	10,663
	District Heating	Consumption	3,626	4,118	4,462
		Portion from Renewable Sources	2,499	2,810	2,620
	Total Scope 2	Consumption	63,912	65,720	71,570
<b>Total</b>	<b>Scope 1 and 2</b>	<b>Consumption</b>	<b>172,997</b>	<b>171,444</b>	<b>176,076</b>

Water, Effluents, and Waste			2015	2016	2017
Water	Water Withdrawn (public supply)	m <sup>3</sup>	218,580	213,599	224,878
	Groundwater Withdrawn	m <sup>3</sup>	308	366	422
	Wastewater Treated by Third Parties	m <sup>3</sup>	155	270	256
Waste	Hazardous Waste	tons	228	234	158
	Nonhazardous Waste	tons	3,859	4,462	4,660
	Portion to Recycling	percentage	63	60	61

<sup>1)</sup> Sources applied for calculating our Scope 1, 2 and 3 emissions is the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised (English).

<sup>2)</sup> Source used for calculating Global Warming Potential (GWP) is IPCC Fourth Assessment Report (AR4 - 100 year).

<sup>3)</sup> Reported Base Year: 2010

<sup>4)</sup> Includes Scope 1 and Scope 2 emissions

### **Impacts from Logistics and Travel**

Logistics is important for us because of the global nature of our business and widespread locations of our operations and sales and service organizations. We have key manufacturing facilities located in China, Europe, and the United States. We also purchase most of our raw materials, components, and supplies from multiple suppliers around the globe. Integrated logistics processes along the entire value chain require us to work closely with customers and therefore represent an important link to our customers.

For many of our employees, business travel is a necessity due to the global reach of our organization. We encourage our employees to use alternative means such as web-based conferencing and other technical equipment to minimize travel wherever possible. In this report, we report emissions related to our air travel (Scope 3 emissions) for the first time.

### **Supply Chain**

We generally manufacture critical components in-house, which are components that contain proprietary technology. When outside manufacturing is more efficient, we contract with other manufacturers for certain non-proprietary components. Our supply chain is globally diversified, complex and represented by more than 3,500 suppliers. We have some 2,800 direct suppliers, mainly engaged in processes related to machining, sheet metal, injection molding, die-casting, packaging, electronics, electro mechanics, and modules. We believe our supply arrangements are adequate and that there are no material constraints on the sources and availability of materials. From time to time, we may rely on a single supplier for all of our requirements of a particular component. There were no significant changes to our supply chain during the reporting period.

Our supply chain is globally oriented with an emphasis on efficient country sourcing and manufacturing. This is not only for cost leadership but also for proximity to important customer markets. The majority of our suppliers are therefore located close to our major production facilities in the United States, China, Switzerland, and Germany. With our regional logistics and final-assembly hub strategy, we position ourselves to better serve our customers and reduce the overall CO<sub>2</sub> emissions of our distribution network.

### **Sustainability in the Value Chain**

All our suppliers and other business partners in the value chain are subject to our Business Partner Code of Conduct and are encouraged to work with their own business partners to ensure that they also strive to meet the principles of the Code or equivalent principles. The Code sets out standards of business conduct and business practices that our business partners must comply with. It covers a variety of key principles including expectations regarding full commitment to safe working conditions, labor and human rights, environmental protection, compliance, and business ethics. The Business Partner Code of Conduct is an integral part of our terms and conditions.

**See [www.mt.com/businesspartner](http://www.mt.com/businesspartner) for more information.**

We seek to further integrate ethical conduct, environmental protection, and health and safety, as well as labor and human rights, into our global supply chain management to manage risk associated with those sustainability impacts of our supply chain. Our supply chain sustainability efforts are driven by an internal cross-functional team and overseen by the Head of Global Procurement. We continue to build on the tools and processes we have in place for supplier segmentation, such as requests for information, supplier auditing, and specific supply agreements.

Using our internal audit system, we perform annual assessments of more than 120 strategic and key direct suppliers, including new significant suppliers. We assess environmental and social impacts as part of our audits along with a variety of quality related topics. We ensure our auditors receive regular training and work with external auditors to update audit procedures and checklists. We have established processes for non-compliance, which include dialogue, action plans, and ultimately termination of collaboration in case of continued non-compliance. In 2017, we did not identify any of our assessed suppliers as having significant negative environmental or social impacts.

### **Conflict Minerals**

Our sourcing activities include due diligence to determine the source of minerals that are used in our products. We engage with suppliers to perform reasonable, risk-based due diligence to check the origin of potential conflict minerals present in METTLER TOLEDO products. Our conflict minerals reporting is available in our Form SD reporting furnished to the SEC.

### **Shareholders' Participation Rights and Stakeholders' Consultation**

We have an active Investor Relations function, keeping a close relationship with our shareholders. Concerns raised with Investor Relations are typically shared with the General Counsel and the Board.

METTLER TOLEDO also engages with its shareholders through the annual shareholders meeting. This provides shareholders with an opportunity to vote on the proposals and any other business properly brought before the meeting. Each share of common stock outstanding is entitled to one vote. Interested parties, including employees and shareholders, may contact the Presiding Director individually, the Board of Directors, or the non-management directors as a group via regular mail to Mettler-Toledo International Inc., or via e-mail to [PresidingDirector@mt.com](mailto:PresidingDirector@mt.com).

The annual meeting is generally held in New York. A quorum is required to hold the meeting, which is a majority of our outstanding shares of common stock as of the record date. Voting can take place by attending the meeting in person or by proxy via telephone or internet voting.

METTLER TOLEDO also engages with other stakeholder groups in various ways. Senior management has numerous interactions with employees at all levels through regularly scheduled town hall meetings, training events, and other forums. We are constantly engaged with our customers through our extensive sales and service interactions, and through specific sustainability assessments that many customers ask us to participate in. Our Supply Chain Management team is closely engaged with our suppliers on all relevant topics, including our expectations with regard to sustainability in the supply chain.



**Role in Evaluating Economic, Environmental, and Social Reporting and Performance**

The CEO is actively involved in economic, environmental, and social topics. An executive officer and Group Management Committee member oversees the GreenMT program, which is led by the Head of Corporate Sustainability. The Head of Human Resources bears the main responsibility for all social aspects. With responsibility for all strategies, policies, and goals related to economic, environmental, and social impacts, the Group Management Committee and the CEO review and approve any aspects identified as material.

Issues of concern may be reported to the Presiding Director individually, the Board of Directors, or the non-management directors as a group via Investor Relations and via the communication channels mentioned above. There have been no reports of critical concerns to the Board of Directors during the reporting period, and we have not received any grievances about environmental impacts through our various reporting channels.



**Energy efficiency**

The Product Inspection facility in the Tampa Bay, FL area was designed and constructed to be environmentally friendly – from the inside to the outside. From the motion controlled LED lighting throughout the interior and exterior of the facility, the low-e glass (insulated and tinted), economizer HVAC systems, to the roofing insulation with a high R-value and the building's orientation to the sun – our aim is to be energy efficient.

## Our Solutions

We manufacture a wide variety of precision laboratory instruments, including laboratory balances, pipettes, titrators, thermal analysis systems, and other analytical instruments. We shorten time-to-market for our customers by accelerating the process of research and development through integration, automation, and sophisticated software solutions. We sell our products under various brand names, including principally METTLER TOLEDO and OHAUS.

In addition to our wide variety of industrial weighing instruments, we offer related terminals and dedicated software solutions for the pharmaceutical, chemical, food, discrete manufacturing, and other industries. We supply automatic identification and data capture solutions, which integrate in-motion weighing, dimensioning, and identification technologies for transport, shipping, and logistics customers. We also offer heavy industrial scales and related software.

We are a leading supplier of in-line checkweighing, metal detection, and x-ray inspection solutions, providing contaminant detection and product integrity capabilities, as well as high-speed vision inspection solutions for food and beverage, consumer goods, and pharmaceutical companies.

Our process analytics business provides instruments for the in-line measurement of liquid and gas parameters used in the production process of pharmaceutical, biotech, beverage, microelectronics, chemical, and refining companies, as well as power plants. These technologies enable reliable and accurate measurement of pH, dissolved oxygen, carbon dioxide, conductivity, turbidity, ozone, total organic carbons, bioburden, sodium, and silica.

Supermarkets, hypermarkets, and other food retail businesses make use of multiple weighing and food labeling solutions for handling fresh goods, such as meats, vegetables, fruits, and cheeses. We offer networked scales and software, which can integrate backroom, counter, self-service, and checkout functions and can incorporate fresh goods item data into a supermarket's overall food item and inventory management system. In addition, we offer stand-alone scales for basic counter weighing and pricing, price finding, and printing.

### **Design for Environment**

Our products are typically quite durable and have a long lifetime. Their electricity consumption is comparably low: from milliwatts for sensors to several hundred watts for our larger product inspection devices. We are aware, however, that the manner in which our products and services are produced and ultimately used by our customers still has an impact on the environment. Thus, we regularly seek ways to reduce the environmental impact of our products and services.

We have integrated lifecycle thinking into our product development and design processes through our Design for Environment (DfE) program. This program provides guidelines for new product development and redesign efforts. We target the full product lifecycle by holistically optimizing the use of materials and energy in manufacturing, reducing energy and resources during use, and mitigating impacts at the end of life.

The following are the major criteria we consider in our Design for Environment process:

- Lower energy consumption in comparison to predecessor products and other products on the market.
- Less material and fewer resources used for the product, for manufacturing, for shipping, or for servicing.
- Resource efficiency for our customers, such as enabling them to use less material or create less waste.
- End-of-life optimization, such as take-back, refurbishing, and defined recycling programs.

We believe that Design for Environment will improve our sustainability performance and create additional value and benefits for us and our customers. Responsibility for Design for Environment lies with the individual business units' product management. The Head of Corporate Sustainability and the Global Head of Product Lifecycle Management oversee the program.

### **Producer Responsibility**

We seek to reduce the environmental impact of our products at the end of their lifecycle. For example, we provide technical information to our customers about proper recycling and disposal. In addition, we offer to take back products in select markets. With our Old Product Replacement Initiative, we seek to replace products that have been in service for many years, allowing customers to upgrade to new, more energy efficient models with enhanced features. In the European Union, our products are covered by the Waste Electric and Electronic Equipment (WEEE) regulation, and we have joined national collection and recycling programs.

In addition to product design, packaging is also an integral part of our design process. Proper packaging is crucial to ensure that our products arrive safely and in the best condition at our customers' locations around the world. We strive to reduce the impact of packaging, both with respect to the packaging itself and the transportation of our products. Currently, we do not have consolidated data to report about reclaimed products and packaging.

### **Supporting Customers' Sustainability Objectives**

By offering value-added products and providing innovative solutions that often integrate various technologies, we enable our customers to enhance the productivity of their processes. We design our instruments to facilitate the processing and transfer of data into customers' management information systems. Our products contribute to our customers' ability to meet their own sustainability targets. By avoiding bad batches and measuring accurately, customers are able to save resources, reduce material waste, and improve efficiency.

Another indirect effect is enhancing skills and knowledge among professionals as an integrated part of our solutions offering. METTLER TOLEDO has developed a framework of Good Measuring Practices to support the specific measurement needs of our customers. Within this framework, we offer guidance on Good Weighing Practice™, for efficient lifecycle management of weighing systems, as well as Good Electrochemistry Practice™, Good Titration Practice™, Good Pipetting Practice™, Good Melting and Dropping Point Practice™, Good Density and Refractometry Practice™, Good Thermal Analysis Practice™, and Good UV/VIS Practice™. We also run competence programs for food safety and legal metrology, assisting our customers in becoming compliant and improving productivity while increasing product quality.

Our Good Measuring Practices framework consist of global standards that can be applied to new or existing measurement instruments from any manufacturer in any industry and work place. METTLER TOLEDO developed these practices as part of a standardized scientific methodology for secure selection, calibration, and operation of measuring instruments. Through appropriate equipment selection, correct installation, regular testing and maintenance, and finally, proper training of users, Good Measurement Practices help customers ensure consistent accuracy of measurement processes, which enables them to improve their own sustainability profile by helping them reduce waste resulting from out-of-specification results. They also help ensure reliability and reproducibility, and improve the overall quality of their measurement processes.

**See [www.mt.com/gp-collection](http://www.mt.com/gp-collection) for more information.**

#### **Participation in Associations; Political Participation Policy**

METTLER TOLEDO has a long-standing policy of not participating in or contributing to political campaigns, individuals, or groups, and does not take positions in public policy debates. Consistent with our Political Participation Policy, no political donations were made during 2017.

**See [www.mt.com/integrity](http://www.mt.com/integrity) for more information.**

METTLER TOLEDO and its employees, who are often recognized as technical and subject matter experts, do participate in a number of local business groups, industry and trade associations, and various standardization bodies relevant to our underlying businesses. METTLER TOLEDO maintains some of these memberships to comply with local laws.

The Legal Metrology experts of METTLER TOLEDO participate as members of various industry associations, such as the U.S. Scale Manufacturers Association (SMA), Japan Measuring Instruments Federation (JMIF), China Weighing Instrument Association (CWIA) and other national associations. Our technical experts also hold board memberships and working group leadership roles in for example the European Association of Manufacturers of Weighing Instruments (CECIP), the German VDMA Working Group for Balances (AWA), and the Swiss Weighing Association (SWV). Further experts cooperate in various national, regional, and international standardization bodies such as the U.S. National Conference on Weights and Measures (NCWM), the European Cooperation in Legal Metrology (WELMEC), the European Committee for Standardization (CEN/CENELEC), and the International Organization of Legal Metrology (OIML), as well as regulatory bodies such as the technical committees of the European Commission.

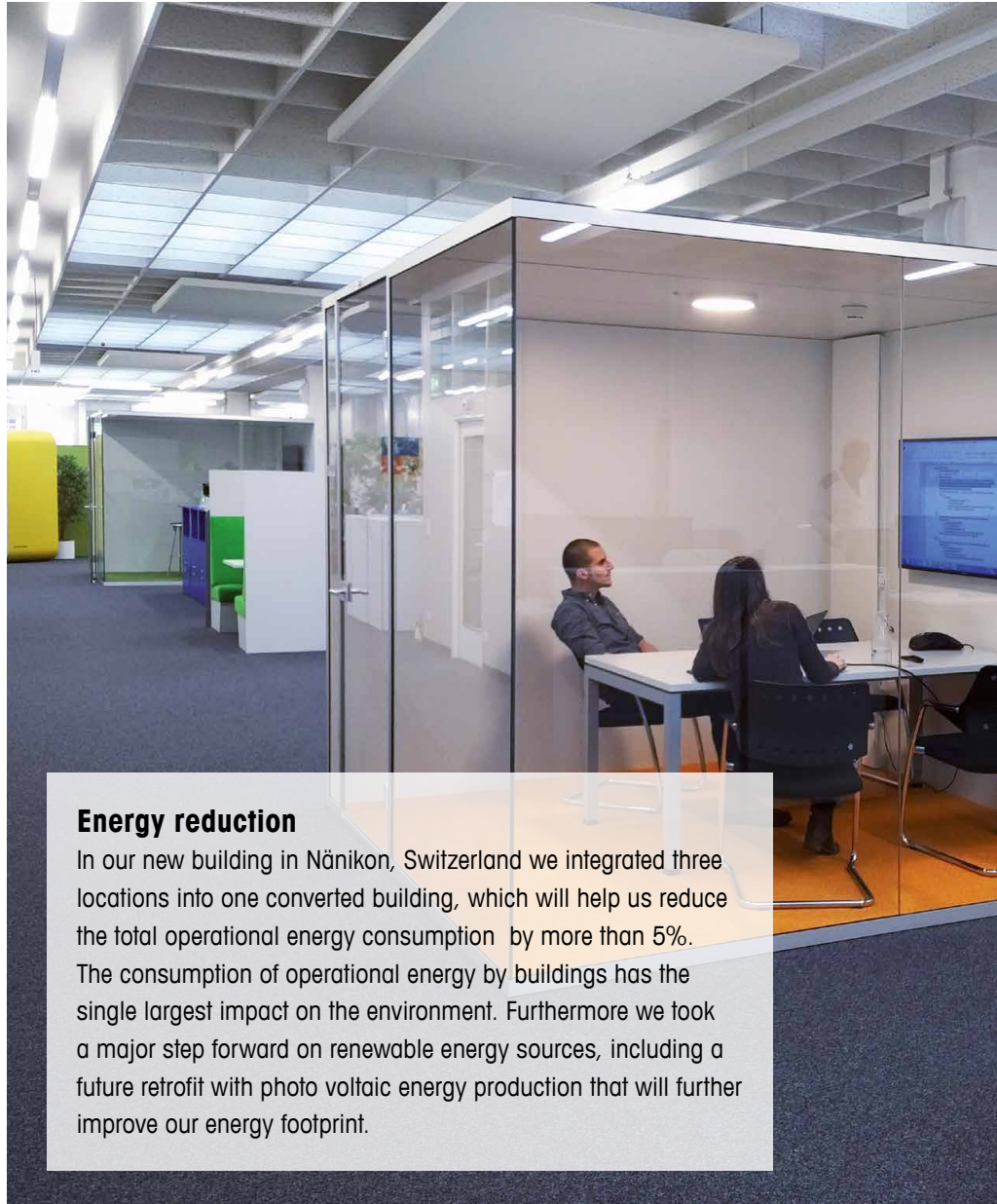
METTLER TOLEDO does not participate in any organization for the purpose of influencing political campaigns or public policy. METTLER TOLEDO asks that organizations it is affiliated with not use METTLER TOLEDO membership dues and other fees for political purposes, and while it does not prohibit organizations from using its fees to benefit the organization's members generally, METTLER TOLEDO does not pay any organization for political participation on its behalf.



### **Food Safety and Hygienic Design**

We continue to educate the professional community about how to improve food safety, quality, and operational efficiency. We offer trainings, webinars, guidebooks, and white papers to key industry players such as manufacturers, certification bodies, and auditors. Some key areas where we can add value to food manufacturers' processes include traceability, formulation, foreign body detection, vision inspection, hygienic production, and performance verification of measuring and manufacturing devices.

**See [www.mt.com/food](http://www.mt.com/food) for more information.**



### **Energy reduction**

In our new building in Nänikon, Switzerland we integrated three locations into one converted building, which will help us reduce the total operational energy consumption by more than 5%.

The consumption of operational energy by buildings has the single largest impact on the environment. Furthermore we took a major step forward on renewable energy sources, including a future retrofit with photo voltaic energy production that will further improve our energy footprint.

## **Product Compliance**

We are confident that our products enter the market in a responsible and safe manner. We comply with, or exceed, legal requirements with a global approach to product compliance. METTLER TOLEDO validates that its new products or product upgrades address relevant industry, regulatory, and safety standards within the technical solution concepts of our Design for Compliance approach. This includes weights and measures, hazardous area and standard electrical safety, chemicals and hazardous substances, and good manufacturing practice regulations. Consequently, there were no significant fines levied against METTLER TOLEDO for noncompliance with laws and regulations concerning the provision and use of products and services or for noncompliance with laws or regulations. Furthermore, we have not received substantiated complaints concerning breaches of customer privacy and are not aware of any leaks, thefts, or losses of customer data.

For legal approvals required for some of our products, we follow a defined process with reviews, milestones, and management approvals. Legal Metrology experts of METTLER TOLEDO oversee this process and give guidance across the organization. We periodically interact with relevant authorities about the content and format of our product labeling. Our product labeling and product operation manuals meet or exceed all information requirements for safe operation, material content, safe use and servicing, and end of life disposal.

METTLER TOLEDO is committed to the highest level of product quality and safety. We seek to design, manufacture, and deliver products that are safe to use, conform to performance requirements, and comply with laws and regulatory standards. In the unlikely situation that a problem is detected after customer delivery, METTLER TOLEDO is committed to resolve the issue quickly, responsibly, and effectively. We have set clear definitions of responsibilities and accountabilities for such a case. There have been no significant incidents of noncompliance with regulations concerning the health and safety impacts of products and services within the reporting period. Due to the nature of our business activities and operations, we believe the potential environmental risks in this area are quite low.

Due to the nature of our products as precision instruments, we do not typically see our products being the subject of public debates or otherwise giving rise to questions and concerns. We do not manufacture harmful products. METTLER TOLEDO has an export controls and trade compliance program in place to ensure that we comply with restrictions relating to specific country export controls and economic sanctions programs, prohibited end users and end uses, and product classification.

Ethics and integrity are also guiding principles in how we market our products. There were no reported incidents or fines levied against METTLER TOLEDO for noncompliance with regulations and voluntary codes concerning marketing communications, advertising, promotion, or sponsorships. We have infrequent interactions with competitors regarding the content of advertising claims, where we or another party believes a statement is misleading or inaccurate.



## Our Team

In the past year, we increased our global workforce to approximately 15,400 employees worldwide, including 5,600 in Europe, 4,700 in the Americas, and 5,100 in Asia and other countries. We mainly rely on our own permanent workforce. Almost all of our employees in the United States, Canada, and China are employed full-time. This is in line with industry practice in these regions. In Europe, we have a number of countries with a larger population of part-time employees (up to approximately 20 percent), in line with local practices.

The Global Head of Human Resources has overall responsibility for the implementation and execution of our HR programs, processes, and systems. We judge their effectiveness based on trends in various personnel-related metrics, progress against targets, and employee feedback. The Group Management Committee and/or the Board of Directors also periodically review effectiveness of our HR programs, processes, and systems.

The workforce demographic data presented represents the approximately 90% of our total global workforce that is currently covered by our HR information systems. The remainder is not yet covered by these systems, also because of recent acquisitions. We believe employee demographics for the remaining employees would be consistent with the figures reported.

Employee Type	Female	Male	AM	EU	AP/ROW
Permanent	3,463	7,971	3,205	4,824	3,405
Temporary	173	248	9	329	83
External	495	1,159	303	775	583

Employment Type	Female	Male
Full Time	3,609	8,901
Part Time	527	482

	Female	Male
Hires by Gender	760	1,317
Turnover by Gender	208	295

	Under 30	30–50	Over 50
Hires by Age Group	1,024	906	155
Turnover by Age Group	330	114	59

Many of our employees live near where they work, and METTLER TOLEDO generally seeks to hire employees from the communities we operate in, including local management. Management and senior executives at METTLER TOLEDO are hired based on past career, experience, skills, and ability, and are preferentially, but not exclusively, hired from the regions where we have operations. Typically at least 80% of senior management in our business units are hired locally. For this definition, "senior management" is comprised of our General Managers and their direct reporting functional managers, and "local" means the country where the business unit is located.

We are aware of the indirect economic impacts our company has on the communities where we operate, particularly in terms of the salaries we pay to our employees. Salary levels are driven by market and competitive conditions and are overseen by the Compensation Committee of the Board of Directors in the case of senior executive salaries, and by the Global Head of Human Resources in most other cases. Because we require skilled workers in all levels and functions and our compensation levels are market-driven, statutory minimum wage levels are not typically a relevant benchmark for us. In terms of size, we expect our locations in Naenikon-Greifensee in the canton of Zurich, mid-state Ohio, and Changzhou in southern Jiangsu could have an impact on the local job market.

### **Training and Qualification Programs**

We attribute our success to a culture of training, innovation, and integrity. We ask much of our employees and in return support them in their professional development. METTLER TOLEDO places a major emphasis on training and development, across all levels and geographies. We recognize training and development as a key advantage to promote the engagement and productivity of our workforce.

We strive to provide easy access to learning resources for our global workforce through our global training portal, training catalog, and Learning Management System (LMS). Our eLearning is available 24 hours per day, seven days per week. Classroom trainings and centers are located in many of our locations around the globe. During 2017, we had almost 10,000 employees complete a total of more than 50,000 online or classroom trainings. The average hours of training across our entire workforce was 12 hours per employee.

We have built a comprehensive training portfolio over the past few years, serving employees at all levels of the company and in all functions. We regularly expand our portfolio in response to employee feedback, development plans, and company strategy. We have recently started to deploy a wide-ranging, value-selling program for all our sales functions across the company, and we continue to globally harmonize and expand our management development program.

To ensure the investment in our training activities is reflected in a well-skilled and engaged workforce, we complement training with measures such as coaching by, and development planning with, the employee's direct manager; peer and learning groups that meet outside the training events; and simulation of real customer situations. Internal experts or senior leaders facilitate our in-person trainings.

We see middle management as an important group of employees who influence and shape our culture and the way our employees live up to our values. Every year some 60 of these leaders are trained in a nine-day METTLER TOLEDO Management Seminar. As of the end of 2017, more than 450 participants had completed this seminar.

We believe that trainings are not just a one-time event, but rather a lifelong process that a successful and responsible company provides in addition to supporting its employees with adequate working conditions, tools, infrastructure, and leadership.

We have numerous local and regional programs across the world that help us attract, hire, and retain young professionals. Examples include initial career experience programs in the US and Germany that provide rotating functional assignments to new university graduates; formal apprenticeship programs in Switzerland, as well as a peer circle for young professionals; and extensive internship programs for undergraduate and graduate level university students in China that lead to regular employment offers for top candidates. These programs accelerate development and build loyalty among participating young professionals in disciplines such as sales, marketing, engineering, and finance.

### **Performance Evaluations**

Our Global Performance Management process helps ensure alignment of individual development aspirations and our strategy implementation. We want our workforce to be competitive in a global environment. It is our goal that all our employees receive annual performance reviews, which include suggestions for continuous improvement and ongoing career development. To support this goal, we follow one globally structured process and harmonized workflows and timelines while considering local legislation and local needs. We use a harmonized set of competencies that are based on the METTLER TOLEDO Corporate Vision and Values Statements, and a set of templates for performance reviews.

This enables managers to successfully lead their local teams in the context of an increasingly global METTLER TOLEDO organization and supports our "One Team" approach. Managers hold performance discussions with their employees that focus on SMART goals (specific, measurable, attainable, relevant, and time-bound objectives), our values, key competencies, and personal development.

### **Diversity and Equal Opportunity**

We promote equal opportunity worldwide and value diversity in our teams in terms of business background, area of expertise, gender, and ethnicity. Management on all levels encourages female employees to take on more responsibilities and enter management positions. Overall, women make up approximately 31 percent of our total workforce, and hold 27 percent of management positions. We believe that local management is in the best position to identify the specific needs and opportunities of the diverse employees at their locations.

METTLER TOLEDO is also committed to providing a working environment that is free of unlawful discrimination and harassment. Abusive, harassing, or offensive conduct is unacceptable; including derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances.

We have a comprehensive and globally valid Equal Employment and Opportunity (EEO) policy. METTLER TOLEDO is an equal opportunity employer and makes employment decisions on the basis of merit. We want to have the best available person in every job. Our policy prohibits unlawful discrimination based on race, color, creed, sex (including gender harassment, gender reassignment and discrimination based on family responsibility, pregnancy, childbirth or related

conditions), sexual orientation, religion, marital status, civil partnership, age, national origin or ancestry, citizenship status, physical or mental disability, medical condition including genetic characteristics, veterans' status, gender identity or expression, religious or political belief, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.

To help us meet our goal of being an Equal Employment Opportunity employer, we have established an Open Door policy and a complaint resolution process within each of our business units. Our Human Resources Managers are appointed as Equal Opportunity Officers at their respective business units. In 2017, there were no reported incidents of discrimination to our Ombudsman that necessitated any action by management.

### Occupational Health and Safety

METTLER TOLEDO places great emphasis on safety in the work place, because we care about the wellbeing of employees and wish to minimize the negative impacts of accidents and injuries on employees and the business. General managers carefully monitor safety metrics in each unit and the Group Management Committee also reviews these metrics. Due to the nature of our business, our main focus areas are work places in factories and warehouses, as well as our field sales and service. The predominant incidents we see are bruises and minor cuts from handling tools or sharp objects or concussions and strains from tripping while walking or using stairs. Severe accidents are rare, reflected in our lost-day rate of 16.8 days per 200,000 working hours. We had no fatalities from occupational incidents in the reporting period.

Detailed accident rates are shown in the table below. We are not aware of any grievances regarding labor practices that necessitated group management attention.

Locally, programs for safety are in place in all relevant units. In addition, select locations have implemented a certified work safety management system. Our processes for monitoring occupational health and safety performance and for sharing best practices across units have continued to deliver improvements, especially in safety awareness on all levels and suggestions on better accident prevention.

Occupational Health and Safety <sup>5), 6), 7)</sup>	2015	2016	2017
<b>Total Number of Employees</b>	13,500	14,200	15,400
<b>Total Hours Worked Net (in thousands)</b>	24,276	24,279	25,390
<b>Total Recordable Cases</b>	178	163	184
<b>Total Recordable Injury Rate (TRIR)</b>	1.5	1.3	1.4
<b>Days-Away Cases (including restricted work and transfer)</b>	129	110	125
<b>Days-Away , Restricted, Transfer Rate (DART)</b>	1.1	0.9	1.0
<b>Occupational Injury Severity Rate (SR)</b>	14.3	16.1	16.8
<b>Occupational Fatalities</b>	0	0	0

<sup>5)</sup> First Aid injuries are not included in the Total Recordable Injury Rate (TRIR)

<sup>6)</sup> "Days" means scheduled work days and does not include the day of the injury/illness

<sup>7)</sup> Employee count from the Biotix acquisition is included in our totals, but safety data is not available

**Other Labor Aspects**

We respect our workers' rights to freedom of association, third-party consultation and collective bargaining where provided by law. With regard to labor management relations, collective bargaining agreements are not a major factor at METTLER TOLEDO. Less than 15% of our employees worldwide were covered by collective bargaining agreements in 2017. In some countries workers' councils represent employees' interests. The Human Resources department oversees cooperation with the regional, functional, and business management teams.

Due to the highly skilled workforce we employ, we are confident that our facilities are not at risk regarding child labor or forced or compulsory labor. There have been no reported instances where this was an issue. We are also unaware of any such risks with our suppliers. We continue to expect full compliance from all business partners and perform annual audits of key suppliers. However, we remain vigilant about this issue and continue to adhere to labor laws in the countries where we do business.

In terms of compliance training on human rights, all managers at METTLER TOLEDO are required to undertake our mandatory compliance training annually.

Any grievances regarding labor-related issues are handled through the employee's line manager and escalated as needed until a satisfactory resolution is reached. There have been no substantiated complaints nor material complaints reported to any regulatory agency. There have been some instances of internally-reported employment-related complaints that were investigated and resolved.

**Anti-bribery and Corruption**

METTLER TOLEDO operates its business in compliance with applicable anti-bribery and corruption laws. We have policies in place prohibiting any payment or acceptance of bribes or participation in other illegal inducements in business or government relationships. We expect the same from our suppliers, agents, distributors, and any other business partners we deal with. When dealing with third parties, we exercise due diligence in order to ensure this. This is detailed in our Code of Conduct and the Ethical, Social and Quality Standards and is overseen by the General Counsel, supported by the Compliance Director. All of our employees are required to complete training on the Code of Conduct every year.

Periodically, all of our operations are formally assessed for corruption risk. We consider the risk of corruption to be relatively low. We give greater emphasis to operations in relatively higher-risk geographies, government interactions, and our use of third parties. We discipline employees for policy violations, but there have been no incidents of confirmed corruption.

We conduct regular in-person trainings at multiple company locations throughout the year. We also have standardized processes for communicating our policies and expectations to business partners. Our Board oversees compliance generally, which includes emphasis on corruption. The Board is aware of our policies and procedures and receive regular updates.

### **Anticompetitive Behavior**

The General Counsel oversees our actions as they relate to anticompetitive behavior. As expressed in our Code of Conduct and the Ethical, Social, and Quality Standards, METTLER TOLEDO complies with the antitrust laws of the United States, the competition laws of the European Union, and similar laws adopted by other countries around the world. Employees may not participate in any agreement, understanding, or other activity that would violate any such law. There were no instances of violations or fines levied against the company for anticompetitive behavior.

### **Code of Conduct**

Our business is based upon reliability, accuracy, and reproducibility. This extends to how we engage with our employees and conduct our business. The rule of law is of the utmost importance in every region of the world where we operate. We also recognize that strong corporate governance and transparent reporting are key drivers of long-term sustainability. We have a variety of policies in place related to the above topics including our Anti-bribery Policy, Reporting of Fraudulent Activities, and Code of Conduct. At this time, we do not endorse or subscribe to any externally developed economic, environmental, or social charters or principles. See [www.mt.com/governance](http://www.mt.com/governance) for our policies and codes.

The METTLER TOLEDO Code of Conduct provides general guidance for resolving a variety of legal and ethical questions for all employees. Topics covered under the Code include:

- Employment Practices and Conflicts of Interest
- Environmental Compliance, Health, and Safety
- Antitrust, Fair Competition, and Insider Trading Policy
- Intellectual Property and Confidential Information
- Anti-bribery and Corruption

At METTLER TOLEDO, we have a strong commitment to conducting business in an ethical manner. Upon joining, all employees are informed about their ethical obligations, including information about our policies and procedures regarding corruption and discrimination and the expectation to treat one another with integrity and respect. All employees receive a Vision, Values and Integrity book that includes our Code of Conduct and related policies.

### **Governance Structure**

Our Corporate Governance Guidelines state that the Board of Directors should be composed of successful individuals who demonstrate integrity, reliability, knowledge of corporate affairs, a general understanding of our business, and an ability to work well together. Diversity in business background, area of expertise, gender, and ethnicity are all considered. We also evaluate longer-term board succession, taking into account the demographics of board members.

The Board of Directors has nine members with very broad experience, coming from Asia, Europe, and the United States. Further information on the directors and composition of the board and its committees (including biographies) is provided in our proxy statement.

**See [www.mt.com/investors](http://www.mt.com/investors) for more information.**



All directors are elected on an annual basis. The primary responsibility of the board is to represent and protect the interests of our shareholders. The board strives to foster the company's long-term success in a manner that is consistent with its obligations to shareholders. Board members are required to act in good faith in the best interests of the company and to disclose circumstances that may give rise to a conflict of interest. Our Code of Conduct addresses conflicts of interest, and potential conflicts of interest must be disclosed in our proxy statement. In the past year, there were no conflicts identified and no waivers of the Code of Conduct. Additional topics such as cross-board memberships and shareholding are addressed in our proxy statement.



### **Design for Environment**

We regularly seek ways to reduce the environmental impact of our products and services. We aim to achieve this by lowering energy consumption, scaling down material and resources used for product manufacturing, shipping and servicing, lessening waste with resource efficiency and enhance recycling programs already in place. We are committed to designing for the environment by holistically incorporating the environmental component into production and servicing processes for the years to come.

### **Board Committees**

The board has three committees. Responsibilities of the Audit Committee include overseeing the accounting and financial reporting processes and audits of the financial statements. In addition, the Audit Committee assists the board in general compliance oversight, especially in issues relating to the quality or integrity of our financial statements, our compliance with legal or regulatory requirements, the performance and independence of the external auditors, or the performance of the internal audit function.

The Compensation Committee reviews executive management compensation arrangements; monitors compensation arrangements so that we continue to retain, attract, and motivate quality executive management; and reviews our annual report on executive compensation. The extensive Compensation Discussion and Analysis contained in our proxy statement covers our policy and processes related to executive compensation.

Responsibilities of the Nominating and Corporate Governance Committee include recommending director nominees for the next annual shareholder meeting, maintaining corporate governance guidelines and addressing new governance topics, providing advice on board committee structure and membership, and leading the board in its annual review of the board's performance. There is no committee that has been delegated authority for economic, environmental, and social impacts, which are addressed by the full board.

The composition of the Board of Directors is as follows: one board member is under the age of 50 and the average age of the full board is under 60; two board members are female; four board members are European, four American, and one Asian.

### **Independent Directors and Executive Officers**

The company has a separate CEO and non-executive Chairman. One director serves as the Presiding Director at all meetings of the independent directors.

Director independence is evaluated considering the following criteria: (i) independence under the rules of the New York Stock Exchange; and (ii) no relationships with the company (other than as a director or shareholder) or only immaterial relationships. In light of these criteria, all members of the Board of Directors are considered independent, except for our President and CEO, Olivier Filliol, and the non-executive Chairman of the Board, Robert Spoerry, who was formerly the CEO.

In addition to the CEO, our officers include the Head of Finance and Executive Vice President; the Chief Financial Officer; the Heads of the Laboratory, Process Analytics, Industrial and Product Inspection Divisions; the Head of the European and North American Market Organizations; Head of the Asia/Pacific Market Organizations; the Head of Supply Chain Management and IT; and the Head of Human Resources. This group of individuals forms the Group Management Committee. Eight of the members are European, two American, and one Asian. Currently all members of the Group Management Committee are male.

# Report Profile

## About This Report

This report has been prepared in accordance with the GRI Standards: Core option. We list the content of our sustainability report and the material aspects identified in the GRI-Index at the end of this report. We did not conduct an external assurance, and we do not see this as required for the sustainability report at present.

Our last sustainability report was published in 2017, covering information for the year 2016 (GRI G4). This report covers the business year 2017. Specifically, unless otherwise stated, the reporting period is from January 1, 2017 to December 31, 2017. Data presented in the report were collected, structured, and analyzed in-house by our Corporate Sustainability team. We plan to regularly report on our sustainability progress and plan to publish a sustainability report every year.

## Materiality Aspects

In 2013, we conducted a materiality assessment with members of the GreenMT team and senior management to identify material issues, report boundaries, and limitations of this report. Within the materiality process, we reflected on our significant economic, environmental, and social impacts. For 2017, we concluded that this materiality assessment remains valid because there have been no significant changes in the company's operations.

This assessment took into account requests for information received during the reporting period from internal stakeholders, such as employees and representatives of different functional groups, as well as from external stakeholders, including potential employees, customers, investors, suppliers, governments, auditors, and other interest groups. All stakeholder groups identified have an important impact on the company's success, or are affected by the company's actions and performance. We identified all aspects listed in the GRI-Index as material from a corporate perspective. During 2018, we are undertaking a new materiality assessment, the results of which will be reflected for the first time with our next report to be published in 2019.

When considering material issues, we try to be responsive to all of these stakeholders. For example, our decision to pursue a CO<sub>2</sub> intensity reduction goal was guided in part with stakeholder interaction. Over time, we have also had inquiries from stakeholders related to diversity, compensation approaches, and other topics. These inquiries have all been fairly considered and have sometimes influenced the further development of our policies and actions. We also use our Sustainability Reports to respond to our investors' requests for information about our global carbon footprint.

## Data Coverage

The scope of this report includes all entities of the METTLER TOLEDO Group and its subsidiaries. A list of our subsidiaries is listed in our 10-K filing Exhibit 21 – Subsidiaries. The coverage of quantitative data referenced in this report is 98 percent. This coverage is based on number of employees and is collected, analyzed, and structured through our internal sustainability performance measurement system. Locations with less than 20 employees are usually not included in our data collection process and represent the 2 percent gap. The boundary of our reporting is consistent with a focus on the METTLER TOLEDO Group and its subsidiaries as outlined above.



## Green Building Design

Our Changzhou, China team completed construction of an environmental award-winning facility. We received China's highest three-star rating of Green Building Design certifying its design, construction and operational practices use sustainable materials while achieving energy efficiencies.

绿色建筑设计标识  
GREEN BUILDING DESIGN LABEL



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SR = page in Sustainability Report 2017, AR = Annual Report 2017

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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR 20
<b>Socioeconomic Compliance MA</b>		SR 20
419-1	Non-compliance with laws and regulations in the social and economic area	SR 20

SR = page in Sustainability Report 2017, AR = Annual Report 2017

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