

BASF Health Performance Index (HPI)

Corporate Health Management

BASF is an international company that is dedicated to implement the [UN Sustainable Development Goals](#) and the 10 principles of the [UN Global Compact](#). We are committed to the [Responsible Care®](#) (RC) initiative of the chemical industry since 1992.

In our global reporting, we inform our stakeholders, the public, and our employees about goal achievement and the measures taken in our global Corporate Health Management. Our reporting systems are based on the guidelines and requirements of the [Global Reporting Initiative™](#) (GRI) so that we can present the health performance of the company to our stakeholders in a transparent, structured manner.

With the BASF Health Performance Index (HPI), we have measured the success of Corporate Health Management uniformly around the world since 2011 and publish the results every year in the BASF Report.

The Corporate Health Management department reports annually on activities to promote and maintain the health and well-being of BASF employees. The Health Performance Index (HPI) is a uniform global key performance indicator. The HPI includes five components that are equally weighted at 20% each (Figure).


- Recognized Occupational Diseases
- Medical Emergency Preparedness
- First Aid
- Preventive Medicine
- Health Promotion


The HPI was developed by BASF along the requirements of the Global Reporting Initiative™ (GRI) (Table). The GRI key indicators LA7 and LA8 cover topics from the fields of occupational medicine and health protection.



The five components of the BASF Health Performance Index

Table: Structure, contents and goals of the BASF Health Performance Index (HPI) and requirements of the Global Reporting Initiative™ (GRI; key performance indicators LA7 and LA8).

	 HPI	Content	Target	Weighting	
1	Occupational Diseases LA 7	Recognized Occupational Diseases	Occupational Illness Frequency Rate	< 0.08 / 1 million hours worked (correlating: -80 % compared to base year 2004)	0.2 (20 %)
2	Risk control LA 8	Medical Emergency Preparedness	Medical Emergency Drills	At least 1 drill per site each year	0.2 (20 %)
3	Training and Education LA 8	First Aid	Percentage of First Aiders	Achieve the target "quota of first aiders per site"	0.2 (20 %)
4	Prevention LA 8	Preventive Medicine	Surveillance examinations according to legislation or site agreements	> 90 % participation quota of scheduled (compulsory) examinations	0.2 (20 %)
5	Prevention / Consultation LA 8	Health Promotion	Site Activities on health promotion	Participation in global health campaign and / or local activities	0.2 (20 %)


Global Goal: > 0.9

The sites report annually on their compliance with the defined targets in the five components of the HPI (Table, Column 5) via the BASF Responsible Care® database. This enables them to detect the potential for improvement and take action at an early stage.

Furthermore, the Corporate Health Management department checks these components in regular audits ([RC audits for occupational medicine and health protection](#)). The audit report includes a description of the actual situation and if necessary, concrete recommendations and a deadline for their implementation. Consulting and support for implementing the recommendations are also available when needed. This is part of our pro-active risk management strategy.