Universitätsspital Basel

Sustainability Report 2022

Figures, data, facts –
with reference to the GRI Standards

Contents

You can also read our online sustainability stories (in German only)

Introduction

As part of its Annual Report, University Hospital Basel (USB) is reporting on sustainability for the fourth time. In addition to the stories on our website (in German only), this document provides an overview of our key sustainability facts and figures with reference to the Global Reporting Initiative (GRI) standards, ensuring high quality – particularly with regard to the transparency and comparability of the sustainability information.

The “Sustainabilty Report: Figures, Data, Facts” begins with some general GRI data, for example on the profile of the organization and on USB’s supply chain. This is followed by a sustainability roadmap in which the medium-term targets are presented, as well as the progress made in 2022 and the planned sustainability measures for 2023. USB’s climate change targets and greenhouse gas performance are then presented. The next chapter gives an insight into the main themes, as well as the changes in the subject-specific GRI data and other key figures. Finally, there is general data on this report and the GRI index.

General GRI data

Company profile

University Hospital Basel is the main hospital for the entire region of North-West Switzerland and one of five university hospitals in Switzerland. Since 2012, we have been a company based in Basel and owned by the Canton of Basel-City, taking the form of an independent public-sector institution with its own legal personality and headquarters.
With 8,114 employees, we offer comprehensive healthcare and are one of the largest providers in the region. In close cooperation with the University of Basel and the city's leading global life science companies, we run research and training at the highest scientific level. We are providing over 1,000 places for medical training and continuing education. The 44 clinics of University Hospital Basel cover the entire spectrum of human medicine. In addition, there are eight Medical Centers in which close interdisciplinary cooperation is practiced between specialists covering specific fields of treatment. The Emergency Center is the first point of contact in a medical emergency in North-West Switzerland.

GRI 2-1 Profile of the organization

Key figures for University Hospital Basel, a public-sector institution

	2022	Unit
Impatient discharges	41,703	Number
Inpatient case mix index	1,313	Index value
Offsettable TARMED taxpoints	170,685	Taxpoints (million)
Number of employees (hospital operations and funds segments)	8,114	Employees
Number of full-time positions (hospital operations and funds segments)	6,096	FTEs
Net revenue	1,314,302	CHF (thousand)
Earnings before interest, taxes, depreciation and amortization (EBITDAR)	87,883	CHF (thousand)
EBITDAR margin	6.7	%
Profit (+) / Loss (-) incl. minority interests	5,552	CHF (thousand)
Balance sheet total	925,654	CHF (thousand)
Equity capital incl. minority interests	575,314	CHF (thousand)

Management structure

The bodies of University Hospital Basel comprise the Board of Directors, hospital management and the auditors. The Board of Directors is the primary management body of the company. It is made up of nine members who are elected by the Executive Council of Basel-City. The Board of Directors and hospital management have separate personnel. The hospital director attends the meetings of the Board of Directors but does not have voting rights. The Board of Directors also has individual committees which analyze certain areas in more depth. The committees report to the Board of Directors so that it can prepare its resolutions or discharge its supervisory role. The committees are as follows: Nomination and Compensation, Research and Training, Appeals, Real Estate, Audit, and Digitalization. In 2020, the hospital management decided to set up an environmental commission. Like the Office for Sustainability – which was created in 2021 and is part of the management set-up – the Environmental Commission handles ecological and social sustainability themes.

GRI 2-9 Management structure and composition

For further information on the composition and working method of the Board of Directors, please see the consolidated financial statements (pp.19–26).

Involvement of stakeholders

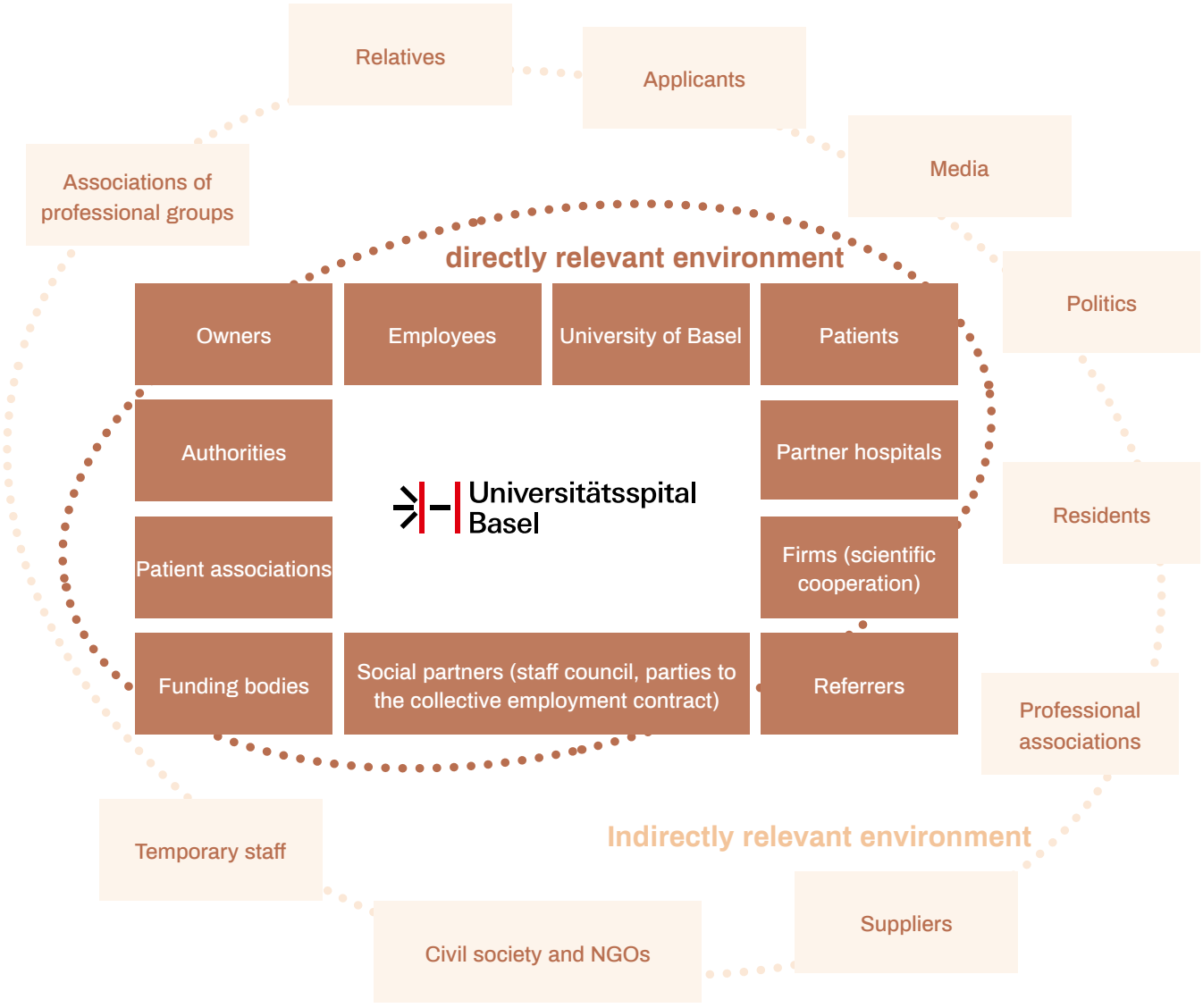
University Hospital Basel maintains an intensive dialog with its stakeholders. After all, as one of the largest employers, medical providers, and research and training companies in the region and as a university hospital, it is also very well connected nationally and internationally. Thus, USB makes contact with a wide variety of stakeholders in providing a broad range of services.

Both internal and external stakeholders are suitably informed as quickly as possible and personally involved or supported if required. This is intended to ensure that all stakeholders are satisfied over the long term.

Accordingly, symposia and events are organized and a direct dialog with the immediate environment is maintained (e.g. neighborhood, professional and customer organizations).

This helps us – together with stakeholders – to identify their needs, concerns and comments, as well as the resulting opportunities and risks, at an early stage and to continuously develop.

GRI 2-29 Approach for the involvement of stakeholders



Stakeholders of University Hospital Basel

Responsible corporate behavior
In 2022, USB updated and extended its Code of Conduct. “Sustainability and Environment” has now been included as an additional point in the Code of Conduct, representing an important step in terms of demonstrating to all employees and business partners USB’s responsibility in this area. At USB, the Code of Conduct is one of the compulsory training courses for all new staff. In addition, the Code of Conduct is a fixture of the regular training for middle and senior management.

USB also runs an independent whistleblowing reporting office. This gives employees an opportunity to report suspected or identified breaches of the Code of Conduct, internal USB regulations or statutory provisions in confidence. The contact data for the whistleblowing reporting office are mentioned in the Code of Conduct and prominently positioned on the homepage of the website. USB employees are making use of this reporting channel.

GRI 2-23 Undertaking concerning principles and actions

Supply chain

The central procurement department in the operations area of USB is responsible for buying all goods and services necessary for the hospital’s operations. One exception are medication and blood products, which the hospital pharmacy is responsible for procuring. Whereas in the case of manufacturing companies it is semi-finished products or raw materials that are purchased, at USB it is typically finished products. The procurement volume for the central procurement department and the hospital pharmacy totaled CHF 250 million in 2022.

The central procurement department is confronted with extremely well diversified, complex supply chains. The portfolio comprises over 200 detailed product groups, and products can be ordered from more than 1,000 suppliers. The structure of the supply chain varies from one product to the next. The medical supply chain (medical consumables, implants, in-vitro diagnostics) has a global focus. By contrast, food is procured regionally from approximately 60 Swiss suppliers. Housekeeping material, too, is mainly procured from Swiss manufacturers and dealers. Laundry is largely processed by a major Swiss supplier. The hospital pharmacy procures its products from 200 pharmaceutical companies in Switzerland, as well as two wholesalers.

GRI 2-6 Activities, value chain and other business relationships

Procurement volume per product group 2019–2022

	Procurement volume (CHF)			
Product group	**2019**	**2020**	**2021**	**2022**
Household and office	5,954,685	6,903,698	6,207,419	6,489,031
Implants/Osteosynthetic material	21,498,560	28,153,093	28,384,591	30,406,570
In-vitro diagnostics	14,092,173	17,984,465	21,062,794	20,428,526
Movable infrastructure	1,690,253	2,504,266	1,038,179	3,623,689
Medical gases	1,921,424	606,838	514,454	789,000
Medical consumables	46,797,595	55,678,183	54,541,959	57,103,926
Medical technology/Infrastructure/Services/Maintenance and Repairs	51,755,127	73,431,763	63,382,037	87,325,432
Hospital pharmacy: primarily medicinal products, but also blood products, medical products, raw materials and packaging materials	78,910,547	87,242,522	85,108,463	85,455,391
Laundry	8,048,163	8,238,947	7,941,326	7,091,508

Sustainability roadmap Medium-term objectives, progress in 2022 and measures in 2023

The sustainability roadmap comprises the objectives and measures with which USB wishes to gradually improve its sustainability performance. In 2022, strategic medium-term objectives were derived from the functional sustainability strategy, supplementing the existing short-term objectives. These objectives, as well as the measures for 2022 and the progress made and any difficulties experienced in the implementation, are presented below. The objective achievement status is documented where possible. The additional measures that were implemented in 2022 but too late to be included in the 2021 Sustainability Report are also described. Furthermore, we state which measures are planned for 2023 so that the reader can understand how sustainability is advanced at USB.

GRI 3-3 Management of material topics

The main environmental and social topics are assigned to each topic area of the sustainability roadmap, so it is clear that the objectives and measures, as well as the progress report, represent the management approach, i.e. the handling of the respective material topic in accordance with the GRI standard (GRI 3: Material Topics 2021). No objectives or measures have yet been defined for the material environmental topic of wastewater.

In addition, we allocate the relevant UN Sustainable Development Goals (SDGs) to each topic area of the sustainability roadmap. This is intended to demonstrate that we are making a contribution to the SDGs via our sustainability roadmap, which we regard as a framework to guide our sustainability strategy.

SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Strategy and organizational implementation

Overarching objective

Sustainability is adequately anchored at an overarching level strategically und organizationally at USB.

Medium-term objective

We will be net zero by the end of 2025 in Scope 1.
We are reducing our greenhouse gas emissions in Scope 2 and 3* by 10% by the end of 2025 compared with 2021.

Objective achievement status in 2022

Greenhouse gas emissions in 2021 (underlying data for 2021 were collected for the first time in 2022)
Scope 1: 279 t CO_2e
Scope 2: 4332 t CO_2e
Scope 3*: 53,547 t CO_2e
* excluding category 3.2 Capital goods

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Setting strategic medium-term objectives for the UN SDGs identified as a priority by hospital management and the Board of Directors.			Strengthening and further establishing the Green Team.
Approving an implementation program with the appropriate financial resources.		Launching the 2023 eco-fund and the planned use of funds.	Beginning to collect and report data for the Swiss Federal Office of Energy's (SFOE) "Vorbild Energie und Klima" ("Exemplary Energy and Climate") initiative.
Incorporating the views of USB's external stakeholders on the topic of sustainability.			Starting to implement management measures for the SFOE initiative "Exemplary Energy and Climate".

Additional measures in 2022

(not included in the 2021 Sustainability Report)

Sustainability established as a functional strategy by USB's Board of Directors.	
Sustainability defined as one of USB's ten strategic goals.	
University hospitals join the federal government's "Exemplary Energy and Climate" initiative to achieve the 1.5C goal.	

SUSTAINABLE DEVELOPMENT GOALS

4 QUALITY EDUCATION

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Communication and learning

Overarching objective

Employees are constantly made aware of sustainability topics.

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Implementing at least one initiative for employees to be involved with.		Week of action on sustainability in November 2022	Expanding the internal education and training formats (e.g. careArt 23)
Integrating the topic of sustainability into other internal employee training courses (e.g. managing employees).		Presenting functional sustainability strategy to the management of all departments	Establishing a planetary health research prize
			Implementing “Green hospital”, a winter school in conjunction with the Basel University School of Medicine

Additional measures in 2022

(not included in the 2021 Sustainability Report)

New internet and intranet presence Office for Sustainability	
Establishing USB Green Team	
Internal presentation of the functional sustainability strategy on numerous USB committees	
Energy-saving campaign in winter 22/23	
Public podium discussion as part of the Sustainability Week Basel 22 in conjunction with the Basel University School of of Medicine.	

SUSTAINABLE DEVELOPMENT GOALS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Monitoring and reporting

Overarching objective

What USB does in terms of sustainability is monitored and reported publicly in a transparent manner.

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Sustainability reporting based on GRI for 2022.			Sustainability reporting based on GRI for 2023.
Benchmark of selected GRI sustainability indicators in the group of university hospitals.		Strengthened cooperation between the university hospitals as part of the federal government's "Exemplary Energy and Climate" initiative.	Reporting in the context of the SFOE (Swiss Federal Office of Energy) initiative
USB collects its indirect Scope 3 greenhouse gas emissions data in accordance with the standardized Greenhouse Gas Protocol.		Scope 3 data were collected	Evaluation of specifications Reporting obligation resulting from counterproposal to the group responsibility initiative.

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Catering

Overarching objective

Environmentally friendly and healthy catering is promoted.

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Intuitive declaration of vegan options at the Centro staff canteen.		A vegan option is available on standard menus and at the buffet.	Further increase in the number of water dispensers throughout USB
Chef promotion planned with Biosuisse: organic meals will be offered in selected weekly promotions with an external chef.		Organic meals have occasionally been cooked.	Changeover from PET drinks to beverage dispensers in Centro
			Introduction of two additional vegetarian/vegan dishes per week in the staff canteen
			Looking into extending use of organic products within the financial framework
			Optimizing visitor guidance in the staff canteen

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Energy

Overarching objective

Energy consumption is reduced as far as possible and the remaining energy consumption covered by renewable energy sources, preferably from our own production.

Medium-term objective

We are increasing our energy efficiency by 4% by the end of 2025 compared with 2021.
We will produce 400 MWh of energy ourselves by the end of 2025.

Objective achievement status in 2022

Increase in energy efficiency from 2021 to 2022: not shown
Internally produced energy:
2022: 0 MWh

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Chillers exchanged for commercial refrigeration in the center for teaching and research	●		Further conversion of the lighting to LED
Use of an extractor fan in the center for teaching and research	●		Further conversion of ventilation motors
Refurbishment of air supply systems in Clinic 2	●		Installation of the first PV systems, projection of additional PV systems as planned in conjunction with the new Clinic 3 building.
Further conversion of the lighting to LED	●	In progress until 2025	

Additional measures in 2022

(not included in the 2021 Sustainability Report)

Study of medical equipment to determine whether energy can be saved without reducing services	●	Initial findings (which included collaboration with Siemens) identified potential savings

SUSTAINABLE DEVELOPMENT GOALS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Procurement

Overarching objective

Sustainability is increasingly being taken into consideration in procurement. Ecological criteria are being systematically incorporated into procurement.

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Calculating life cycle assessment including life cycle-costing for single-use reusable laundry (surgical clothing).	not implemented	For resources reasons, this measure could not be implemented.	Systematic and standardized integration of sustainability criteria for public tenders
Review of procurement strategy; consistent implementation of sustainability points in complying with the criteria for patient safety.	partly implemented/not yet completed	Sustainability is an element of the procurement strategy. There is now a box for ecology and sustainability on the supplier assessment form. This means the results are no longer dependent on subjective feeling; a trend can be identified and assessed.	Integrating sustainability criteria when evaluating interdisciplinary consumables
Reducing single-use packaging in conjunction with suppliers (carried over from 2021).	measure implemented/completed	Secondary packaging is reused (whenever possible). If this is not possible, it is segregated and fed back into the recycling loop.	Evaluating the use of recycled paper for printing
Evaluating opportunities to optimize supply together with suppliers (carried over from 2021).	measure implemented/completed	An item-based analysis is carried out of the best amount to supply, as well as the optimum order and delivery rhythm, in order to ensure supply security and the best possible supply.	Reducing the frequency of the supply of office materials

Additional measures in 2022

(not included in the 2021 Sustainability Report)

Switch from single-use to multi-use all-metal instruments	measure implemented/completed	The total environmental impact of single-use scissors/clamps/tweezers is 14–22× as high as that of multi-use instruments. The necessary measures for a changeover from 2025 are being tested with the opening of the preparation unit for medicinal products (AEMP) in Birsfelden.
Printer setting change	measure implemented/completed	Change in the basic setting of all USB printers to two-sided and black-and-white print from December 2022

SUSTAINABLE DEVELOPMENT GOALS

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Waste and recycling

Overarching objective

Waste is avoided, if possible. Our approach is to put prevention ahead of reduction, and reduction ahead of recycling.

Medium-term objective

We are reducing the waste taken away for incineration as well as paper waste, food waste and electrical waste by 5% in each case by 2025 compared with 2021.

Objective achievement status in 2022

Change in the amount of waste taken away for incineration in 2022 (compared with 2022): +2.2%
Change in the amount of paper waste -3.2%
Change in the amount of food waste -0.8%
Change in the amount of electrical waste -6.3%

Measures in 2022	Assessment	Explanation	Measures in 2023
Evaluating options to reduce single-use paper cups in the Centrino staff canteen	not implemented	Measure postponed until 2023	Evaluating comprehensive recycling solution for mixed plastics
Running a campaign to return multi-use crockery and make it available for re-use	measure implemented/completed	Successfully implemented as part of the 2022 Sustainability Week	Evaluating options to reduce single-use paper cups in the Centrino staff canteen (carried over from 2022)
Developing and widely communicating a “practice-oriented how-to guide for all staff on collecting plastics”	partly implemented/not yet completed	eLearning in progress until 2023 via the Office for Sustainability	Establishing a recycling solution for single-use staplers in surgery

Additional measures in 2022

(not included in the 2021 Sustainability Report)

Environmentally friendly disposal of glucose sensor systems	measure implemented/completed	In future, the sensors will be recycled as electrical waste. As a result, valuable parts are preserved.
PET reduction	measure implemented/completed	Also in 2022, a further 17 water dispensers were installed (around 200 in total), thereby further reducing consumption of polyethylene terephthalate (PET) bottles.

SUSTAINABLE DEVELOPMENT GOALS

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Infrastructure

Overarching objective

Resource consumption and land use are kept to a minimum when building, rebuilding or demolishing buildings and infrastructure. Pollution, such as greenhouse gas emissions; air pollution; noise, heat and light; interventions in nature and landscape; influencing of surface water or groundwater, is reduced as far as possible.

Medium-term objective

We use ecological, recyclable building materials for our new buildings. Our new buildings are certified/certifiable to a high standard.

Objective achievement status in 2022

The new Clinic 2 building will have Minergie-ECO certification.

Measures in 2022	Assessment	Explanation	Measures in 2023
Involvement of external expertise for the sustainable construction of USB's site planning and new buildings		External expertise is commissioned in consultation with the Office for Sustainability and under its leadership	Replacement of windows in Clinic 1 (carried over from 2021 and 2022)
Looking into having plants on the approach road from Spitalstrasse OP West		Potential for new/replacement plants in front of main entrance K1. Conflict of interests between preservation of historic monuments and city gardens. Waiting for approval from SL for a preliminary project.	Installing revolving doors in Clinic 1 (carried over from 2022)
Installing revolving doors in Clinic 1		Implementation pending. Conditions attached to the preservation of historic monuments have led to additional costs outside the budget framework. Costs are expected to be involved regarding the preservation of historic monuments.	Evaluating how the findings from the guideline developed for sustainable new construction have been applied to the new Clinic 2 and Clinic 3 buildings.

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Mobility

Overarching objective

Greenhouse gas and other emissions caused by employees commuting to work will be reduced.

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Concept to further promote environmentally friendly mobility for employees going to and coming back from work.		Preparing and planning the project “Einführung eines Mobilitätsmanagement- systems” (“Introducing a mobility management system”), or MMS for short.	Establishing a mobility management system at USB in 2023 with stakeholder participation.
Renewed “bike to work” campaign in a “battle royale” between the university hospitals of Zurich, Bern and Basel.		“bike to work” May 1-31, 2022	Continuation of the “Muskel-Mobilität” cycling promotion (including bike to work) run by Human Resources.

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Training and continuing education

Overarching objective

To further strengthen training and continuing education in order to address the shortage of skilled workers.

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Increasing the number of apprenticeships, offering another apprenticeship for a health and social assistant, piloting lateral entry.		The number increased Apprenticeship for a health and social assistant at USB implemented and already underway; lateral entry already implemented.	Further increasing the number of apprenticeships in healthcare professions (health specialists, carers, apprentices, practice assistants).
Carrying out three intermediate care courses, with an open number of participants.		Three courses were started, with an open number of participants.	Communicating the new training concept at USB with the new underlying structure; roll-out in all departments.
			Continuing to expand and promote the vocational trainer lobby (vocational training conference, vocational training courses, further vocational training).
			Piloting the interprofessional training period in autumn
			Continuing to expand training and continuing education courses (SIWF and E-Log) at USB and establishing them in the program in an individual or interprofessional setting.

SUSTAINABLE DEVELOPMENT GOALS

8 DECENT WORK AND ECONOMIC GROWTH

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Operational health management

Overarching objective

The best possible conditions are created so that our employees are able to work in a healthy and safe environment.

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Newly created operational Health Management Office in conjunction with care management.		Office established January 1, 2023	Strategy and brief of the Health Management Office incl. implementation goals.
Creating/establishing respite services (e.g. supervision).		– Respite services for supervision were developed in writing; final discussions on securing funding and planning the details are yet to be held – Opening of the BGM office	Piloting modern working time models in care, incl. initial proposals for implementation at USB.
Developing overarching specifications regarding new work models, implementation and roll-out via pilot projects.		Three modern working time models developed for USB; registration for pilot projects open until mid-December 22, and pilots start Q1 23.	

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Equal opportunities for men and women

Overarching objective

An appropriate relationship between the sexes has been achieved in the various occupations, as well as in management and key positions. Managers are made aware of the topic of equal opportunities in a targeted manner and empowered to apply it, as well as to develop non-discriminatory actions.

Medium-term objective	Measures in 2022	Progress in 2022		Measures in 2023
By 2024 (2029), the proportion of women in management positions will be raised to the following percentages: Female management physicians: 45% (50%) Female attending physicians 27% (35%) Female chief physicians 12% (25%) Head of division/Head of department: 45% (50%) Hospital management: 35% (45%)		Assessment	Explanation	
Objective achievement status in 2022 Share of women in management positions: Female management physicians: 36.8% Female attending physicians 21.8% Female chief physicians 8.9% Heads of Division/Heads of Department: 39.2% Hospital management: 40%	Reviewing recruitment and promotion processes; adopting the succession planning concept, which takes the advancement of women into account.	partly implemented	From the concept phase to the implementation phase	Advancement programs “Aiming Higher” and “Antelope”, as well as mentoring program “Medicine”, now firmly established at USB.
	Holding workshops, optimizing recruitment and promotion processes.	measure implemented		The succession planning concept adopted in 2022 is being implemented: Identifying critical functions and validating them at regular intervals, as well as reviewing the relevant profile/identifying potential deputies and successors/reviewing targets for gender-balanced advancement of new talent regarding the pipeline.
	Implementing the language regime in the relevant documents.	partly implemented	Further, closer cooperation planned between the communications team and the HR team.	

SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Ethics and compliance

Overarching objective

Employees are aware of the Code of Conduct and the internal points of contact for compliance-relevant questions.

Progress in 2022		Measures in 2023
Assessment	**Explanation**	
	Compliance training is continuing.	Carrying out compliance training (in person and via online training platform) for new employees, incl. managers.
		Reiterating articles and information – hospital-wide and specialist group-specific – with regard to the Code of Conduct and Compliance.

SUSTAINABLE DEVELOPMENT GOALS

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Assessment scale:

- not implemented
- partly implemented/not yet completed
- measure implemented/completed

Employee participation and information

Overarching objective

Involving employees and providing them with adequate information.

Measures in 2022	Progress in 2022		Measures in 2023
	Assessment	Explanation	
Conducting regular employee surveys (3× in 2022 as planned).			Conducting regular employee surveys (2–3×) in 2023 and deriving measures from the results.

Climate protection at University Hospital Basel

In 2022, USB approved the following climate protection targets:

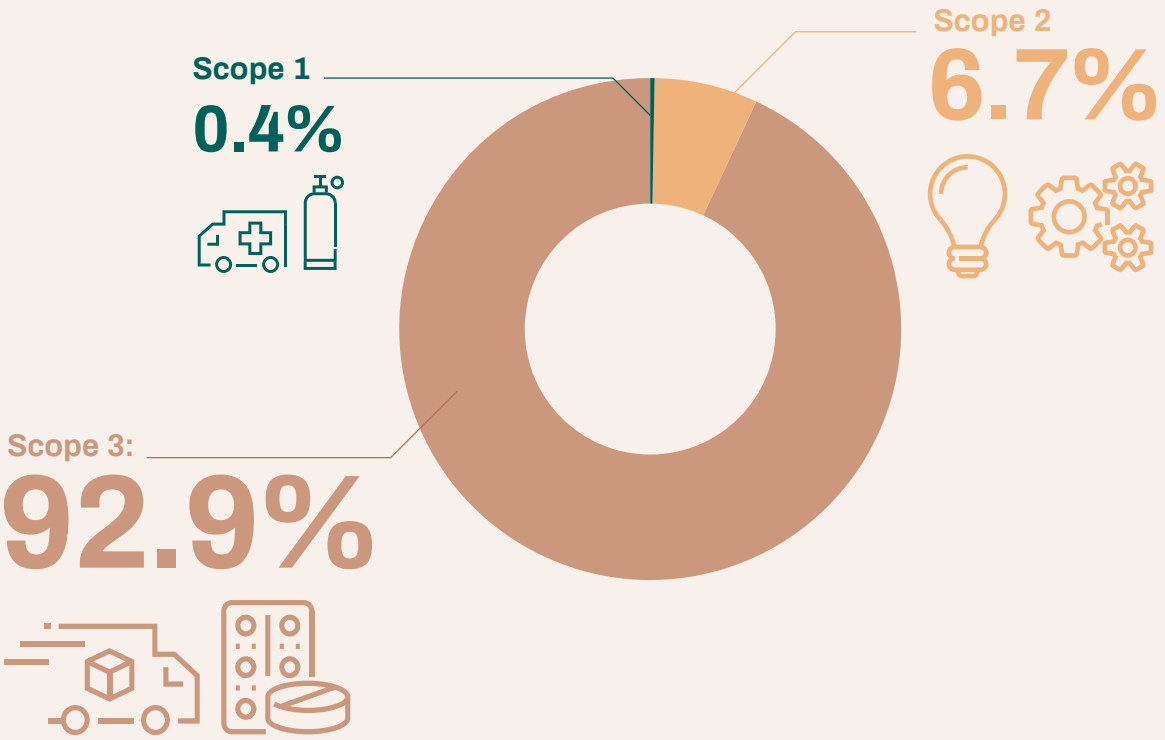
– We will be net zero by the end of 2025 in Scope 1.
– We are reducing our greenhouse gas emissions in Scope 2 and 3[1] by 10% by the end of 2025 compared with 2021.

In order to achieve these targets and protect the climate in a targeted manner, USB has been calculating its direct greenhousse gas emissions (Scope 1), as well as the greenhouse gas emissions from purchased energy (Scope 2) for four years. This helps to identify emissions-intensive activities and carry out effective reduction measures.[2]

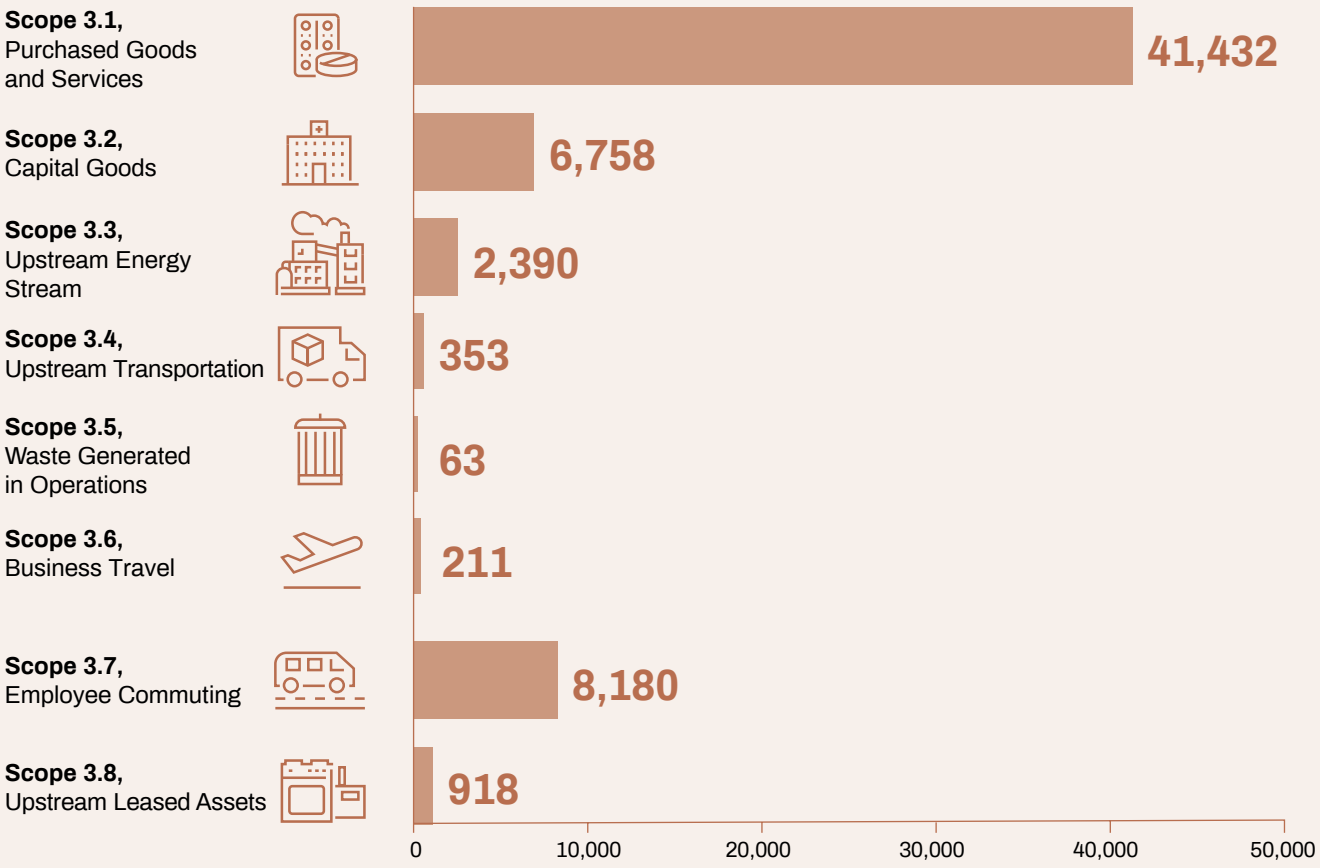
In order to be able to take more comprehensive and targeted action, indirect emissions (Scope 3) were also calculated in 2022 for the first time for 2021, which means that we are now able to submit complete figures for our greenhouse gas emissions. Indirect emissions refer to all greenhouse gases that arise from upstream (e.g. food production) or downstream activities (e.g. waste disposal). The figures for our greenhouse gas emissions are presented below.

1. excluding category 3.2 Capital goods
2. The Greenhouse Gas Protocol – the international standard for calculating greenhouse gas emissions – divides the emissions of an organization into different areas, known as scopes. A differentiation is made between those emissions that come about directly in the organization (Scope 1), those that come about when generating purchased energy (Scope 2) and those that come about outside the organization but are associated with the activities of the organization (Scope 3).

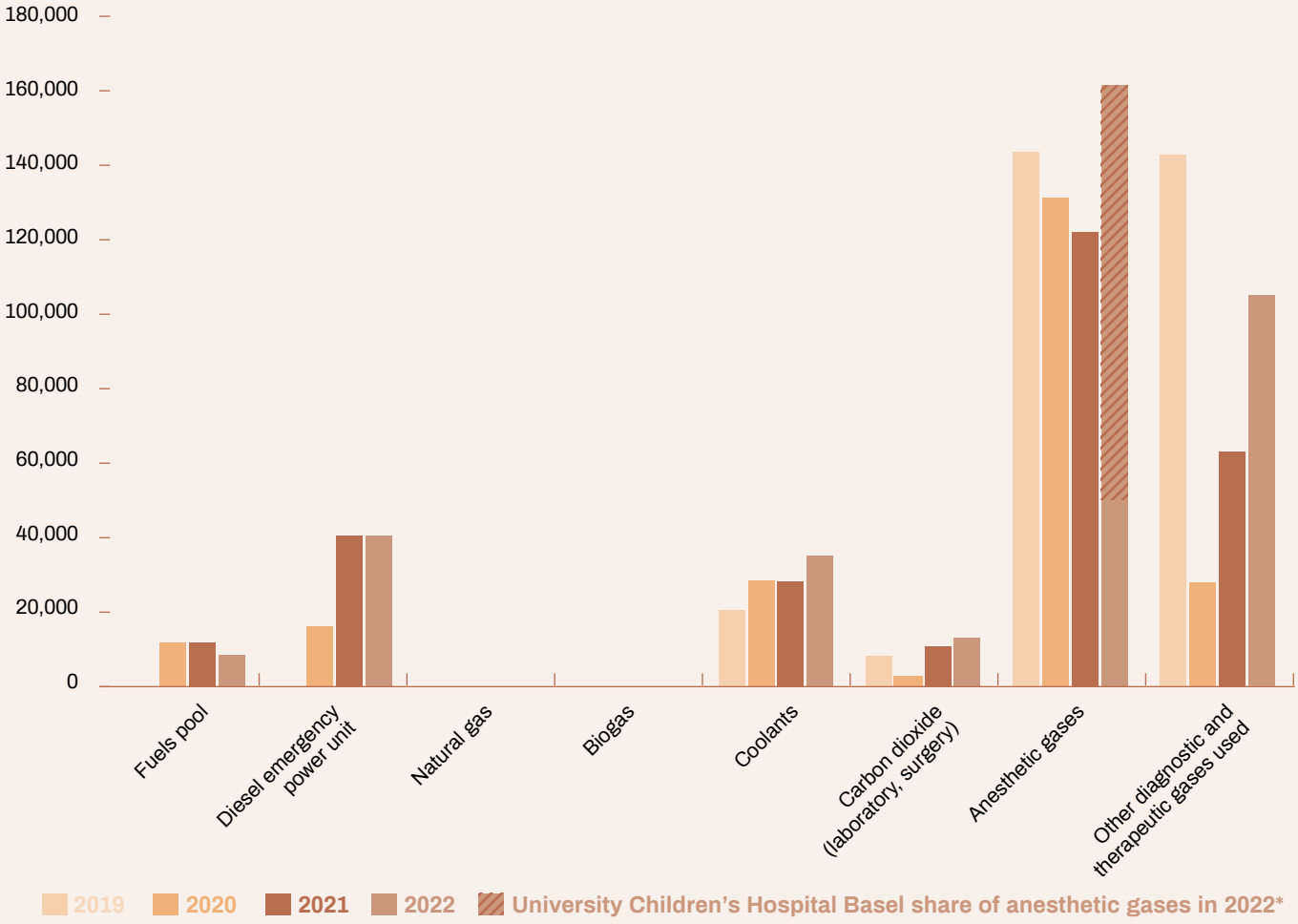
Share of Scope 1, 2 and 3 in USB's total greenhouse gas emissions (2021)



Breakdown of greenhouse gas emissions in Scope 3 (tCO_2e for 2021)



Scope 1 greenhouse gas emissions from 2019-22 (kg CO_2e)



* From 2022, greenhouse gas emissions from anesthetic gases for USB and UKBB are shown separately.

GRI 305-1: Direct GHG emissions (Scope 1), 2019-22

Scope	Emissions source	Emissions factor	GHG emissions (kg CO_2e) 2019	2020	2021	2022
1	Petrol vehicles**	2.31[a]	3,706.53	2,954.49	3,381.84	1,420.65
1	Diesel vehicles**	2.69[a]	7,235.02	8,680.63	8,371.28	6,781.49
1	Diesel emergency power unit**	2.69[a]	0	16140	40,350	40,350
1	Natural gas share IWB bio natural gas§	0.18[a]	66.42	6.99	26.22	19.23
1	Natural gas share IWB bio natural gas§	0.00[a]	0.00	0.00	0.001575	0.00
1	Dry ice pellets (CO_2)*	1[a]	18,730	24,120	23,870	29,500.00
1	Dry ice plates (CO_2)*	1[a]	1,676	4,260	4200	5,400.00
1	Carbon dioxide (CO_2) for surgery*	1[a]	8,163	2752	10,536.30	12,849.00
1	Propane (C_3H_8)*	2.99[b]	328.9	263.12	0	388.70
1	Nitrous oxide (N_2O)*+	298[a]	49,468	34,270	47,384.38	30,694.00
1	Nitrous oxide (N_2O)*++	298[a]	-	-	-	58,706.00
1	Sulphur hexafluoride (SF_6)*	22,800[a]	27,360	27,360	27,360	27,360.00
1	Gas mixture 50% O_2 50% N_2O*+	298[a]	45,433.08	54,244.35	43,158.67‡	1,788.00
1	Gas mixture 50% O_2 50% N_2O*++	298[a]	-	-	-	53,282.40
1	Gas mixture 4% SF_6 21% O_2 75% N_2*	22,800[a]	24,186.24	0	24,186.24	54,419.04
1	Gas mixture 5% SF_6 21% O_2 26.3% He 47.7% N_2*	22,800[a]	90,698.40	0	11,337.30	22,674.60
1	Sevoflurane anesthetic (Sevorane)*	130[c]	22,868.53	18,235.04	17,188.76	14,348.88
1	Desflurane anesthetic (Suprane)*	2,540[c]	21,433.54	21,433.54	10,716.77	0.00
1	Cardiotechnology (Sevorane)*	130[c]	4,035.62	2,989.35	3,437.75	2,839.88
1	Chloroform 1l*	16[d]	23.68	47.36	0	71.04
1	Chloroform-d*	16[d]	0	5.92	0	0.00
1	Phenol: Chloroform: Isoamyl alcohol 25:24:1*	16[d]	0	1.13664	0	0.00
Direct GHG emissions (Scope 1) in tonnes CO2e			**325.41**	**217.76**	**275.51‡**	**250.90**

GRI 305-2: Indirect energy-related GHG emissions (Scope 2), 2021

Scope 2	Emissions source	Approach	tCO_2e (2021)
2	Energy consumption (excl. energy consumption for sold refrigeration)#	market-based. The effective energy product was requested from IWB.[e]	0
2	Gas mixture#	market-based. The effective district heating product was requested from IWB.[f]	4,332
Indirect energy-related GHG emissions (Scope 2) in tonnes CO_2e			**4,332**

New presentation compared to the Sustainability Report 2021: Carbon-neutral accounting of waste heat from industry or incineration, as handled in Switzerland, runs counter to the GHG Protocol/a standardized international approach. The newly applied accounting approach is now in line with the GHG Protocol, meaning that CO_2 emissions from district heating are no longer accounted for with zero.

* Gases and coolants apply to the main USB site, all of USB's external offices and University Children's Hospital Basel (UKBB).
** Fuel consumption applies to USB as a whole.
+ These data describe the amounts purchased for 2022 by USB and all of USB's external offices. In the preceding years, the UKBB data are also integrated.
++ These data apply to the amounts purchased by UKBB in 2022.
# The energy and district heating consumption applies to the following addresses at the main USB site and USB's external offices: Spitalstrasse 21, Petersgraben 4, Hebelstrasse 2, -20, -32, -34, -36, Schanzenstrasse 48, Spitalstrasse 26, Schönbeinstrasse 40, St. Johanns-Rheinweg 71, Mittlere Strasse 91, - 68. Natural gas is used in USB laboratories and in the kitchen. Meals are also prepared for UKBB in the latter, i.e. the consumption of natural gas that can be attributed to USB alone is lower. The fuel consumption applies to nine vehicles stationed on the USB site.
§ The USB laboratories use gas cartridges. These were not recorded in the natural gas consumption
‡ New presentation compared to the Sustainability Report 2021 owing to calculation errors: The emissions of the gas mixture 50% O_2 50% N_2O are slightly lower.

Sources Emissions factors
a) GOV.UK (2020): Greenhouse gas reporting: conversion factors 2020, https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
b) BAFU (2019): CO_2-Emissionsfaktoren des Treibhausgasinventars der Schweiz, p. 4.
c) Richter H, Weixler S, Schuster M (2020): Der CO2-Fussabdruck der Anästhesie. Wie die Wahl volatiler Anästhetika die CO2-Emissionen einer anästhesiologischen Klinik beeinflusst. Anästh Intensivmed 2020;61:154-161, p. 154.
d) GHG Protocol (2016): Global Warming Potential Values, based on IPCC Fifth Assessment Report, 2014 (AR5), https://www.ghgprotocol.org/sites/default/files/ghgp/Global-Warming-Potential-Values%20%28Feb%2016%202016%29_1.pdf
e) Mary Sotos (2015): GHG Protocol Scope 2 Guidance, p. 34
f) Frischknecht 2017: Treibhausgasemissionen der Strom- und Fernwärmemixe Schweiz gemäss GHG Protocol, https://treeze.ch/fileadmin/user_upload/downloads/Publications/Case_Studies/Energy/619-GHG_Strom_Fernw%C3%A4rme_v3.0.pdf

GRI 305-3: Other indirect GHG emissions (Scope 3), 2021

Scope 2	Description	Approach	Accuracy	tCO_2e (2021)
Scope 3.1, Purchased Goods and Services				**41,432**
Food	Food	Activity-based	medium[a]	3,964
Spend-based	Medicinal products, instruments, medical devices, chemicals, household expenditure, etc.	Monetary-based	low[b]	37,468
Scope 3.2, Capital goods	Buildings, facilities, IT infrastructure, etc.	Monetary-based	low[b]	**6,758**
Scope 3.3, Upstream Energy Stream		Activity-based	high[c]	**2,390**
Scope 3.4, Upstream Transportation and Distribution	Patient transport, material transport	Monetary-based	low[a]	**353**
Scope 3.5, Waste Generated in Operations		Activity-based	high[d]	**63**
Scope 3.6, Business Travel		Activity-based	high[e]	**211**
Scope 3.7, Employee Commuting		activity-based	medium[f]	**8,180**
Scope 3.8, Upstream Leased Assets		Activity-based	medium[g]	**918**
Other indirect GHG emissions (Scope 3) in tonnes CO_2e				**60,305**

All relevant greenhouse gases were included in the calculation. The calculation was based on the GHG Protocol Corporate Standard.

The following of the 15 Scope 3 categories based on the GHG Protocol were classified as relevant for USB:
Scope 3.1, Purchased Goods and Services
Scope 3.2, Capital Goods
Scope 3.3, Upstream Energy Stream
Scope 3.4, Upstream Transportation

and Distribution
Scope 3.5, Waste Generated in Operations
Scope 3.6, Business Travel
Scope 3.7, Employee Commuting
Scope 3.8, Upstream Leased Assets

The remaining categories were deemed not to be applicable or not to be relevant:
Scope 3.9, Downstream Transportation and Distribution (not relevant)*
Scope 3.10, Processing of Sold Products (not applicable)
Scope 3.11, Use of Sold Products (not applicable)
Scope 3.12, End-of-Life Treatment
of Sold Products (not applicable)
Scope 3.13, Downstream Leased Assets (not relevant for USB and/or emissions already taken into account in Scope 1 and 2)
Scope 3.14, Franchises (not applicable) Scope 3.15, Investments (not relevant)
Scope 3.15, Investments (not relevant)

* Patient mobilty (private vehicles of patients, ambulance, Rega) that was not paid directly by USB was not included on the balance sheet.

Sources Emissions factors
a) World Food LCA Database v3.5/Agribalyse v3.0.1
b) Exiobase 3.3.18
c) GOV UK 2020
d) GOV UK 2022
e) GOV UK 2022 (planes), Mobitool 2.1 (cars and trains)
f) Mobitool 2.1
g) PCAF, Partnership for Carbon Accounting Financials, carbonaccountingfinancials.com

Material topics, topic-specific GRI data and other key figures

In accordance with the GRI standards, the material topics were determined in a systematic, participative process (materiality analysis). This ensured that the focus of the sustainability reporting was on topics that have a particularly strong impact on the environment and society, and are of great interest to USB's stakeholders.

GRI 3-1 Procedures to determine material topics

First, a materiality analysis focused on ecological topics was conducted in 2019. One of the things to emerge from this were the environmental guidelines of the University Hospital.[3] As a result, the material topics in the area of Social were developed in 2020. From August 2021 to January 2022, USB's functional sustainability strategy was developed with internal and external stakeholders, guided by the 17 United Nations Sustainable Development Goals (SDGs). 12 workshops were held comprising approx. 60 participants from all the management, departments and divisions of USB in order to identify the priority SDGs for USB. These were then compared with the expectations of USB' external stakeholders, i.e. representatives of the health and finance departments, district office, disabled forum, professional labor organizations (OdA) for vocational training, a private hospital, a health insurance company, the student representative body, the chamber of commerce and a trade union. Implementation of the functional sustainability strategy is monitored twice per year by USB's Board of Directors. Furthermore, USB, together with the university hospitals of Geneva, Lausanne and Bern decided in 2022 to join the Swiss Federal Office of Energy's national "Exemplary Energy and Climate" initiative, thereby making a public commitment to help meet the targets set by the Federal Government's energy strategy and the Paris Climate Accord.

The following table explains the material topics and shows the topic-specific GRI data and other key figures, allowing an understanding of the sustainability impact for each material topic over the period of the last four years. This clearly shows those areas in which improvements have already been made, as well as those in which further efforts are needed. No GRI data or other key figures are currently collected for the material topic Buildings/Infrastructure.

3. Environmental guidelines:
1) We are constantly improving our ecological footprint and taking responsibility both now and for future generations.
2) All employees support careful handling of resources.
3) We take the environment into account in our decisions at all levels of management.
Professional association for Swiss doctors A tolerance threshold was set by the Federal Government for public procurement in order to allow a standardized analysis of wage inequalities that includes additional objective explanatory factors related to wage differences that are not taken into consideration in the analysis. See Büro für Arbeits- und Sozialpolitische Studien (BASS) (2004): Überprüfung der Einhaltung von Lohngleichheit zwischen Frauen und Männern bei Beschaffungen des Bundes. Bericht über die Pilotphase zur Umsetzung von Art. 8 Abs. 1 Bst. c des Bundesgesetzes über das öffentliche Beschaffungswesen, S. III.

Catering

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
The ecological impact of food production (including climate change and loss of biodiversity) may be addressed by a reduction in food of animal origin and increased use of eco-labels, for example. The large number of meals provided by our caterers represents a key lever for improving the environmental impact.

GRI 301-1: Materials used according to weight or volume: purchased amounts* of specific food relevant to the environment, 2019–2022

	2019	2020	2021	2022
Meat (kg)	76,986	61,465	53,608	60,405
Fish (kg)	22,293	18,668	17,186	19,953
Milk and cream (liter)#	196,139	180,111	171,828	195,096
Milk and cream (liter) (excl. non-animal products)		175,723	165,588	185,041
Yogurt and quark (kg)****	35,616	31,303	29,415	32,691
Cheese (kg)	17,545	15,288	15,416	16,058
Coffee (kg)	11,650	10,548	9,828	10,340
Of which: fair-trade coffee beans from September 1, 2020**		3,150	6,975	7,150
Cooking oil (liter)**		13,645	13,590	15,160
Vegetables (kg)**		136,494	131,067	142,526
Fruit (kg)**		111,128	107,131	109,980
Number of meals*	1,043,741	915,985	942,419	974,452

* The amounts apply to the main USB site and UKBB, with the exception of UKBB cafeteria products, only some of which are supplied by USB (70%).
** These food categories have only been recorded separately since 2020.
# Non-animal products such as coconut milk are also included here. However, these only amount to a small percentage. They are recorded separately from 2020 on. At the end of September 2017, there was a switch to milk powder for patients. As a result, consumption is now more efficient and there has been a reduction in the amounts purchased.
§ New presentation compared to the Sustainability Report 2021: Yogurt and quark no longer indicated in cups but in kilograms.

	2019	2020	2021	2022
Meat and fish (g) per meal	95.0	87.0	75.0	82.0
Milk and cream (ml) per meal		192	176	190

Percentage share of vegetarian catering in total catering (2019-22)

	2019	2020	2021	2022
Employees and visitors in the canteen	45	44	58	53
Patients and visitors on the wards	25	25	31	29

GRI 3-2 List of material topics

GRI 3-3 Management of material topics

Heating/Cooling energy

GRI 103-1: Explanation of the material topic and its boundary

The energy consumption of a hospital is high and can be compared with that of a medium-sized municipality. By using fossil fuel energy sources, greenhouse gases are emitted, which drive climate change. Even if, as in the case of USB, renewable energy sources account for a large part of the energy consumption, it is in the interests of society to cut total energy consumption as much as possible in order to reduce the general dependence on fossil fuels and nuclear power.

GRI 302-1: Energy consumption within the organization

		2019	2020	2021	2022	Unit
Non-renewable fuel consumption	Petrol#	50,082	39,920	45,694	19,195	MJ
	Diesel#	94,792	113,732	109,679	88,850	MJ
	Diesel for emergency power unit§	Not available	211,464	528,660	528,660	MJ
	Natural gas share IWB Bio natural gas**	1,300	137	,513	376.2	MJ
	Gas lighter	0	0	,0	0	MJ
	Total	146,173	365,253	684,547	637,082	MJ
Renewable fuel consumption	Natural gas share IWB bio natural gas**	68	7	27	20	MJ
Energy consumption (excl. energy consumption for sold refrigeration)		105,508,606	106,714,937	112,013,770	114,552,270	MJ
District heating consumption		124,076,293	116,008,596	131,902,477	130,556,668	MJ
Total energy consumption*		**229,731,141**	**223,088,793**	**244,600,821**	**245,217,379**	**MJ**
Total energy consumption (MWh)*		**63,814**	**61,969**	**67,945**	**68,116**	**MWh**

District heating consumption standardized according to heating degree days	125,771,575	127,021,777	118,401,668	143,179,405.7	MJ
Total energy consumption* standardized according to heating degree days	**231,426,422**	**234,101,975**	**231,100,011**	**257,840,117.2**	**MJ**
Total energy consumption (MWh)* standardized according to heating degree days	**64,285**	**65,028**	**64,194**	**71,622**	**MWh**

Heating degree days are a measure of the effect of the weather on heating energy consumption. They help make the heating energy consumption between different years comparable by taking the varying levels of cold in the winter into account mathematically. To this end, a record is taken on every heating day – a day with a daily mean temperature of less than 12 degrees Celsius – of how much the outside air temperature measured deviates from the targeted inside air temperature of 20 degrees Celsius. The monthly heating degree days are the sum of the differences between the outside air temperature and the targeted inside air temperature for all heating days of the month. The long-term average is calculated using the annual figures for the last 30 years. A cold year is deemed to occur if an annual heating degree day figure is greater than the average. The district heating consumption standardized according to heating degree days results from dividing the actual district heating consumption by the heating degree days in year x and then multiplying this with the long-term average. This effects a standardization of the annual consumption as if the year had been as warm as average. (Source: https://www.hev-bs.ch/vermieten/nebenkostenabrechnungen/heizgradtage-hgt/, https://www.energieinstitut.at/unternehmen/energie-und-umweltwissen/heizgradtag-bereinigung/).

* Total energy consumption (excluding natural gas and fuels) applies to the following addresses at the main USB site and USB's external offices: Spitalstrasse 21, Petersgraben 4, Hebelstrasse 2, 20, 32, 34, 36, Schanzenstrasse 48, Spitalstrasse 26, Schönbeinstrasse 40, St. Johanns-Rheinweg 71, Mittlere Strasse 91, 68. Natural gas is used in USB laboratories and in the kitchen. Meals are also prepared for UKBB in the latter, i.e. the consumption of natural gas that can be attributed to USB alone is lower. The fuel consumption applies to nine vehicles stationed on the USB site.

** The USB laboratories use gas cartridges. These were not recorded in the natural gas consumption

Fuel consumption of the USB fuels pool (9 vehicles).

§ newly recorded since 2020.

Conversion factors
1 kWh = 3.6 Megajoule (MJ)

1 liter of petrol = 8.67 kWh
1 liter of diesel = 9.79 kWh

Source
https://www.energie-gedanken.ch/umrechnungsfaktoren/, downloaded on February 6, 2023.

GRI 302-3: Energy intensity

	2019	2020	2021	2022	Unit
Energy consumption per m² of building space	224	218	239	239	kWh/m²
Energy consumption per m² of heated building space	312	303	332	333	kWh/m²
Energy consumption per full-time position (full-time equivalent, or FTE)	11,449	10,804	11,450	11,174	kWh/FTE
Energy consumption per inpatient day	284	301	316	313	kWh/ inpatient day
Energy consumption per m² of heated building space, standardized according to heating degree days	226	228	225	251	kWh/m²
Energy consumption per m² of heated building space, standardized according to heating degree days	314	318	314	350	kWh/m²
Energy consumption per full-time position (full-time equivalent, or FTE), standardized according to heating degree days	11,533	11,337	10,818	11,749	kWh/FTE
Energy consumption per inpatient day, standardized according to heating degree days	286	316	299	329	kWh/ inpatient day

Reference variables	**2019**	**2020**	**2021**	**2022**	**Unit**
Number of full-time positions at USB, excl. external offices, third-party-funded employees and trainees	4,613	4,716	4,851	4,965	FTEs
Number of full-time positions at USB, incl. USB's external offices	5,574	5,736	5,934	6,096	FTEs
Number of full-time positions at UKBB	673	685	692	701	FTEs
Total number of full-time positions	6,247	6,421	6,626	6,797	FTEs
USB employees, incl. USB's external offices	7,291	7,637	7,911	8,114	Number
of UKBB employees	1,015	1,021	1,043	1,070	Total number
of employees	8,306	8,658	8,954	9,185	Number
of inpatient days at USB, incl. USB's external offices (incl. new-borns, according to SwissDRG)*	224,930	205,607	215,031	217,556	Number
of inpatient days at UKBB (according to SwissDRG)	31,305	29,420*	30,168	31,138	Number
Number of inpatient days	256,235	239,372	245,199	248,694	Number
amount of building space (gross floor space)**	284,829	284,829	284,829	284,829	m²
Heated building space (gross floor space)**	204,765	204,765	204,765	204,765	m²

* Inpatient days, excl. USB patients who were treated at the Bethesda hospital site.
* New presentation compared to the Sustainability Report 2020: 29,420 inpatient days at UKBB instead of 33,765 owing to calculation errors (according to SwissDRG).
** This includes buildings at the following addresses at USB's main site and external offices: Spitalstrasse 21, Petersgraben 4, Hebelstrasse 2, 20, 32, 34, 36, Schanzenstrasse 48, Spitalstrasse 26, Schönbeinstrasse 40, St. Johanns-Rheinweg 71, Mittlere Strasse 91, 68.

Medical consumables

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
Employing single-use materials such as medical instruments, surgical clothing, hygiene material, etc. results in high consumption of material and large amounts of waste. This corresponds to enormous consumption of resources and energy in the supply chain and therefore high emissions of greenhouse gases and other pollutants in production and waste incineration. In the trade-off between medical requirements and the environmental impact, our aim is to find a constructive way of dealing with this challenge.

GRI 301-1: Materials used according to weight or volume: Consumption amounts* (units) for selected single-use materials 2019–2022

	2019	2020	2021	2022
Single-use surgical scissors	98,000	81,600	92,500	88,000
Single-use surgical trousers	97,824	94,802	87,768	67,630
Single-use surgical T-shirt	121,728	114,799	111,334	108,528

* The amounts apply to the main USB site, all of USB's external offices and UKBB.

Textiles/Laundry

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
Because of the sheer volume of textiles and laundry, these contribute significantly to the pollution caused by hospitals. Manufacturing textiles causes various types of pollution (greenhouse gas emissions, air pollution, eutrophication of waters, water shortages and a loss of species as a result of cotton production). Washing the textiles results in high energy and water consumption. As a procurer of textiles and customer of laundrettes, we are in a position to exert influence and have a positive impact.

GRI 301-1: Materials used according to weight or volume: Laundry amounts (unit and weight) 2019–2022

	2019	2020	2021	2022
Laundry* (t)	1,781	1,765	1,751	1,713
Laundry* (units)	5,780,095	5,728,074	5,683,134	5,556,890

* The amounts apply to the main USB site and all of USB's external offices.

Recycling materials

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
Recycling materials such as waste paper, cardboard, PET, PE film, glass and aluminum are valuable resources whose production consumes energy and releases emissions. Large amounts are used and in all sorts of places within the hospital. USB's approach is therefore to put prevention ahead of reduction, and reduction ahead of recycling.

GRI 301-1: Materials used according to weight or volume: Purchased amounts (number of units) of PET mineral water 2019–2022

	2019	2020	2021	2022
Water 1 liter PET*	320,160	287,040	298,560	292,320
Water 50cl PET*	677,136	613,008	624,672	644,112

* The amounts apply to the main USB site, UKBB and all of USB's external offices.

Number of water dispensers:	**2019**	**2020**	**2021**	**2022**
Newly installed water dispensers	-	9	10	16
Total number of water dispensers	162	171	181	197

GRI 306-3: Waste generated in metric tonnes (t)*

	2019	2020	2021	2022
Total waste (t)	2,882	2,834	2,959	2,934
Non-hazardous waste (t)	2,599	2,549	2,658	2,637
Hazardous waste (t)	283	284	301	297

* The waste amounts apply to the main USB site, UKBB and USB's external offices at Mittlere Strasse 91 (eye hospital) and Vogesenstrasse 134 (reproductive medicine). Exception: Discarded materials and furniture from aid organization shipments primarily originate from the main USB site, but also partly from USB's external offices, as well as UKBB.

GRI 306-4: Waste diverted from disposal

Resulting from a procedure to recover waste diverted from disposal, in metric tonnes (t)	**2019**	**2020**	**2021**	**2022**
Recycling materials in hazardous waste				
Recycling (t)	1.56	1.42	1.25	1.07
Neutralization (t)	0.37	0.08	0.10	0.12
Total	**1.93**	**1.50**	**1.35**	**1.19**
Non-hazardous recycling materials				
Recycling for re-use (t)	22.64	17.69	61.31	29.92
Recycling **(t)	643.24	631.85	692.23	618.81
Fermentation (t)	179.73	199.12	231.37	229.50
Total (t)**	**845.61**	**848.67**	**984.90**	**878.23**
Recycling materials (t)**	**847.54**	**850.17**	**986.25**	**879.42**

With the exception of recycling for re-use, all these procedures to process waste are carried out away from the company's own site (GRI 306-4-d, 306-5-d).

GRI 306-5: Waste earmarked for disposal

Resulting from a procedure to dispose of forwarded waste, in metric tonnes (t)	2019	2020	2021	2022
Hazardous waste				
Incineration (with energy recovery)	281.26	282.85	299.84	295.43
Incineration (without energy recovery)	0.00	0.00	0.00	0.00
Total	**281.26**	**282.85**	**299.84**	**295.43**
Non-hazardous waste				
Incineration (with energy recovery)**	1,735.31	1,694.70	1,710.86	1,762.16
Incineration (without energy recovery)	0.00	0.00	0.00	0.00
Landfill**	7.34	8.36	6.51	4.99
Total**	**1,742.65**	**1,703.07**	**1,717.38**	**1,767.16**
Waste forwarded for disposal (incineration, landfill) (t)	**2,023.91**	**1,985.91**	**2,017.21**	**2,062.59**

With the exception of recycling for re-use, all these procedures to process waste are carried out away from the company's own site (GRI 306-4-d, 306-5-d).

	2019	2020	2021	2022
Waste in kg per FTE	461.40	441.33	446.65	431.59
Waste in kg per inpatient day	11.25	11.84	12.07	11.80
Percentage share of recycling in total waste**	28.62	29.38	31.25	28.96
Percentage share of hazardous waste in total waste	9.82	10.03	10.18	10.11

** New presentation compared to the Sustainability Report 2021: In the case of three categories of waste, the allocation of disposal routes (recycling, incineration, landfill) was adjusted, resulting in a change in the amounts for 2019-21.

Food waste

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
By avoiding food waste, the ecological impact of food production (incl. climate change and loss of biodiversity) can be reduced. As a hospital, large amounts of food are consumed in meals for patients, staff and visitors. Catering is therefore an important lever for improving the impact on the environment.

GRI 306-4: Waste diverted from disposal: Food waste 2019–2022

	2019	2020	2021	2022
Food waste* (kg)	179,730	199,120	231,370	229,500
Food waste* (kg) per FTE	28.77	31.01	34.92	33.76

* The waste originates from the main USB site, UKBB and USB's external offices at Mittleren Strasse 91 (eye hospital) and Vogesenstrasse 134 (reproductive medicine).

Buildings/Infrastructure

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
Around a third of Swiss greenhouse gas emissions can be attributed to the mobility sector.
Car and truck traffic in particular, as well as air travel, have a damaging effect on the climate. Our aim is to enable and strengthen environmentally friendly mobility behavior among our staff, patients and visitors within our sphere of influence.

Up until now, no topic-specific GRI data or other key figures have been reported for this topic.

Mobility

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
Around a third of Swiss greenhouse gas emissions can be attributed to the mobility sector. Car and truck traffic in particular, as well as air travel, have a damaging effect on the climate. Our aim is to enable and strengthen environmentally friendly mobility behavior among our staff, patients and visitors within our sphere of influence.

Number of bicycle spaces 2019-22	2019	2020	2021	2022
	1,320	1,320	1,320	1,320

Wastewater

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
This is about minimizing the risk of releasing pollutants. In particular, waste from medicinal products and X-ray contrast agents that gets into the wastewater of hospitals as micropollutants presents challenges that have not yet been resolved.

GRI 303-5: Water consumption

	2019	2020	2021	2022
Water consumption (m^3)*	173,570	204,623	181,039	181,000

* Water consumption applies to the following addresses at the main USB site and USB's external offices: Spitalstrasse 21, Petersgraben 4, Hebelstrasse 2, 20, 32, 34, 36, Schanzenstrasse 48, Spitalstrasse 26, Schönbeinstrasse 40, St. Johanns-Rheinweg 71, Mittlere Strasse 91, 68.

Training and continuing education

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
As a university hospital and the main hospital for the area, we need qualified and committed employees in all fields in order to have the high level of specialist knowledge required. We therefore train young talent in a wide range of medical and non-medical professions and provide our employees with a variety of attractive continuous education and advanced training opportunities, as well as numerous on-the-job development opportunities. In doing so, we make a fundamental contribution to high-quality general healthcare, as well as to research and innovation in the medical field, at USB and beyond.

GRI 404-2: Programs to improve the expertise of employees and to provide transition assistance

In the medical field, USB provides 35 of the 44 medical specialist training courses set by the Swiss Medical Association's (FMH)[4] Swiss Institute for Postgraduate and Further Education in Medicine (SIWF) which represent the major specialist fields of clinical and non-clinical medicine. This makes USB the most important provider and partner for continuing education in the medical field in the region of North-West Switzerland.

→ Overview of medical specialist training courses at UBS (in German only)

In addition, USB offers 27 different apprenticeships, creating exciting prospects for apprentices, students and graduates.

→ Vocational training HF/FH apprenticeships at USB

→ Vocational training apprenticeships at USB (in German only)

In addition, USB provides its employees with a variety of attractive continuous education and advanced training opportunities, as well as numerous on-the-job development opportunities. With extensive continuing education programs, as well as personnel and management development, we are laying the foundations for our employees to fulfill challenging tasks in a very dynamic university environment at a high level every day and to continue to develop professionally.

→ Continuing education at USB

→ Management development at USB (in German only)

4. Professional association for Swiss doctors

Shortage of skilled workers

GRI 3-3-a and GRI 3-3-b Relevance of the material topic

The shortage of skilled workers in the health professions represents one of the key challenges for ensuring good healthcare. The coronavirus pandemic and its exceptional strain on health personnel has only heightened the urgency of the topic. It is a cross-cutting topic that is closely linked to other material topics: By offering a comprehensive range of training and continuing education programs, USB is helping to promote young talent and a high level of qualifications in healthcare, as well as alleviating the shortage of skilled workers not just at USB itself, but in North-West Switzerland as a whole over the long term. Promoting equal opportunities, options for employees to participate, operational health management and further development of working conditions in the context of the "Pflege 2030" program is contributing to employee satisfaction and helping to counter employee turnover and the shortage of skilled workers at USB.

GRI 401-1: New employees and employee turnover

GRI 401-1-a: New employees* according to age group and gender

Age group	2019		2020		2021		2022	
	male	female	male	female	male	female	male	female
≤ 24	31	91	10	71	26	77	27	97
25-34	118	249	121	256	138	258	151	360
35-44	62	133	67	136	67	140	75	176
45-54	28	95	33	100	31	87	39	103
≥ 55	12	31	7	34	10	28	8	47
Total male/female	**251**	**599**	**238**	**597**	**272**	**590**	**300**	**783**
Total	**850**		**835**		**862**		**1,083**	
Heads 12/31/xx	**5,570**		**5,783**		**5,855**		**6,039**	
Total rate	**15.3%**		**14.4%**		**14.7%**		**17.9%**	

* Number of USB employees excl. third-party-funded positions and trainees.

GRI 401-1-b: Employee turnover* according to age group

	2019		2020		2021		2022	
	Employee turnover (FTE)	Rate	Employee turnover (FTE)	Rate	Employee turnover (FTE)	Rate	Employee turnover (FTE)	Rate
≤ 24	37.2	21.5%	16.0	9.2%	24.9	15.4%	44.5	24.1%
25-34	160.0	13.2%	128.8	10.4%	155	11.7%	167.2	12.3%
35-44	101.7	8.7%	83.6	7.0%	114.7	9.4%	128.9	10.4%
45-54	46.7	3.9%	47.9	4.1%	60.35	5.1%	79.4	6.7%
≥ 55	16.5	1.9%	24.6	2.6%	17.61	1.8%	2.2	2.2%
Total	**362.1**	**7.9%**	**300.9**	**6.4%**	**371.6**	**7.7%**	**436.9**	**8.8%**

* Definition of employee turnover: Number of employees leaving the company with "Termination by the employee" given as the reason. Employee turnover was calculated in relation to the number of full-time positions (full-time equivalents, or FTEs for short), excl. third-party-funded positions and trainees.

Operational health management

GRI 3-3-a and GRI 3-3-b Relevance of the material topic

A safe, functional and attractive working environment is an essential aspect of our social sustainability. With the measures for occupational health and safety, as well as the programs to promote the health of our staff, we are making an important contribution to the safety and well-being of our employees.

GRI 403-1: Management system for occupational health and safety

The topic of occupational health and safety has a broad legal framework in Switzerland. It is based on the Employment Act, Product Safety Act, Accident Insurance Act and Article 328 of the Code of Obligations. USB is a member of the H+ industry solution for occupational health and safety and uses its instruments such as checklists, software and continuing education programs for implementing statutory provisions. All USB staff are covered by this management system.

The Head of Prevention coordinates 160 occupational health and safety contact persons who are responsible for implementing occupational health and safety. Their activities include implementing safety standards (e.g. by procuring protective equipment), carrying out hazard identification and risk assessments and instructing employees (e.g. on how to behave in the event of an emergency). The occupational health and safety contact persons undergo regular training and continuing education. In addition, a fire protection committee meets once per month. Our employees attend compulsory fire-extinguishing drills on a regular basis.

For occupational health and safety, USB also has a staff doctor service (vaccination campaigns, medical checks for new staff, medical consultations in the event of health problems), a hospital hygiene policy and operational ergonomics.

GRI 403-6: Promotion of employee health

To promote the health of its employees, USB offers the following programs:

- Social counseling provided by the firm Movis for private or professional problems
- Range of courses on handling work pressures
- Sport and leisure options
- The stop-smoking program “Rauchfrei durch die Ausbildung”
- Psychosocial Corona Care Team (PCCT): An interdisciplinary team of experts that since March 2020 has supported staff, patients and their relatives in challenging situations in connection with the coronavirus pandemic.

Equal opportunities for men and women

GRI 3-3-a and GRI 3-3-b Relevance of the material topic
The management of USB is committed to providing equal development opportunities for men and women. The underlying structural and cultural conditions are refined on an ongoing basis and a variety of measures to promote equal treatment are developed and implemented when recruiting and developing staff. Not only does this make for diverse and productive teams at all levels of management, it also represents an important lever against the shortage of skilled workers in the healthcare sector.

GRI 2-7: Employee

Year 2019*	Female**	Male	Total
Number of employees	5,034	2,245	7,279
Number of permanent employees	3,225	1,268	4,493
Number of temporary employees***	1,336	835	2,171
Number of employees without guaranteed working hours	473	142	615
Number of full-time employees	1,762	1,591	3,353
Number of part-time employees	2,799	512	3,311

Year 2020*	Female**	Male	Total
Number of employees	5,345	2,396	7,741
Number of permanent employees	3,316	1,308	4,624
Number of temporary employees***	1,435	885	2,320
Number of employees without guaranteed working hours	594	203	797
Number of full-time employees	1,819	1,648	3,467
Number of part-time employees	2,932	545	3,477

Year 2021*	Female**	Male	Total
Number of employees	5,439	2,472	7,911
Number of permanent employees	3,319	1,341	4,660
Number of temporary employees***	1,506	902	2,408
Number of employees without guaranteed working hours	614	229	843
Number of full-time employees	1,860	1,676	3,536
Number of part-time employees	2,965	567	3,532

Year 2022*	Female**	Male	Total
Number of employees	5,590	2,525	8,115
Number of permanent employees	3,434	1,371	4,805
Number of temporary employees***	1,573	929	2,502
Number of employees without guaranteed working hours	583	225	808
Number of full-time employees	1,930	1,732	3,662
Number of part-time employees	3,077	568	3,645

* All USB employees were counted as at the cut-off date 12/31/xx.
** Genders other than m/f are not recorded separately at USB.
***All temporary employees; excluding those on an hourly rate.

GRI 401-3: Parental leave

	a) Number of employees (total)		b) Parental leave requested		c) Return from parental leave		d) Still employed after 12 months		e) Return/ Remain rate	
Year	**male**	**female**	**male**	**female**	**male**	**female**	**male**	**female**	**male**	**female**
2019	1,985	5,034	84	142	84	125	-	-	-	-
2020	2,099	5,345	82	164	82	149	-	-	-	-
2021	2,472	5,439	88	175	88	156	73	136	83%	78%
2022	2,525	5,590	78	166	77	157	66	141	85%	85%

a) Incl. third-party-funded employees and trainees
b) Number of employees who requested parental leave, in accordance with staff planning
c) Number of employees who returned immediately after parental leave, in accordance with staff planning
d) Total number of employees who returned to work following the end of their parental leave and were still employed 12 months after returning, according to gender.
e) Return-to-work rate and remain rate of those employees who requested parental leave, according to gender.

Share of women per management level (%): Status in 2020, 2021 and 2022, as well as targets for 2024 and 2029

	Actual			Targets	
Management level	**2020**	**2021**	**2022**	**2024**	**2029**
Female management physicians:	41.1	39.7	36.8	45	50
Female attending physicians	16.3	20.8	21.8	27	35
Female chief physicians*	9.1	8.7	8.9	12	25
Head of division/Head of department	35.7	39.4	39.2	45	50
Hospital management	33.3	40	40	35	45

* Target achievement together with Basel University School of Medicine.

GRI 405-2 Relationship of the basic salary and remuneration of women to the basic salary and remuneration of men

In 2021, the firm Perinnova conducted a wage equality analysis for all permanent employees (excl. apprentices, trainees and temporary staff) on our behalf based on the Federal Office for Gender Equality classification. This showed that there is no structural wage inequality at USB in any job category. The wage differences identified between the sexes were between 0.9% and 2.7% depending on the occupational group, i.e. significantly below the tolerance threshold of 5%[5] applied by the Federal Government for public procurement, and were due to the residual uncertainty of the method. Another wage equality analysis is planned in 2025.

5. A tolerance threshold was set by the Federal Government for public procurement in order to allow a standardized analysis of wage inequalities that includes additional objective explanatory factors related to wage differences that are not taken into consideration in the analysis. See Büro für Arbeits- und Sozialpolitische Studien (BASS) (2004): Überprüfung der Einhaltung von Lohngleichheit zwischen Frauen und Männern bei Beschaffungen des Bundes. Bericht über die Pilotphase zur Umsetzung von Art. 8 Abs. 1 Bst. c des Bundesgesetzes über das öffentliche Beschaffungswesen, S. III.

Ethics and compliance; number of whistleblowing cases, if applicable

GRI 3-3-a and GRI 3-3-b Relevance of the material topic

For our credibility and the success of our company, it is essential that staff treat each other, patients and other stakeholders properly and fairly. Compliance risks resulting from systematic or individual misconduct (non -compliance) against internal or external standards may expose USB to considerable short and long-term reputational risks. As one of the most important health, training and research institutions in our region, we bear a high level of responsibility in this matter and are a role model.

GRI 205-2 Communication and training on anti-corruption guidelines and procedures

In order to support employees in following statutory provisions and internal instructions, USB has issued a binding code of conduct for all staff, including members of all management bodies (hospital management, Board of Directors auditor). Besides other topics, the Code of Conduct primarily requires business conduct in line with regulations, respectful treatment of others, careful handling of business and professional secrets, quality and safety when treating patients, integrity in research, and transparency in financial contributions/ disclosure of financial links. All USB employees, including members of the management bodies, learn about the Code of Conduct in compulsory compliance training when they join. Superiors have a particular duty of care and are expected to lead by example by familiarizing their staff with the respective ethical and compliance requirements and creating the conditions for them to be met. Managers are told when undergoing their training that compliance is a management responsibility. Likewise, the relevant managers conduct regular checks on compliance with the rules that are in force. Business partners are informed about the anti-corruption guidelines and procedures in the General Terms and Conditions and other guidance documents.

GRI 2-27 Compliance with laws and ordinances

In the period under review, there were no material breaches of laws or ordinances and no fines were paid.

Employee participation and information

GRI 3-3-a and GRI 3-3-b Relevance of the material topic

Good internal communication, as well as opportunities for employees to participate, are essential in order to make use of the collective intelligence for the benefit of all staff and the company by maintaining a culture of partnership based on dialog and negotiation. A corporate culture that is characterized by interprofessional appreciation and cooperation on an equal footing makes a decisive contribution to staff satisfaction and motivation; it is a factor that should not be underestimated, not least at a time when there is a shortage of skilled workers.

About this report

Reporting period: 2022 (with the exception of greenhouse gas balance sheet data for Scope 2 (GRI 305-2) and Scope 3 (GRI 305-3) from 2021)

Reporting cycle: annual

Reporting period for consolidated financial statements: 2022

Date of publication for the Sustainability Report: May 2023

Contact for any questions about the report: nachhaltigkeit@usb.ch

GRI 2-3 Reporting period, reporting frequency and point of contact

Areas of analysis for the report:

Reference	Associated addresses
Main USB site	Spitalstrasse 17, 21, 26, Petersgraben 4, 6, Schanzenstrasse 48, 55, Hebelstrasse 2, 4, 6, 10, 20, 30, 32, 34, 36, Schönbeinstrasse 40, Klingelbergstrasse 23, 30.
USB external offices	Schanzenstrasse 48, St. Johanns-Rheinweg 71, St. Johanns-Vorstadt 27, Burgfelderstrasse 101, Spitalstrasse 2, 8, 12, 22, Innere Margarethenstrasse 25, Mittlere Strasse 68, 91, 142, Petersgraben 10, 31, Hebelstrasse 9, Schanzenstrasse 7–9, Bernoullistrasse 20, Vogesenstrasse 134, Gellert-strasse 120, 144, Habshagstrasse 4a, Totengässlein, Burgfelderstrasse 101, Centralbahnstrasse 4.
University Children's Hospital Basel (UKBB)*	No information

* Other company with which there is joint supply and waste disposal. It was not possible to collect separate data for USB for all environmental data. For environmental data in the chapters "Material topics, topic-specific GRI data and other key figures" and "Climate protection at University Hospital Basel", the areas of analysis for which the data were collected are also specified.

GRI index

Application explanation	University Hospital Basel has reported the information given in this GRI index for the period 1/1/2022-12/31/2022 with reference to the GRI Standards.
Used GRI 1	GRI 1: Basis 2021

No external audit of the Sustainability Report by an auditor took place.

GRI Standard/GRI entry/Other key figure

General data

GRI 2: General data 2021

The organization and its reporting practices		
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2-1	Reporting period, reporting frequency and point of contact	p. 44
2-4	Rectification or new presentation of information	
2-5	External audit: NONE	
Activities and employees		
2-6	Activities, value chain and other business relationships	p. 9
Company management		
2-9	Management structure and composition	p. 7
Strategy, guidelines and practices		
2-23	Undertaking concerning principles and actions	p. 9
Involvement of stakeholders		
2-29	Approach for the involvement of stakeholders	p. 8

Material topics

GRI 3: Material topics 2021

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3-2	List of material topics	pp. 31-43

Catering

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GRI 301: Materials 2016

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	Meat and fish (g) per meal	
	Milk and cream (ml) per meal	
	Percentage share of vegetarian catering in total catering	

Heating/Cooling energy

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	Total energy consumption (MWh)* standardized according to heating degree days	
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GRI 301: Materials 2016

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Textiles/Laundry

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GRI 301: Materials 2016

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Recycling materials

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Food waste

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Training and continuing education

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Shortage of skilled workers

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Occupational safety and health protection

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Equal opportunities for men and women

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GRI 405: Diversity and equal opportunities 2016

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