

SUSTAINABILITY



Our 4 pillars of sustainability

Our employees

- ▶ Training and development
- ▶ Equal opportunities
- ▶ Values and culture
- ▶ Occupational health and safety



Environment & resources

- ▶ Conserving resources
- ▶ Reducing climate-relevant emissions
- ▶ Sustainable packaging solutions
- ▶ Certified environmental management system



Social responsibility

- ▶ Social commitment
- ▶ Collaborative and fair relationship and respectful interaction with suppliers and customers
- ▶ Responsible and respectful cooperation within our company
- ▶ Compliance regulations



Products & processes

- ▶ Certified management systems
- ▶ Process monitoring and optimization
- ▶ Material compliance – Creating industry standards
- ▶ Code of conduct



Sustainability is traditionally a big issue for us and has been an integral part of our daily actions for years. Until now, we have followed an implicit sustainability strategy that was implemented in individual projects. We have now made this an explicit strategy and we have implemented it successfully. In order to promote and support all issues regarding sustainability, we founded a permanent project team.

Our sustainability rests on these four pillars: our employees, environment & resources, social responsibility, products & processes. These shape the basis of our strategy and make clear the holistic approach that we are taking.

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Our employees

- ▶ Training and development
- ▶ Equal opportunities
- ▶ Values and culture
- ▶ Occupational health and safety



Regardless of whether it is ergonomic workplaces, our multiple sports activities, the participation in charity runs, or our relaxation workshops: we keep our employees physically and mentally fit!

We have been training people successfully for our own needs for more than 50 years, and we are proud to take over a large number of these 25 apprentices as well as students in dual study programs that we train on average every year. Our wide range of training options enables our employees to continuously improve their skills and qualifications.

We offer a safe workplace, an appreciative corporate culture and a respectful and cooperative atmosphere with equal opportunities to all our employees. Using regular employee surveys, we work to continuously improve our work environment.

Moreover, we recognize the dignity of all humans and endorse the observance of international human rights as well as equity and inclusion.

It is vital to us to ensure occupational health and safety for our employees at all times. This means that we do not only prioritize the highest occupational safety standards, but also that we equip our workplaces in an ergonomic and modern way and that we offer multiple sports activities.





Reusable packaging

Sustainable supply of c-parts with our Kanban containers that can be combined individually and help conserving resources.

Delivery of europallets and wooden pallet collars to our suppliers all over the world with the purpose of preventing packaging waste and reducing deforestation in supplier countries.

Use of reusable loading units made of FSC- or PEFC-certified materials such as europallets and wooden pallet collars.

Continuous improvement

- ▶ Digitalization for paperless dispatch
- ▶ Modern machines for paper filler in packaging (annual saving approx. 50,000 meters of paper)
- ▶ Optimization of packaging and quantity

Sustainable packaging

Grass paper

Advantages:

- ▶ No chemicals are used for processing the raw material
- ▶ Fresh fibers from sun-dried grass
- ▶ Demand for industrial water is less than 2 liters per ton of grass fiber material
- ▶ Energy consumption reduced by up to 97%
- ▶ Carbon dioxide emission reduced by up to 75%

Energy and water consumption for the production of a ton of cellulose made of:



Wood
1,403 kWh/t energy
6,000 L water



Recycled paper
349 kWh/t energy
900 L water



Grass
168 kWh/t energy
2 L water

Project work on optimizing packaging solutions

- ▶ Paper bags made of glassine
- ▶ Bags made of recycled material
- ▶ Compostable bags made of bioplastics, completely biodegradable



Environment & resources

- ▶ Conserving resources
- ▶ Reducing climate-relevant emissions
- ▶ Sustainable packaging solutions
- ▶ Certified environmental management system



We have an established environmental management system and have been certified according to DIN EN ISO 14001 for more than two decades. We focus on measures that are conserving resources as well as reducing emissions.

In this context we have introduced the evaluation of all energetic consumption on a monthly basis and have initiated a wide-ranging program to save energy. Additional approaches comprise the comprehensive

digitalization and modernization of our processes. Among other things, paperless dispatch for incoming goods and shipping department shall be enabled. We use modern machines, for example for paper fillers in packaging. As a result, we save 50,000 meters of paper every year.

All our brochures are printed on FSC-certified paper. Using FSC- and PEFC-certified material, we support sustainable forestry and contribute to conserving the

forests for future generations. We use different packaging material for different purposes.

This comprises the utilization of reusable transportation aids, the delivery of europallets and wooden pallet collars to our suppliers and pallet covers made of grass paper corrugated cardboard.



We support "Hamburger Weg", the Formula Student series with their hybrid or electric cars, and current emergency relief projects.



Credits (from top): Figures 1 & 2: Witters GmbH; Figure 3: Seizinger; Figure 4: Plan International

Social responsibility

- ▶ Social commitment
- ▶ Collaborative and fair relationship and respectful interaction with suppliers and customers
- ▶ Responsible and respectful cooperation within our company
- ▶ Compliance regulations



We are a reliable partner for our customers, suppliers and service providers and we are appreciated for this. Our actions are based on our Compliance regulations. We thereby undertake to treat our partners with respect as well as to observe human rights, fight corruption and handle data confidentially and with care.

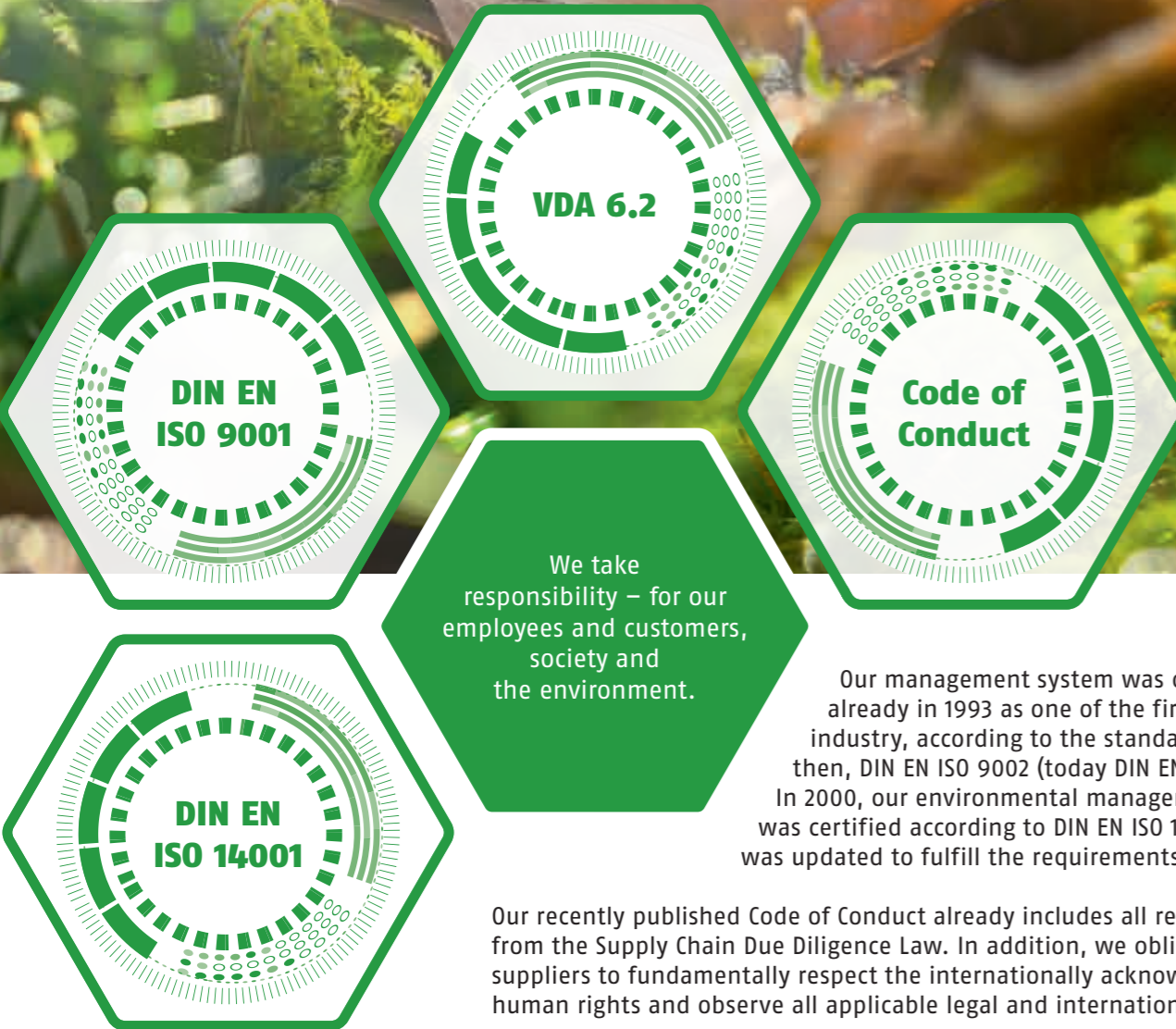
We are a Hanseatic family business with more than 130 years of successful history. Respectful collaboration, tolerance and cultural diversity are the foundation of our success.

To us, it is natural to give something back from this success and take on social responsibility. Therefore we do a lot to promote different social projects and have repeatedly funded different organizations aiding for Ukraine.



Products & processes

- ▶ Certified management systems
- ▶ Process monitoring and optimization
- ▶ Material compliance – establishing industry standards
- ▶ Code of Conduct



We take responsibility – for our employees and customers, society and the environment.

Our management system was certified already in 1993 as one of the first in our industry, according to the standard applicable then, DIN EN ISO 9002 (today DIN EN ISO 9001). In 2000, our environmental management system was certified according to DIN EN ISO 14001 and it was updated to fulfill the requirements of VDA 6.2.

Our recently published Code of Conduct already includes all requirements from the Supply Chain Due Diligence Law. In addition, we oblige all our suppliers to fundamentally respect the internationally acknowledged human rights and observe all applicable legal and international environ-

mental protection standards. In addition, they have to observe all foreign trade provisions. Of course we prohibit corruption and bribery.

We monitor our processes regularly and optimize these in terms of resource conservation and environmental compatibility.

One vital part of our product-related environmental protection actions is material compliance (MC). MC means to protect people and the environment from hazardous substances and to prevent the unrestricted

exploitation of resources. At the same time, the use of substances, which are hazardous to the environment or health, in products is restricted or even prohibited.



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