

## ESG performance report

How well does the company operate with regard to environmental, social and governance standards?

Type of assessment

Self-assessment

Last update

28.2.2024



### Environmental

100 | 100  
Very Good

Energy	20   20
Transportation	20   20
GHG emissions	20   20
Resource consumption and usage	20   20
Pollution and environmental harm	20   20

### Social

90 | 100  
Very Good


Labor	20   20
Workplace	15   20
Diversity and inclusion	15   20
Societal harm	20   20
Social responsibility	20   20


### Governance

83 | 100  
Very Good

Data	20   20
Stakeholder engagement	18   20
Business ethics	15   20
Management and advisory board	15   20
Regulations and standards	15   20

## Disclosure

 OECD Guidelines for Multinational Enterprises  
Nothing to disclose

 UN Guiding Principles on Business and Human Rights  
Nothing to disclose

 Controversial business areas and activities  
Nothing to disclose



# Environmental



100 | 100  
Very Good



**Energy** 20 | 20  
What measures do you take to make your energy consumption more sustainable?

- | Actions taken  | Planned in next 12 months | Comments |
|--|---------------------------|----------|
| <ul style="list-style-type: none"> <li>Monitoring own energy consumption</li> <li>Monitoring energy mix</li> <li>Generating renewable energy</li> <li>Purchasing renewable electricity</li> <li>Using energy efficient components and devices</li> <li>Implementing waste heat recovery</li> </ul> |                           |          |



**Transportation** 20 | 20  
What measures do you take to make your company's transportation activities more sustainable?



**GHG emissions** 20 | 20  
What measures do you take to reduce GHG emissions not related to energy or transportation?



**Resource consumption and usage** 20 | 20  
What measures do you take to ensure sustainable resource consumption and usage at your company?

- Minimizing water usage in manufacturing processes
- Reducing single-use plastic in product packaging
- Using less harmful chemicals
- Using eco-friendly alternatives where possible
- Increasing recyclable and/ or reusable packaging



## **Pollution and environmental harm** 20 | 20

What measures do you take to avoid negative environmental impacts generated as a direct result of your company?

- Monitoring amount of waste water generation
- Monitoring water quality
- Monitoring air quality
- Monitoring nature-based risks
- Conducting no activities that are harmful to biodiversity-sensitive areas
- Creating new nature conservation areas
- Preventing spills or leaks of hazardous or toxic materials or waste





# Social



90

100  
Very Good

Actions taken	Planned in next 12 months	Comments
---------------	---------------------------	----------



## Labor 20 | 20

With regard to your company and your supply chain: What measures do you take to adhere to labor and human rights legislation as well as occupational health and safety standards?

- Assuring fair wages for supplier companies
- Assuring adherence to labor and human rights legislation for own company
- Monitoring working hours
- Monitoring suppliers' adherence to the legislation in the field of occupational health and safety
- Detecting and preventing child labour in supply chain
- Detecting and preventing child labour in own company
- Assuring adherence to labor and human rights legislation for suppliers
- Conducting employee trainings for workplace safety
- Monitoring cases of human rights violations at a working place



## Workplace 15 | 20

What measures do you take to ensure the quality of your workplace for your employees?

- Promoting feedback culture
- Having family-friendly workplace policy
- Providing additional social benefits
- Offering internal or external employee trainings
- Providing transparent payment structure
- Providing decent living wages



## Diversity & inclusion 15 | 20

What measures do you take to ensure diversity and inclusion in your company?

- Cultural & ethnic diversity in team staffing
- Providing equal employment opportunities to people regardless of their race, nationality, age, and gender
- Disability-inclusive recruitment
- Providing a disability-friendly workplace



## Societal harm 20 | 20



What measures do you take to avoid societal harm generated as a direct result of your company?

- Using fair selling practices
- Preventing technology-related negative social impacts
- Avoiding deceptive or misleading advertising
- Preventing product-related negative social impacts
- Avoiding unfair customer contracts
- Avoiding monopolies
- Monitoring product quality
- Monitoring customer welfare
- Providing differential pricing for underserved customer groups
- Taking responsible product design approach
- Optimizing customer welfare



### **Social responsibility** 20 | 20

What measures do you take to make positive contributions to society?

- Having code of corporate sustainability
- Hosting a donation drive
- Encouraging employees to engage in voluntary social activities
- Sponsoring inclusive events and projects
- Encouraging employees to act environmentally friendly
- Strengthening local community development
- Providing regular CSR report





# Governance



83

100  
Very Good

Actions taken	Planned in next 12 months	Comments
---------------	---------------------------	----------



## Data 20 | 20

What measures do you take to ensure and improve responsible data processing and data protection in your company?

- Monitoring data handling
- Offering data security training for employees
- Restricting data access
- Ensuring consensual data collection
- Assuring fair and lawful usage of customer data
- Using firewall and anti-virus software
- Monitoring the number of data breaches
- Taking inventory of sensitive data
- Having cyber security requirements for suppliers
- Anonymized data collection
- Following internal password policy
- Remediating consequences of data breaches



## Stakeholder engagement 18 | 20

What measures do you take to ensure active stakeholder engagement?

- Systematically integrating customer requirements in company activities
- Systematically integrating employee feedback in organisational development
- Systematically integrating supplier & vendor feedback in company activities
- Exchanging with local communities
- Systematically integrating local community requirements in company activities



## Business ethics 15 | 20

What measures do you take to ensure ethical behavior in your company?

- Whistleblowing policy
- Anti-bribery and anti-corruption policy
- Ensuring tax compliance
- Following fair competition policy
- Disclosing true origins of intellectual property
- Having and promoting Code of Conduct among all stakeholders





### Management & advisory board 15 | 20

With regard to your management team or your advisory board: What measures do you take to ensure a qualified and diverse setup?

- Living age-related diversity in management team and advisory board
- Living cultural & ethnic diversity in management team and advisory board
- Living gender diversity in management team and advisory board
- Living disability inclusion in management team and advisory board
- Having different expertise in management team and advisory board



### Regulations & standards 15 | 20

What measures do you take to comply with relevant regulations, standards and ESG requirements?

- Obtaining regular sustainability certificates
- Regular ESG performance monitor
- Adhering to industry-relevant quality standards
- Complying with relevant laws and regulations





## Disclosure

### Disclosure risks

### Comments

#### OECD Guidelines for Multinational Enterprises

Does your venture adhere to the OECD Guidelines for Multinational Enterprises?

 Nothing to disclose

#### UN Guiding Principles on Business and Human Rights

Does your venture adhere to the UN Guiding Principles on Business and Human Rights including the ILO conventions?

 Nothing to disclose

werden eingehalten

#### Controversial business areas & activities

Please indicate if you are active in any of the business areas listed below

 Nothing to disclose


keine

Please indicate if you derived any revenues from fossil fuels

 Nothing to disclose

#### Public or legal controversies

Have there been any public complaints or legal actions on social, environmental, or governance issues over the last three years?

 Nothing to disclose

keine

