



The
SUSTAINABILITY
Code

Declaration of conformity 2022

Sikla GmbH

Indicator set

GRI SRS

Contact

Doreen Volz

In der Lache 17
78056 VS-Schwenningen
Germany

07720 948 0
doreen.volz@sikla.com



Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

Table of contents

General

General Information

CRITERIA 1–10: SUSTAINABILITY POLICY

Strategy

1. Strategic Analysis and Action
2. Materiality
3. Objectives
4. Depth of the Value Chain

Process Management

5. Responsibility
6. Rules and Processes
7. Control
Key Performance Indicators (5-7)
8. Incentive Systems
Key Performance Indicators (8)
9. Stakeholder Engagement
Key Performance Indicators (9)
10. Innovation and Product Management
Key Performance Indicators (10)

CRITERIA 11–20: SUSTAINABILITY ASPECTS

Environment

11. Usage of Natural Resources
12. Resource Management
Key Performance Indicators (11-12)
13. Climate-Relevant Emissions
Key Performance Indicators (13)

Society

14. Employment Rights
15. Equal Opportunities
16. Qualifications
Key Performance Indicators (14-16)
17. Human Rights
Key Performance Indicators (17)
18. Corporate Citizenship
Key Performance Indicators (18)
19. Political Influence
Key Performance Indicators (19)
20. Conduct that Complies with the Law and Policy
Key Performance Indicators (20)

Date: 2022, source: company data.
The reporting company is responsible
for the information provided.

The data is provided for information
purposes only. Please also note the
disclaimer at
[www.nachhaltigkeitsrat.de/
impressum-und-datenschutzzerklaerung](http://www.nachhaltigkeitsrat.de/impressum-und-datenschutzzerklaerung)

Downloaded from
www.nachhaltigkeitsrat.de

General

General Information

Describe your business model (including type of company, products / services)

As one of the leading experts in the field of support systems, Sikla has been a reliable partner for technical building equipment, industrial plant construction and shipbuilding for more than five decades.

We develop our products in-house and have them manufactured by selected suppliers. In addition, we offer our customers support in project planning and assembly of the products, if required.

Our products are used in over 40 countries worldwide. We are represented in almost all European countries either by our own subsidiaries or through sales partners.

Sikla was founded in 1967 by Sighart Klauß. Today, the internationally active company employs around 750 people and is managed as an independent family business by Dieter and Reiner Klauß.

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

Our sustainability management is based on a central sustainability strategy, defined by the management in 2022. The sustainability strategy focuses primarily on climate protection. The overall goal of the strategy is to achieve climate neutrality by 2030. The sustainability strategy was derived from the overall corporate strategy and is based on the central mission and vision of the company.

Furthermore a sustainability policy was developed. All employees are required to act in accordance with the sustainability policy. It can be found in the sustainability section on the [homepage](#).

For 2023, we plan to conduct a materiality analysis and revise our sustainability strategy to roll it out in subsequent years. Now, our sustainability strategy results in the following fields of action:

Buildings & Vehicle Fleet

In order to achieve climate neutrality, the focus is on the buildings and the vehicle fleet. Our current 147 company cars will be exchanged for electric cars by the end of 2025 in order to reduce the emissions they emit. Our buildings are constructed according to current building regulations and we keep all buildings up to date. New buildings are only constructed if a renovation of the old building would be uneconomical or would not meet the technical requirements. Regular renovations are accompanied by improved insulation of the building envelope and new, economical heating and cooling systems. New buildings are built according to current guidelines in the most energy-saving way possible.

Energy

In the future, we will obtain our electricity from renewable sources as far as possible. As far as district heating or remote cooling is used, we strive for low

energy losses through modern handover and distribution systems.

Transport of goods

We defined the transportation of goods as one of our central fields of action. In the future, we plan to select our forwarding partners according to sustainability criteria and generally pursue production close to the market.

Construction, Design & Circular Economy

The materials and design rules are also one of our central fields of action: Our products are essentially made of steel with non-toxic corrosion protection systems. Plastics are kept to a minimum and do not contain any environmentally harmful components. Composite materials are largely dispensed with. If this is not possible, we use easily disposable materials on GFK basis. Due to the use of innovative design methods, the products can be manufactured up to 70% lighter with a comparable static performance. This reduces greenhouse gas emissions during production as well as during transport and handling on site. The products can be dismantled and reused as part of a circular economy. The packaging and residues used for our products are always returned to the manufacturing cycle. Upon request, we will take back all goods that are not needed on the construction sites. Old products can be reused by the owners. By using easily recyclable materials, a closed material cycle can be ensured.

Governance

We created a job position for control and coordination of sustainability topics and we plan to introduce an environmental management system with appropriate structures. In addition, we include external expertise for the further rollout of our sustainability management.

Standards

Sikla is guided by the emission categories according to the "Greenhouse Gas Protocol" for the definition and monitoring of the various influencing factors. Goals and key figures are defined in the strategy for the key elements. Sikla GmbH is ISO 9001 certified and is aiming for ISO 14001 environmental management certification in the coming year. Sustainability performance will be reported annually in the DNK from the 2022 reporting year onwards.

2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

Ecological Sustainability

Resource conservation - Inside-Out

From an ecological perspective, climate change and the related requirements for resource-saving products, mobility and energy generation are of central importance to us. We strive to conserve natural resources through low material use and local procurement.

Nevertheless, fuel consumption during the transport of goods from the supplier to Sikla and from Sikla to the customer has a negative impact on natural resources. We have set ourselves the goal of reducing fossil fuels as much as possible.

Market-oriented production - Inside-Out

The production of our products close to the market and the avoidance of long transport routes (approx. 90% of our goods are sourced from suppliers in Europe) have a positive influence on sustainability. Transport routes are kept as short as possible in order to protect the environment.

Reuse and Recycling - Inside-Out

Our products can be easily dismantled as well as fully reused and recycled.

Fleet - Inside-Out

Our fleet consists of current models, which are usually not older than 5 years. In absolute terms, energy consumption plays a decisive role in procurement. The mobility transition (alternative drives) has led us to convert our fleet to electric drives in the near future.

Energy Transition - Outside-In

The energy transition is influencing our business activities. We are currently looking for a provider of green electricity, which has a positive effect on sustainability. However, it should be noted that the energy transition also has a negative impact on Sikla as energy prices rise.

Environmental Management - Inside-Out & Outside-In

Our environmental management aims to further minimize the environmental impact of our business activities. Therefore, we have decided to expand our environmental management according to ISO 14001, to have it certified and to extend this to other sites of the Sikla Group. The certification according to the ISO standard can have a positive effect on the sales of our products.

Social Sustainability

Demographic Change - Outside-In

The demographic development of our society has a negative impact on our business activities, as it manifests itself in a shortage of skilled workers. Global megatrends not only entail risks, but also open up opportunities for us. We use our expertise and innovative strength to seize these opportunities and contribute to tackling global challenges.

Ethical and legal standards - Outside-In

As an international company, we are exposed to ethical, economic and legal risks, which we are continuously working to minimise. In our dealings with suppliers and other business partners worldwide, we are committed to complying with legal and ethical standards. To this end, we have defined basic requirements for long-term partnerships in the Code of Conduct.

Attractive employer - Outside-In & Inside-Out

We are a fair and attractive employer for our employees. We create framework conditions that make it possible to work independently, with great personal responsibility and in teams with highly competent and motivated colleagues. We are looking for creative minds who are interested in challenging tasks and, in return, offer a wide range of activities, room for personal development and a wide range of career opportunities (career paths, equal pay).

Education and training - Inside-Out

We take responsibility for young people (Young Talents) and have created an environment in which these talents can develop. A specially responsible HR specialist takes care of our young talents. We inform students about apprenticeships, take part in training fairs as well as Girls' Day / Boys' Day and enable students to write their bachelor's/master's theses in our company.

For the following year, we are planning a materiality analysis in order to be able to identify the relevant topics even better.

3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

We set sustainability goals:

The prioritization of our sustainability goals corresponds to the order in which they are listed here. (1. = highest priority, 2. = lower priority). The priority of the goals was determined by the following criteria: relevance in the market, strength of impact on environmental, economic and social sustainability and status of target achievement.

1. Growth

From a strategic point of view, we plan for organic, sustainable growth of the Sikla GmbH and the entire Sikla Group. In addition, we strive to make our sustainability performance transparent and to continuously improve it. This is our top priority.

2. EcoVadis

Sikla aims to achieve the Bronze Medal by the end of 2023, the Silver Medal by

the end of 2025 and the Gold Medal by the end of 2029. EcoVadis is a top priority for us, as EcoVadis allows us to compare our sustainability performance with the performance of other companies. We become aware of where we are right now and where our areas for improvement lie.

3. DIN ISO 14001

The introduction of the DIN ISO 14001 environmental management system is expected to be completed by the end of 2025. The goal is to have the central divisions certified as early as 2023. This goal was given a high priority, as we have a positive impact on our overall sustainability performance through the introduction of the environmental management system. In addition, customer inquiries regarding this certification are increasing.

4. Environmental Product Declarations

In the 2022 reporting year, we worked on achieving Environmental Product Declarations (EPDs). Our goal is to publish the first EPDs for the siFramo and pipe bearing product groups in 2023. Subsequently, other product groups will follow. EPDs are one of the most important sustainability goals, as they allow us to provide information on the environmental impact of our products at product group level.

5. Sustainability Report

One goal that we would like to achieve every year from 2022 onwards is to prepare a sustainability report for the past year in order to increase transparency. This report is our first report.

6. Charging infrastructure and conversion of the vehicle fleet

Another goal we want to achieve by the end of 2025 is to provide sufficient charging infrastructure at all our own locations. The conversion of the vehicle fleet to electric drives is expected to be completed by the end of 2028.

7. Greenhouse Gas Protocol

When determining and offsetting emissions, we are guided by the "Greenhouse Gas Protocol". From calendar year 2024, emissions from Scope 1 and Scope 2 activities, as well as business travel, will be fully offset. From calendar year 2025, emissions from upstream Scope 3 activities will also be offset on a flat-rate basis. This goal is less of a priority for us, as we are already working on it and will achieve the goal next year.

Sustainability management A sustainability manager is responsible for achieving our strategic sustainability goals. The achievement of objectives is monitored by the management. Our sustainability policy, which is derived from our core sustainability strategy, is based on the 17 Sustainable Development Goals of the United Nations. In our sustainability policy, we concentrate on the goals over which we have a significant influence and can thus make a direct contribution to achieving them.

4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

Our products pass through the value chain described below:

1. The products are manufactured by external producers. The supplier procures raw materials and purchased parts (DIN parts and design parts)
2. The supplier manufactures the products by stamping, profiling, etc. The surface treatment is carried out both externally and internally at the supplier's premises
3. After completion, the products are delivered to us, where they are stored or prepared for further transport to the customer

Our pool suppliers took note of the Sikla Supplier Code of Conduct. This is a prerequisite for continuing to operate as a Sikla pool supplier in the future.

Regarding our suppliers, we pay particular attention to the following sustainability aspects: The purchase of raw materials and the procurement of purchased parts take place locally wherever possible. Regarding the packaging, we prefer recyclable material.

The sustainability aspects are verified by supplier audits. In consultation with the supplier, on-site audits may be carried out by us or a third party commissioned by us. We expect our suppliers to communicate the principles and requirements described in the Code of Conduct to their subcontractors and suppliers and to take them into account in the selection and during the business relationship.

Ecological problems that occur in the value chain of our products are, on the one hand, the use of energy-intensive raw materials such as steel. On the other hand, downstream energy-intensive manufacturing processes such as surface treatment and metal forming/ profiling generally pose an ecological problem. In addition, the transport of raw materials and purchased parts as well as products to us and from us to the customer is an ecological problem.

Potential solutions include an exchange with suppliers on relevant topics such as CO₂-reduced steel. The emissions generated during transport operations can be reduced through the use of sustainable transport companies or the use of electric vehicles. As a matter of principle, we only ship the essentials by air

freight in order to reduce emissions
exchange.

We communicate the ecological problems and corresponding solutions to our suppliers. The aim is to achieve the coordination and implementation of individual measures to improve sustainability through communication. Supplier awareness is raised by inviting them to sign our Supplier Code of Conduct.

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

A sustainability manager takes responsibility for all sustainability issues. The sustainability manager is dedicated exclusively to sustainability management. At management level, the topic of sustainability assigned to managing director Dieter Klauß.

6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

The concept of sustainability is anchored in the corporate principles and is thus reflected in our corporate values. In addition to the idea of ecological sustainability, it is stipulated that we make a recognizable contribution to the preservation and further development of a social and liberal economic order. The following principle is enshrined in the management manual:

"We stand for fair competition, fair supplier relationships as well as reliability and stability towards market partners and employees. All employees receive the necessary professional, methodological and social qualifications for the tasks to be performed. In order to achieve quality permanently and economically, everyone in the company takes responsibility for the quality of their work. We strive to always make the best economic use of our limited resources. In doing so, we take ecology into account and promote recyclable products wherever possible."

Our employees are obliged to comply with the [Sustainability policy](#). The sustainability policy is part of the onboarding plan, so that every employee is informed about Sikla's sustainability principles right from the start. For example, the planned introduction of ISO 14001 environmental management, which is being worked on across departments, illustrates the relevance of the topic of sustainability among employees. By providing an E-Learnings on the topic of sustainability, knowledge in the field of sustainability needs to be

actively trained among employees in the coming year.

7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

The following KPIs are collected in the social sector of sustainability: The proportion of women in the company, the proportion of women in management positions, the number of employees with a migration background and the proportion of employees with a migration background in management positions.

In the ecological area, the following key figures are recorded: electricity consumption, gas consumption, water consumption and the consumption of petrol and diesel. In addition, the annual amount of waste is recorded in tonnes.

Economic key figures (e.g. sales, earnings before taxes...) are taken from the balance sheet.

The key figures mentioned are collected annually on the intranet on the central sustainability page. The responsible departments enter the data independently. Further data is maintained by controlling from the Enterprise Resource Planning (ERP) or financial accounting system as well as from the personnel management system in a modern content management system.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

a. A description of the organization's values, principles, standards, and norms of behavior.

We value being a fair and reliable partner to our employees, suppliers and customers, while living up to our responsibility in government and society. Our corporate and individual goals are based on the following basic objectives for corporate policy:

Values

Our goal is to secure jobs in selected markets with world-leading market

positions and to increase value. The creation of value is the prerequisite for long-term success. That is why we have been cultivating a partnership-based support concept with our customers for decades.

Growth We prefer profitability over uncontrolled growth. We are committed to the principle of performance and strive for international comparison with the best of our competitors. In doing so, we adhere to the formulated and agreed Sikla Code of Conduct and are guided by annual divisional and regional planning.

Customers

The customer and the fulfillment of the highest customer requirements are our focus. We live customer proximity through regional presence and deepen it through a trust-building customer approach. A professional infrastructure ensures the best possible service to the customer.

Innovation

We create space for creativity and initiative and use team and project work for improvement and innovation. We use the knowledge of our colleagues to look at issues from different perspectives and find leading solutions in the market. We see different opinions as an opportunity and conflicts as an opportunity to discover new solutions. Mistakes can happen; We use them to get better.

Colleagues

We practice a cooperative leadership style that adapts to the situation at hand. People are at the heart of everything we do. We strive to radiate a high level of appeal as a company and employer. We involve employees in decision-making processes and ensure that clear and binding decisions are made. We take active measures to increase professional performance and pay sustained attention to the health and private concerns of our employees.

Quality and Environment

We stand for fair competition, fair supplier relationships as well as reliability and stability towards market partners and employees. All employees receive the necessary professional, methodological and social qualifications to be able to perform their tasks. In order to achieve quality permanently and economically, everyone in the company takes responsibility for the quality of their work. We strive to always make optimal economic use of our limited resources. In doing so, we take ecology into account and promote recyclable products wherever possible.

Continuous Improvement

Our products and processes are subject to a continuous improvement process. Through continuous qualification and a positive attitude towards constant change, we succeed in replacing the good with the better again and again. We have the courage to speak our own minds. In doing so, we are open to constructive criticism and are ready for self-criticism.

We are committed to all **local laws and regulations** to be complied with.

8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

Currently we do not have a compensation system or other non-monetary incentive system that integrates sustainability goals for our employees and managers. This is not planned for the future.

In order to ensure appropriate remuneration for all our employees, we have defined internal salary bands that take into account factors such as activity, length of service, age and qualifications.

Remuneration and other benefits are at least in line with local legal requirements and are based on the industry standards of the respective country. Our employees receive their salaries punctually and reliably. We also strive to offer attractive additional services that meet local requirements and circumstances and are regularly updated.

The monitoring of the achievement of targets, which has been agreed with the employees and the management, does not take place. Information is communicated in the context of departmental meetings, appraisal interviews or works meetings.

We do not have a supervisory authority or works council. So far, the sustainability goals have not been part of the assessment of the top management level.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:

- i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
- ii.** Sign-on bonuses or recruitment incentive payments;
- iii.** Termination payments;
- iv.** Clawbacks;
- v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

We do not intend to make this information publicly available. This is confidential and should not be disclosed for reasons of competition.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

We do not intend to make this information publicly available. They are confidential and should not be disclosed for reasons of competition.

9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

The interested parties were identified during a workshop.

Interested parties: employees, owners, customers, suppliers and service providers, sales partners, legislators and authorities, interest groups and industry associations, municipalities and neighbours, media and competitors.

The dialogue with our interested parties takes place via various information channels. For example, customer concerns are brought to the attention of the sales force, employees turn to managers, and a dialogue takes place during the regular staff meetings. The concerns are channeled and discussed in the monthly management meeting.

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

- a.** Key topics and concerns that have been raised through stakeholder engagement, including:
 - i.** how the organization has responded to those key topics and concerns, including through its reporting;
 - ii.** the stakeholder groups that raised each of the key topics and concerns.

In 2022, no relevant topics or concerns were mentioned by stakeholders.

10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

Sustainability of products and services

Our main products and services consist of steel components for fastening technology and software applications. Some of our essential products are in direct competition with conventional steel construction.

Our products are characterized by lower weight and easy assembly (screws instead of welding). This relieves the burden on the trade and reduces our transport emissions, as we need fewer truck loads with siFramo for the same amount of steel beams, for example.

The materials of our products and their quasi-static application ensure a maintenance-free, long service life. Our corrosion protection systems also contribute to this longevity.

We prefer automated production of our products in order to minimize physical strain caused by monotonous work steps in mass production. Our product designs are geared towards this. Automation also enables local procurement, as it creates competitiveness compared to low-wage countries.

Our products are easy to disassemble and recycle, which allows for good recyclability.

Through our software applications, we optimize the planning of construction projects and ensure correct assemblies during implementation.

We set standards for materials (material database), reduce the use of materials through optimized shaping, prototypes and load simulation, and reduce the use of energy-intensive manufacturing steps and processes such as welding. In this way, we conserve resources.

Through close coordination with our national subsidiaries and monthly meetings with all managing directors, we take into account their ideas and innovations in terms of user-friendliness in order to enable sustainable product designs.

Since we do not produce ourselves, but use the extended workbench, we involve our producers already in the design phase. As a result, aspects of production optimization, material selection and the use of materials must be taken into account at an early stage and the processability of future users and end customers will be checked. This saves costs, conserves resources and shortens process times in production and processing.

When selecting our producers, we pay attention to the best possible environmentally friendly production processes and continue to strive for a procurement rate of 92% in Germany and Europe. Our newly developed system is manufactured exclusively in Germany and the surrounding European region.

Through self-explanatory products, we also enable skilled personnel with less specific knowledge to process our components, which leads to more flexibility in the labor market.

By taking dismantling into account when developing new products, we facilitate the dismantling of plants and enable easier material separation for disposal.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening. (Note: the indicator should also be reported when reporting to GRI SRS)

The percentage of financial assets that undergo a positive or negative selection test based on environmental or social factors is 0%. In 2022, no environmental or social factors were audited, as we have only been actively involved in sustainability management since autumn 2022 and employ a sustainability manager. In the following year, there are no plans to conduct a positive or negative screening of financial assets based on environmental or social factors, as we have given higher priority to other sustainability issues. In the following years, we consider a selection review of financial assets according to environmental or social factors.

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

As a non-manufacturing company, our ecological footprint is primarily shaped by energy consumption and logistics.

In terms of the materials of the products we purchase, steel accounts for about 82%. Furthermore, our suppliers use aluminum, as well as plastics in small quantities. We mainly use cardboard boxes, foils and wooden pallets as packaging material.

The electricity we use consists of the regional energy mix in Villingen, Schwenningen and Hagen. A photovoltaic system is installed on the roof of the building in VillingenSchwenningen. The buildings were heated with natural gas in 2022.

Since we consistently rely on the principle of the extended workbench, there is only waste for packaging materials such as paper and cardboard, plastics, wood and metal waste and, to a lesser extent, mixed organic and municipal waste. In addition, fuel is consumed during the transport of goods.

We are currently working on setting up the evaluation of our consumption data as well as key figures via our data visualization and determination tool. We plan to set up the tool by the end of 2023 at the latest. In addition, we are in the process of setting up a database to evaluate our environmentally relevant key figures. As a first step, a query of consumption on the international intranet was created for each company, and the data for the years 2020 and 2021 are already available

12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

ISO 14001 Environmental Management

In 2022, we decided to set up an environmental management system in accordance with ISO 14001. The aim is to structure our environmental management in order to avoid environmental risks. We made extensive preparations for the introduction of an environmental management system in the central departments. For this aim, we defined a project team and a project plan. By the end of 2023, the introduction of the management system will be completed.

Environmental Product Declarations (EPDs)

Step by step we will determine the CO₂ (equivalent) footprint of our products and publish it in form of EPDs in our records. We already started with the creation of EPDs for the product groups siFramo and pipe shoes. They will be published in 2023. The publication of further EPDs is planned for 2024. An EPD is an environmental label, i.e. a document describing the environmental characteristics of a particular product on the basis of neutral and objective data.

Energy-saving LED lightning

We exchanged the lightning in the warehouse for energy-efficient LED lightning in order to conserve resources.

Materials

Our products are mainly made of steel, which is treated with non-toxic anti-corrosion systems. The use of plastics is reduced to a minimum and no environmentally harmful components are used. The use of composite materials is largely avoided. If this is not possible, we use easily disposable materials on GFKBasis. All components are defined in the factory drawings and will be marked as much as possible. By using innovative design methods, the products can be manufactured up to 70% lighter with comparable stability. This reduces CO₂ emissions during production, transport and on-site handling.

Durability

Our products are characterized by a high durability and have a lifetime equivalent to that of the buildings and facilities equipped with them. They can be dismantled and reused as part of the circular economy. This enables a

sustainable use of resources and contributes to the reduction of waste.

Risks

We do not have an own production because we consistently use the principle of the extended workbench. Our environmental risks result from our key environmental aspects: energy consumption and logistics. This means that our greenhouse gas emissions pose a risk to the environment. All other risks are upstream in our value chain. We developed a [Supplier Code of Conduct](#) and are voluntarily implementing the Supply Chain Due Diligence Act by the end of 2025.

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

- a.** Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
- i.** non-renewable materials used;
 - ii.** renewable materials used.

So far, we do not keep record of the (non-)renewable materials used, as this has not been on of our priorities.

The total amount of packaging materials procured in 2021 was about 42 tons. The total amount of packaging materials procured in 2022 was about 44 tons. These are cardboard boxes, foil material, plastic strapping and wooden pallets.

Key Performance Indicator GRI SRS-302-1: Energy consumption
The reporting organization shall report the following information:

a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

c. In joules, watt-hours or multiples, the total:

i. electricity consumption

ii. heating consumption

iii. cooling consumption

iv. steam consumption

d. In joules, watt-hours or multiples, the total:

i. electricity sold

ii. heating sold

iii. cooling sold

iv. steam sold

e. Total energy consumption within the organization, in joules or multiples.

f. Standards, methodologies, assumptions, and/or calculation tools used.

g. Source of the conversion factors used.

Electricity consumption 2021: 443,801 kWh

Electricity consumption 2022: 451,640 kWh

The photovoltaic plant in Villingen-Schwenningen VillingenSchwenningen generated 98,900 kWh of electricity and fed it into the grid. We use the electricity mix of our regional municipal utilities. As a result of the Ukraine war and the tense supply situation, the share of renewable electricity in the electricity mix has fluctuated greatly. It was not possible for us to switch to a green electricity tariff during this phase. We will contact the municipal utilities again next year to negotiate the purchase of energy from renewable sources and to make a decision.

The fuel consumption of our company vehicles amounted to 321,100 litres of diesel and 54,910 litres of petrol. By converting the fleet to electric vehicles by the end of 2025, we will minimize fuel consumption.

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

So far, the effectiveness of the measures we have implemented, including the conversion to LED lighting in the warehouse, has not been monitored. As part of the introduction of the environmental management system according to ISO 14001, an environmental program with specific measures and monitoring of implementation will be introduced. The introduction of the environmental management system according to ISO 14001 will take place in 2023. The consumption data is collected precisely from the time of introduction and the savings are documented in our environmental program in order to be able to check the effectiveness of the planned measures.

Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water.

- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.

- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
 - i.** Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii.** Other water ($> 1,000$ mg/L Total Dissolved Solids).

- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

Water consumption 2021: 901m³

Water consumption 2022: 841m³

It is exclusively groundwater from the municipal drinking water network.

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

- a.** Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.

- b.** Contextual information necessary to understand the data and how the data has been compiled.

Sustainability management was actively introduced at the end of 2022.

Previously, the total weight of the waste was of little importance and was therefore not recorded. We plan to record the total weight of waste for the 2023 reporting year.

13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

Since we do not produce on our own, the largest of emission is the transport of goods. We do not yet record GHGE emissions, but we have a strategy for achieving climate neutrality.

Timeline for achieving climate neutrality:

By the end of 2023 Completion of data collection and determination of CO₂ equivalent consumption for Scope 1 and Scope 2 activities. By the end of 2025 Data collection for upstream and downstream scope 3 activities completed. All manufacturers are required to be carbon neutral by the end of 2035. By the end of 2029 Scope 3 activities are completed. Compensation of unavoidable CO₂ emissions. From calendar year 2024, we will fully offset emissions from Scope 1 and Scope 2 activities and travel. From calendar year 2025, we will offset emissions from upstream Scope 3 activities on a lump-sum basis. From calendar year 2030, we will operate as a 100% carbon neutral company in all areas and offset unavoidable emissions. In the future, Sikla will obtain its electricity from renewable sources as far as possible. In doing so, we take into account the local offers of the respective countries. Further information can be found above. We have prepared an Environmental Product Declaration (EPD) for the product groups pipe bearings and siFramo. At the Villingen-Schwenningen site, we have created a charging infrastructure for electric vehicles. No reduction calculations have been carried out to date. Calculations in accordance with the GHG Protocol are planned for the coming reporting year 2023.

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a.** Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.
- c.** Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

So far, no calculations have been made. For the reporting year 2023, we plan to calculate emissions in accordance with the GHG protocol.

Key Performance Indicator GRI SRS-305-2: Energy indirect
(Scope 2) GHG emissions

The reporting organization shall report the following information:

- a.** Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b.** If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c.** If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

So far, no calculations have been made. For the reporting year 2023, we plan to calculate emissions in accordance with the GHG protocol.

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.

b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and/or calculation tools used.

So far, no calculations have been made. For the reporting year 2023, we plan to calculate emissions in accordance with the GHG protocol.

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

So far, no calculations have been made. For the reporting year 2023, we plan to calculate emissions in accordance with the GHG protocol.

Criteria 14–20 concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

We are currently in the process of developing a HR-Policy. By the end of 2023, we will create a global HR-Policy with clear targets and goals that will be implemented and communicated worldwide. This policy covers various areas such as human rights, diversity, equality and inclusion, labor rights, health, working conditions, career management, training, family-friendly programs, leadership system, labor policies, integrity, competition, and privacy.

We resolutely reject any form of forced labor and child labor. Our company does not employ employees under the age of 15 (under the age of 14 in certain countries). In addition, persons under the age of 18 are not exposed to risks related to chemicals, pesticides, dust, excessive cold, heat or noise. We also comply with the requirements of local and national youth employment protection laws. We strictly reject discrimination against employees on the basis of their ethnic origin, gender, religion or belief, disability, age or sexual identity. We comply with the applicable equal treatment laws and respect the personal dignity, privacy and personal rights of each individual.

As part of our standardized application process, all information is voluntary, including the attachment of an application photo and the indication of gender or age. This allows us to avoid discrimination on the basis of external appearance, age or gender.

We offer all our employees equal opportunities for advancement and support them in moving to other positions within the company or in other national companies.

Bullying among our employees is expressly rejected. We always have an open ear for our employees and take individual measures in the event of an incident, in consultation with the persons affected.

We are actively involved in local donations and help campaigns as well as in social projects in the immediate vicinity of our locations.

We conduct standardised appraisal interviews with all our employees on a regular basis, at least once a year.

During the application process, we cover the recruiting costs, recruitment fees and travel expenses of the applicants. By using our global recruiting software, we ensure a transparent hiring process. Hiring decisions are made and documented in multidisciplinary teams and the reasons for rejections are regularly recorded in key figures.

So far (as of 2022), employees have not yet been actively involved in sustainability management. Starting next year, however, employees will be trained in sustainability through ELearnings. We are an international company with a holding structure. With 19 national subsidiaries in 17 countries and 35 international sales partners, we have a global presence. Due to our foundation in Germany, most of our standards and processes are also implemented in other countries and, if necessary, supplemented by local requirements. Due to the affiliation of all central functions and departments (quality management, research & development, purchasing, controlling, IT, HR), German regulations are implemented and, if to be handled more strictly locally, adapted in the countries. Here we are talking about regulations relating to data protection, IT security, supplier policy, production processes, human rights, labor law and health protection.

We do not see any risks that have a negative impact on workers' rights. We strictly reject any form of forced labor and child labor. We do not employ employees under the age of 15 in our company (under the age of 14 in certain countries). There are also no people under the age of 18 who are exposed to risks related to chemicals, pesticides, dust, excessive cold, heat or noise. In addition, we comply with the requirements of local and national youth employment protection laws. Sikla has its products manufactured in production facilities close to the market. Over 90% of our production takes place in Central and Eastern Europe. Long-term and trusting relationships as well as a code of conduct agreed with our suppliers enable Sikla to design its value chain according to its own requirements and to implement social standards.

15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

By the end of 2023, we will create a global HR-Policy with clear targets and goals that will be implemented and communicated worldwide. This policy covers various areas such as human rights, diversity, equality and inclusion, labor rights, health, working conditions, career management, training, family-friendly programs, leadership system, labor policies, integrity, competition, and privacy.

In our company, we cultivate an open, appreciative and respectful relationship with each other. We treat each other in a friendly manner and work together on an equal footing.

We reject any form of discrimination against employees on the basis of their ethnic origin, gender, religion or belief, disability, age or sexual identity. We strictly adhere to the applicable equal treatment laws and respect the personal dignity, privacy and personal rights of each individual.

As part of our standardized application process, all information is voluntary, including the attachment of an application photo and the indication of gender or age. In this way, we want to avoid discrimination on the basis of appearance, age or gender.

We offer all employees equal opportunities for career advancement and encourage and support the transfer to other positions within the company or to other national companies.

Bullying among our employees is expressly rejected. We attach great importance to open communication and are always available for concerns and problems. In the event of incidents, we take individual measures in consultation with the persons concerned.

We are actively involved in local donations and aid campaigns as well as in social projects in the immediate vicinity of our locations.

We regularly report on key figures on the equal rights of employees from minorities or vulnerable groups in relation to the organization as a whole. This includes, for example, information on foreign employees in management

positions, women in management positions or the proportion of these groups of people in the company as a whole.

In order to ensure appropriate remuneration for all employees, we have defined internal salary bands that take into account factors such as activity, length of service, age and qualifications. Remuneration and benefits are at least in line with applicable local legal requirements and are based on industry standards at national level. Our employees are paid punctually and reliably. Over it In addition, we strive to offer attractive additional benefits that go beyond salary. These services are adapted to local requirements and conditions and are continuously updated. The principles, standards and goals set by us in this regard have been successfully achieved.

16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

By the end of 2023, we will create a global HRPolicy with clear targets and goals that will be implemented and communicated worldwide. This policy covers various areas such as human rights, diversity, equality and inclusion, labor rights, health, working conditions, career management, training, family-friendly programs, leadership system, labor policies, integrity, competition, and privacy.

Goals in the area of training, health management and demography that we currently have:

- Transparent career paths
- Offer of apprenticeships and study places in all national companies
- Early succession planning
- Flexible retirement transition
- Possibility for mobile working and home office
- Flexible working hours
- In-house learning management system

The goals in the areas of continuing education, health management and demography have already been successfully implemented in Germany. Our goal is global expansion. After the global roll-out of these points to the other national companies, we will set ourselves new goals.

We show our employees transparent and global career paths and development opportunities worldwide. This includes clear job descriptions that clearly define

the different career stages, tasks, and required qualifications. In regular appraisal interviews, individual career steps are discussed and realistic target agreements are made.

We promote vocational training and part-time courses of study and offer students and graduates attractive entry opportunities and jobs.

Early succession planning on a global scale and a flexible retirement transition are important to us. In personal crisis situations, we strive to support our employees in the best possible way. This includes measures such as continued payment of wages in the event of illness or special leave days in the event of illness. Deaths of close relatives.

We offer flexible working hours and, depending on the activity, enable mobile working and home office. Overtime is compensated by time off, if possible. Public holidays are generally non-working. In all areas, we strive not to work at night or in shifts in order to ensure attractive working conditions and a healthy work-life balance.

Vacations can be freely planned after consultation with teammates and superiors. There are hardly any fixed closing days on which employees have to take vacation. We enable our employees to participate in necessary medical examinations, usually outside working hours. In exceptional cases or in accordance with local legal requirements, this may be deviated from.

In order to collect direct feedback from our employees and to implement improvement measures, we conduct regular employee satisfaction surveys.

All our employees take part in global personnel development measures and training opportunities. We promote individual training measures and provide appropriate annual budgets for them.

We have our own Learning Management System, which offers, manages and documents internal training in a state-of-the-art way. We produce our own eLearnings on relevant topics and thus offer our employees modern and attractive internal training opportunities. In addition, we have integrated external learning libraries such as LinkedIn Learning to provide additional on-demand learning opportunities. Language training is also offered to facilitate international cooperation. Through a global qualification matrix, we keep an eye on required qualifications and training and manage necessary post-qualifications according to the job titles of our employees. Our employees are instructed in accordance with local regulations on occupational health and safety, health protection and occupational safety risks.

Through our Learning Management System, we have extensive reporting

options on key figures in connection with our training courses.

The principles, standards and goals set in this regard have been successfully achieved at Sikla GmbH. We do not see any risks that could have a negative impact on the qualification of our employees.

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

a.

i. 0

ii. 6 Occupational accidents with lost time \geq 1 day LTIR: 4.4 (Lost Time Injury Rate: number of accidents with lost time (1 day and more) per 1 million working hours) Reportable occupational accidents per 1 million hours worked: 4.4 (cf. BGHW 14.99)

iii. A total of 9 occupational accidents, of which 3 were reportable (from 3 days of incapacity for work); UH occupational accidents: 18.9 (cf. BGHW: 43.7) UH occupational accidents reportable: 9.5 (cf. BGHW: 22.3)

iv. Laceration, cuts and bruise/contusion

v. 677.151

b. we do not control the work/ workplace of worker who are not our employees

i. -

ii. -

iii. -

iv.-

a. 1,7h

i. female= 1,6h, male= 1,8h

ii. Managers = 2.18h, field service = 1.78h; office service = 1.65h, logistics = 1.3h

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

a. Our management system and our occupational health and safety manual are made available to all employees via the intranet. The contact persons for this topic are also listed there. In this area, employees receive all relevant information on occupational safety and health protection. **b.** The Health and

Safety Committee meets four times a year and is made up of the safety officers, the company physician, the health and safety specialist and the representative appointed by the management. The health and safety committee coordinates and advises on all matters relating to occupational health and safety in the company. It evaluates, advises and prepares decisions and coordinates planning, measures and steps on the following specific topics:

- Accident statistics
- Implementation of new laws and regulations
- Implementation of preventive measures
- Coordination of instruction
- Development of improvement proposals
- Planning of risk analyses and assessments
- Coordination of health promotion programs
- Regulations on first aid, safety and preventive medical examinations

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

a. Average hours of training that the organization's employees have undertaken during the reporting period, by:

i. gender;

ii. employee category.

a.1,7h i. female = 1.6h, male = 1.8h **ii.** Managers = 2.18h, field service = 1.78h; office = 1.65h, logistics = 1.3h

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

a. Control entities (Teamleads, Head Ofs, General Managers). **i.** Female 13.95%, male 86.05%. **ii.** Under 30 years old: 2.33%, 30 - 50 years old: 58.14%, Over 50 years old: 39.53%. **iii.** 2.33 % Employees with severe disabilities 9.3 % Employees with a migration background **b.** Employees **i.** female 29.69 %, male 70.31 % **ii.** Under 30 years: 23.21 %, 30 - 50 years: 51.54 %, Over 50 years: 25.26 % **iii.** 1.37 % Employees with severe disabilities 12.97 % Employees with migration background".

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

a. Total number of incidents of discrimination during the reporting period.

b. Status of the incidents and actions taken with reference to the following:

- i.** Incident reviewed by the organization;
- ii.** Remediation plans being implemented;
- iii.** Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
- iv.** Incident no longer subject to action.

a. 0

b. 0

i. 0

ii. 0

iii. 0

iv. 0

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

Sikla GmbH and all subsidiaries of Sikla Holding GmbH comply with all human rights.

We attach great importance to ensuring that our suppliers also respect all human rights. This is confirmed by the signing of the Supplier Code of Conduct by relevant pool suppliers. We regularly review compliance with the principles and requirements of the Supplier Code of Conduct. In consultation with our suppliers, on-site audits can be carried out by us or a third party commissioned by us.

Our goal of having all pool suppliers sign the Code of Conduct has been achieved. In the field of human rights, we have no other specific objectives at this time.

Our business activities and business relationships do not give rise to any risks of human rights violations. By signing the Code of Conduct, our suppliers confirm their commitment to comply with all human rights.

Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

b. The definition used for 'significant investment agreements'.

There are currently no investment agreements that have been assessed for compliance with human rights aspects. In general, we do not have any investment agreements.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

PI So far, no sites have been audited for their compliance with human rights aspects, as there were no indications that human rights were not being respected in the sites. For reasons of materiality, this is not planned in the future.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

a. Percentage of new suppliers that were screened using social criteria.

We indirectly check new suppliers for their compliance with social aspects. Every new supplier is obliged to sign the Code of Conduct, which confirms compliance with human rights.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

a. Number of suppliers assessed for social impacts.

b. Number of suppliers identified as having significant actual and potential negative social impacts.

c. Significant actual and potential negative social impacts identified in the supply chain.

d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.

e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

Our pool suppliers have signed the [Supplier Code of Conduct](#) . In the Supplier Code of Conduct, we set out precise specifications for the social impact of

suppliers.

So far, no suppliers have been specifically screened for social impact. If there are doubts about compliance with the Supplier Code of Conduct, on-site audits may be carried out by Sikla or a third party commissioned by Sikla in consultation with the supplier. This is agreed in the Code of Conduct. So far, we have not doubted any supplier's compliance with the Code of Conduct and have therefore not yet carried out a review. In the course of following the development and internationalization of our sustainability management, supplier evaluation will also be expanded to include sustainability aspects. This is planned for the next 3 years, but is not a priority at the moment.

Criterion 18 concerning SOCIAL MATTERS

18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

We are continuously committed to making a positive contribution to the community. In addition to our core business, we focus on various initiatives and measures to support social, ecological, cultural and economic issues in municipalities and regions. In the following, we would like to highlight some of our strategies and concrete measures that illustrate how we actively seek dialogue with individuals, institutions and associations at local and regional level.

Handover of the former administration building in Hausen ob Verena to the municipality for the accommodation of Ukrainian refugees:

As part of our social responsibility, we made our former administration building in Hausen ob Verena available to the municipality in 2022. This property is now being used as accommodation for Ukrainian refugees fleeing the conflicts in their home country. With this measure, we actively contribute to integration and offer the affected people a safe place to live.

Christmas donation: Every year, we are pleased to be able to support social institutions and people in need through a Christmas donation. In 2022, the proceeds of donations from the St. Franziskus Foundation in Rottweil and the shopping cart of the Caritasverband Hagen e.V. in Hagen will benefit.

The St. Franziskus Foundation is dedicated to improving the quality of life of children from socially disadvantaged backgrounds, children with disabilities,

children with multiple disabilities and children with deafblindness. Animal-assisted therapies such as educational riding and equine therapy are used.

The shopping cart of the Caritasverband Hagen e.V. is committed to saving a lot of food every day that is fully edible and would be thrown away despite its valid expiration date. With emergency aid, the shopping cart supports people in need in their emergency.

Participation in the company run in Schwenningen and Hagen:

Another important aspect of our involvement in the community is our participation in the annual company run in Schwenningen and Hagen. By participating in this run, we promote the team spirit, health and well-being of our employees. At the same time, we contribute to supporting charitable aid projects and associations, as a donation is associated with every registration.

Sponsorship:

Our commitment to sponsorship is a matter close to our hearts. We are sponsors of the Schwenningen Wild Wings and the Wiha Panthers Schwenningen. Both sports clubs embody passion, team spirit and sporting excellence. With our sponsorship, we want to contribute to the promotion and living of these fundamental values.

Remarkable is our role as the main sponsor of the youth of FC08 Villingen, a traditional football club with a successful youth department. We firmly believe that sport has a positive effect on young people and can support them in their personal development. Through our sponsorship, we want to offer the young players the best possible conditions so that they can develop their full potential. Our goal is to provide them with an optimal platform for their sporting development.

In summary, the measures and strategies mentioned above are just a few examples of our commitment to the community. We strive to go beyond our core business and make a positive contribution to social, environmental, cultural and economic issues in municipalities and regions. In the future, we will continue our efforts to make a sustainable and long-term impact on our community. Our goal is to continue to actively contribute to improving the quality of life in our society and making a meaningful contribution to the positive development of our environment.

Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:

- i.** Direct economic value generated: revenues;
- ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.

b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

For reasons of competition protection, we do not want to disclose these figures at this time.

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

We are a member of the industry association IV B+B, which is a sub-association of the Federation of German Industries (BDI). In addition, Sikla GmbH is a member of the Southwest Business Association (USW). As members of industry associations, we also participate in economic policy legislative

procedures as appointed consultants in accordance with their statutes. It is important for us to emphasize that Sikla does not make any party donations.

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

- a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b. If applicable, how the monetary value of in-kind contributions was estimated.

0

20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

Guidelines and concept We have a Sikla Code of Conduct that governs relations within and between our national companies. We also have a Code of Conduct for Suppliers, also known as the Supplier Code of Conduct. Both codes contain clear provisions prohibiting all forms of corruption and violations of the law. There is no monitoring of a structural nature that goes beyond auditing. We conduct regular briefings on occupational health and safety risks, including topics such as data protection, information security and IT security in accordance with local requirements. New employees receive our internal company regulations and corporate guidelines at the beginning of their employment. For our existing employees, these documents are published on the intranet and accessible at all times. In the area of environment and energy, we are informed of changes in legislation via the Umwelt-Online portal and are establishing corresponding assignment processes as part of our environmental management system. **Responsibility** The managing partner and the managing director responsible for commercial and administrative

matters have overall responsibility for compliance. Although there have been no classic cases of corruption to date, we take the issue very seriously. To date, no specific strategies or processes have been established to combat such cases. We also focus on ongoing awareness-raising among our employees and offer e-learning on the subject of data protection. **Goals** In the past reporting year, we set ourselves the goal of introducing a whistleblower system in 2023. Beyond this, we have not set any targets in this area, as the introduction of the system is already a major step. **Risks** We classify the risks regarding negative impacts on the fight against corruption and bribery in our business relationships as low. Our procurement activities are mainly conducted within the European Economic Area (EEA). Furthermore, no strategies and processes are planned, as we are already sufficiently safeguarded by the codes, instructions and the introduction of the whistleblower system.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a. Total number and percentage of operations assessed for risks related to corruption.
- b. Significant risks related to corruption identified through the risk assessment.

The permanent establishments have not yet been subjected to a specific corruption audit. This is not planned for the time being, as we prioritize other sustainability projects whose urgency we consider to be higher. All our suppliers have signed the Code of Conduct, which prohibits illegal practices. No case of corruption has ever been detected within Sikla.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

- a.** Total number and nature of confirmed incidents of corruption.
- b.** Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c.** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d.** Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

There are no confirmed incidents of corruption at Sikla.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i.** total monetary value of significant fines;
 - ii.** total number of non-monetary sanctions;
 - iii.** cases brought through dispute resolution mechanisms.
- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
- c.** The context against which significant fines and non-monetary sanctions were incurred.

0

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.