

# **SUSTAINABILITY REPORT 2022**

ENVIRONMENT, ETHICS & SOCIAL RESPONSIBILITY, GOVERNANCE  
ACCORDING TO THE REQUIREMENTS OF THE UN GLOBAL COMPACT







Roland Burreiner, CEO



Hermann Schnaitter, Sustainability Manager

Ladies and Gentlemen,  
Partners of KRAIBURG Relastec,

As a company whose founders already had a clear vision of the importance of using secondary materials and the concept of the circular economy, we are fully aware of our responsibility towards society and nature. We have always kept in mind the finiteness of resources.

Despite ongoing global challenges such as wars and pandemics and the associated economic setbacks, we remain true to our commitment to resolutely counter climatic changes.

We invest heavily in various initiatives, not only to further reduce and quantify our CO<sub>2</sub> emissions through the use of secondary raw materials, but also to continuously improve ethical and social standards in our working environment and in society as a whole.

We look forward to presenting our progress and successes in these endeavours to you in the following sustainability report. We wish you an insightful read.



Roland Burreiner

Hermann Schnaitter





# ABOUT OUR COMPANY





KRAIBURG Relastec GmbH & Co. KG is an independent company within the KRAIBURG holding. With our finished products for acoustics and vibration isolation (DAMTEC®), impact protection (EUROFLEX®), structural protection (KRAITEC®), securing loads (KARGOTEC®), sports flooring and elastic layers (SPORTEC®) as well as elastic horse flooring systems (KOMFORTEX®), we serve the international market.

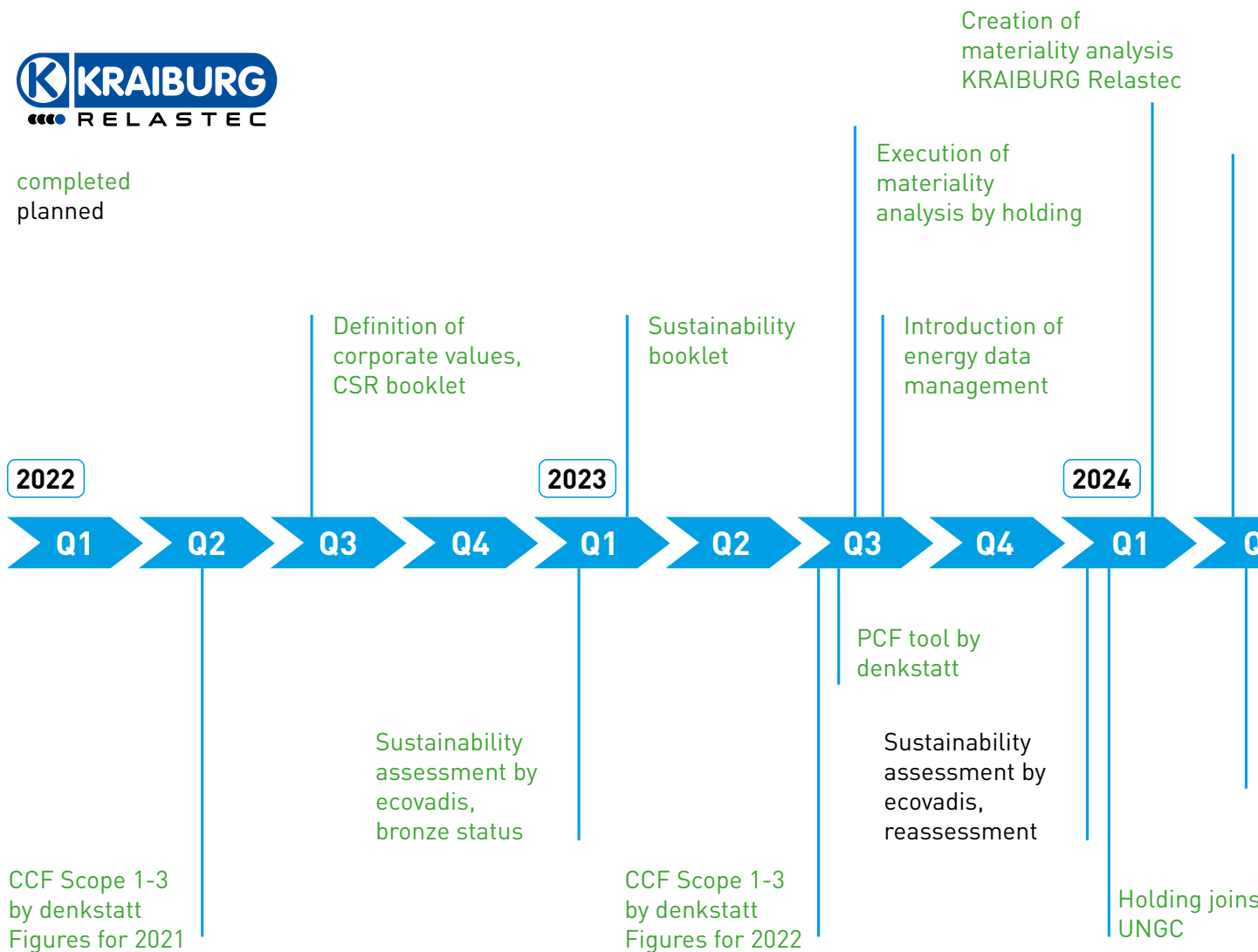
Modern technologies and constant further development, make us a competent partner for architects, planners and system providers. As part of a “rubber cycle”, KRAIBURG Relastec takes back up to 60,000 tonnes of recycled material every year and processes it into our high-quality products.

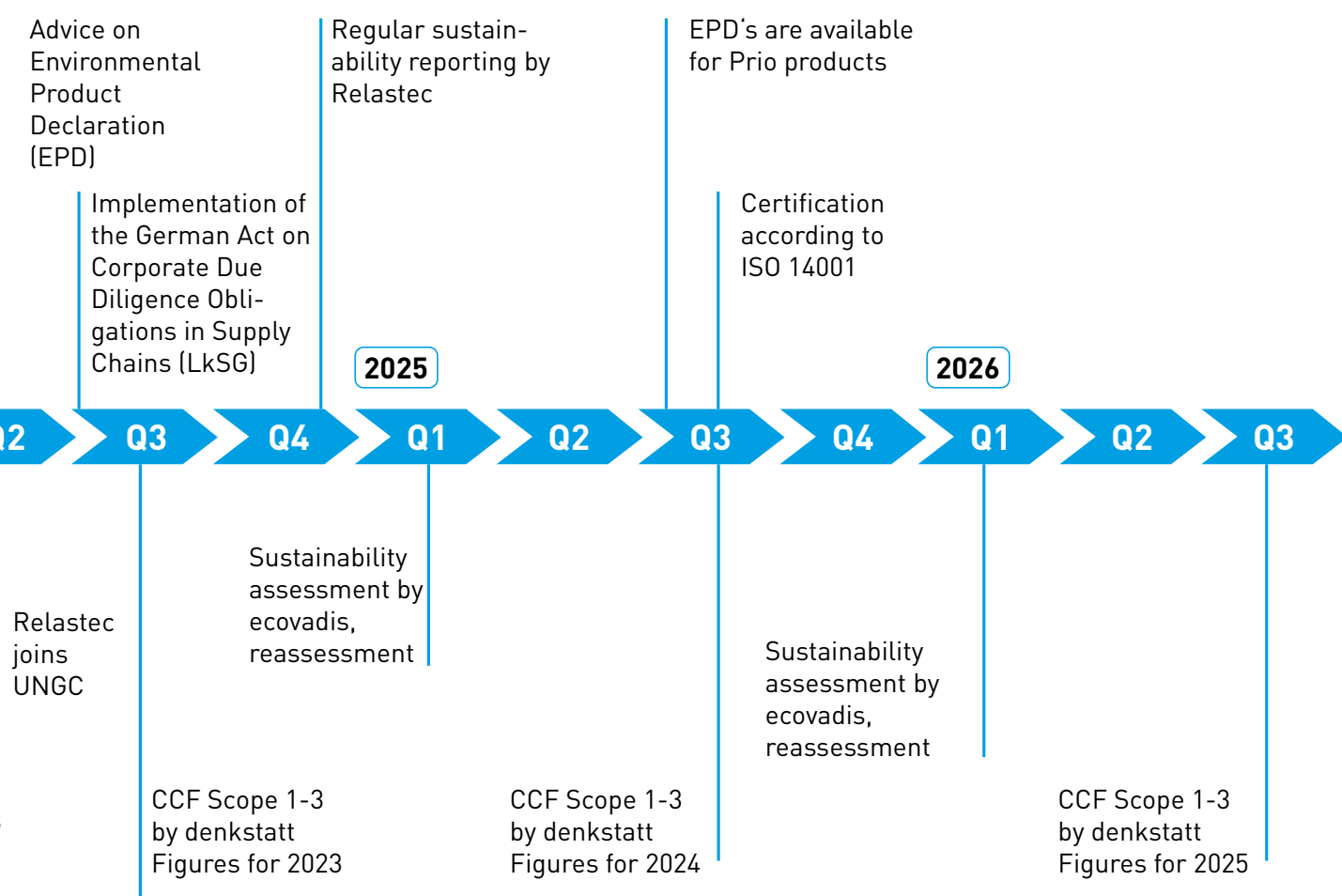
KRAIBURG Relastec is one of the world’s leading rubber recycling companies. Based on years of experience and practice, which is constantly improved and revisited, KRAIBURG Relastec manufactures new products from technical rubber materials, thereby acting in an environmentally friendly and resource-conserving manner.

# OUR TIMETABLE FOR SUSTAINABILITY PROJECTS



completed  
planned







# ENVIRONMENT

**GREENHOUSE GAS EMISSIONS** PAGE 9 TO 11

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## Greenhouse gas emission sources for calculating Corporate Carbon Footprint according to the Greenhouse Gas Protocol.

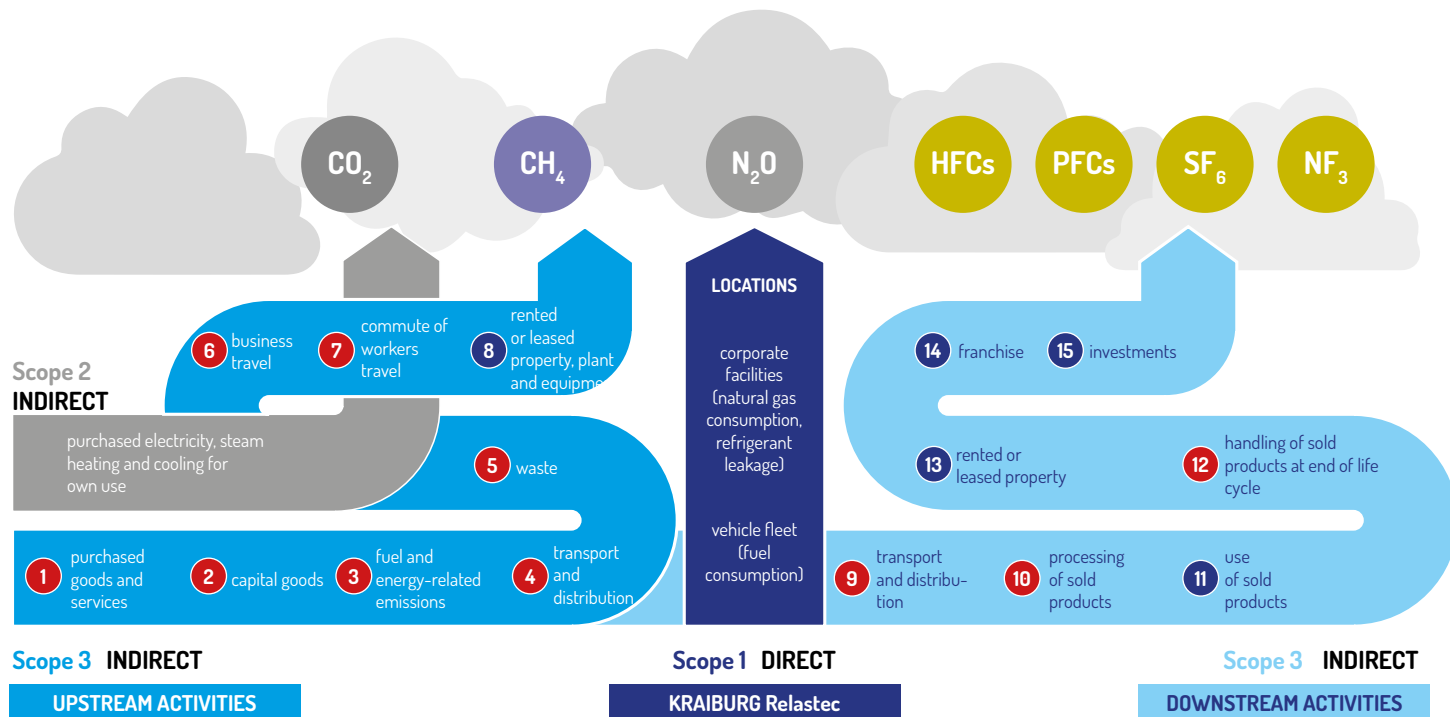
KRAIBURG Relastec has regularly prepared a CO<sub>2</sub> footprint for the company since 2022 together with the renowned service provider “denkstatt”.

This Corporate Carbon Footprint (CCF) records all greenhouse gas emissions generated by the activities of KRAIBURG Relastec within one year.

The calculation is made according to the Greenhouse Gas Protocol Corporate Standard.

The Corporate Carbon Footprint considers the direct and indirect greenhouse gas emissions of KRAIBURG Relastec in t CO<sub>2</sub>eq (equivalent) per year.

**According to the Greenhouse Gas Protocol, KRAIBURG Relastec considered Scope 1 and 2 as well as relevant Scope 3 categories (marked in red):**

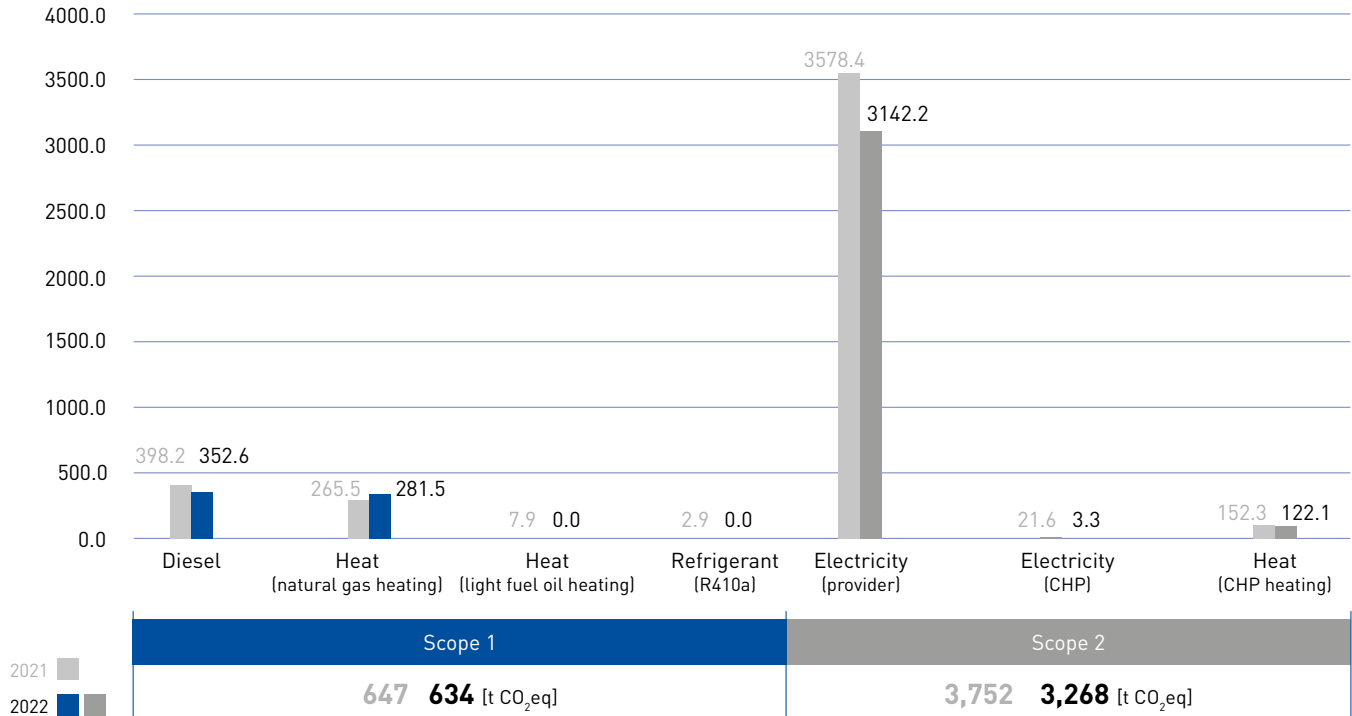


## Data collection & activity data

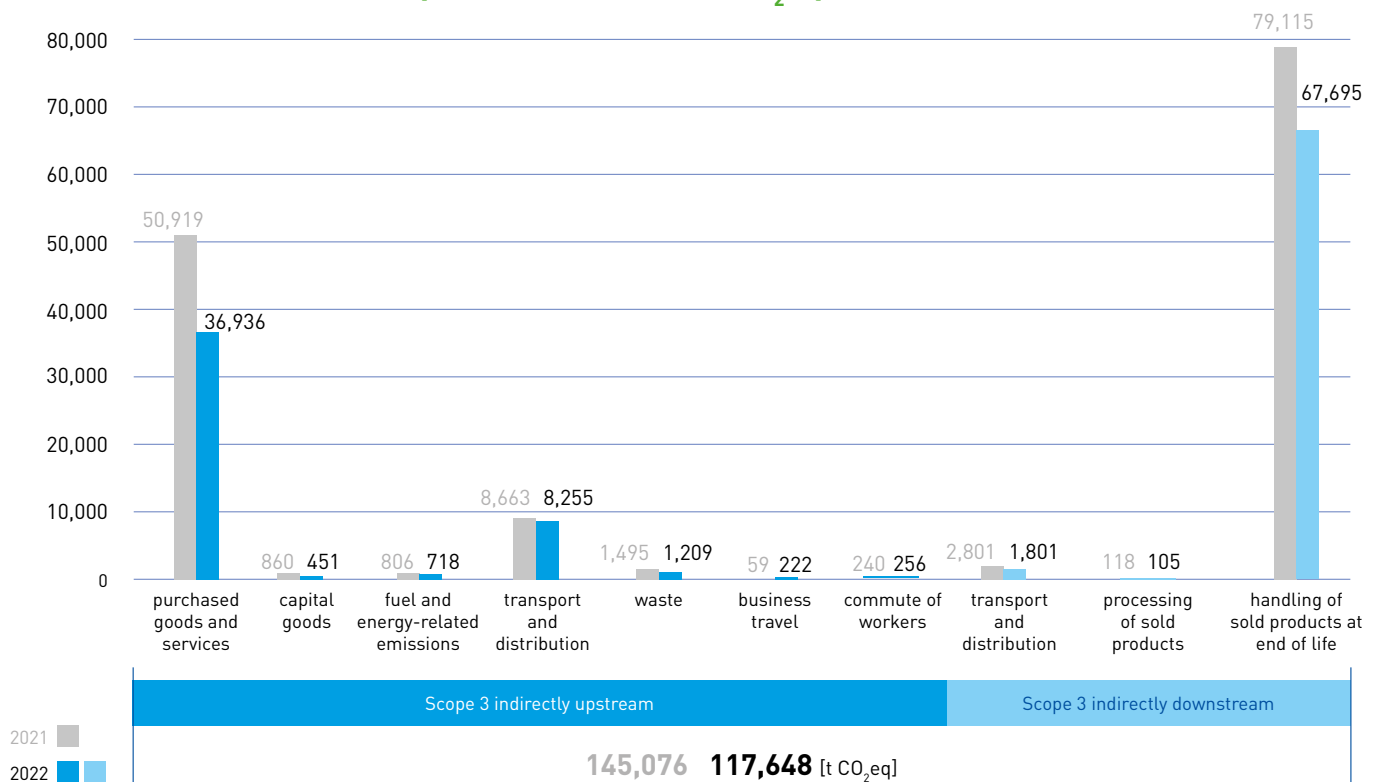
All data on the company’s climate-related activities in 2022 were collected by KRAIBURG Relastec and checked for plausibility by denkstatt. Records and invoice documents were also used for the data collection.

Scope 1 & 2 climate-related activities	
	<p><b>Fuels</b> (primary data: fuel consumption): diesel company cars, all-terrain diesel forklifts and electric forklifts in production shops</p> <p><b>Fuels and vehicle fleet:</b> The emission factors for fuel and vehicle fleet were taken from the Federal Environment Agency (UBA 2021).</p>
	<p><b>Electricity:</b> operation, production, lighting and cooling (primary data: billing and gas consumption CHP [combined heat and power plant])</p> <p><b>Electricity</b> was purchased from Dreewag. In addition, electricity was obtained from an adjacent combined heat and power plant (CHP). The gas for operating the CHP and the gas heating system comes from Stadtwerke Stendal</p>
	<p><b>Heat:</b> space and process heat (primary data: statements of gas and light fuel oil consumption and gas consumption of CHP)</p> <p>The CCF calculation model uses emission factors from the German Association of the Automotive Industry (VDA 2022) and IEA 2022 for gas consumption</p>
	<p><b>Refrigerant:</b> Differentiated by refrigerant loss in the reference year (primary data: maintenance log) there were no refrigerant top-ups in 2022, so this category is omitted in the CCF</p>
	<p><b>Market-based:</b> electricity purchased from 9% renewable and 73% fossil energy sources (17.6% nuclear power). The electricity mix emissions were determined using emission factors from the International Energy Agency (IEA 2022)</p>
	<p><b>Location-based:</b> For the location-based approach, emission factors from the IEA 2022 were used for the region of Germany.</p>

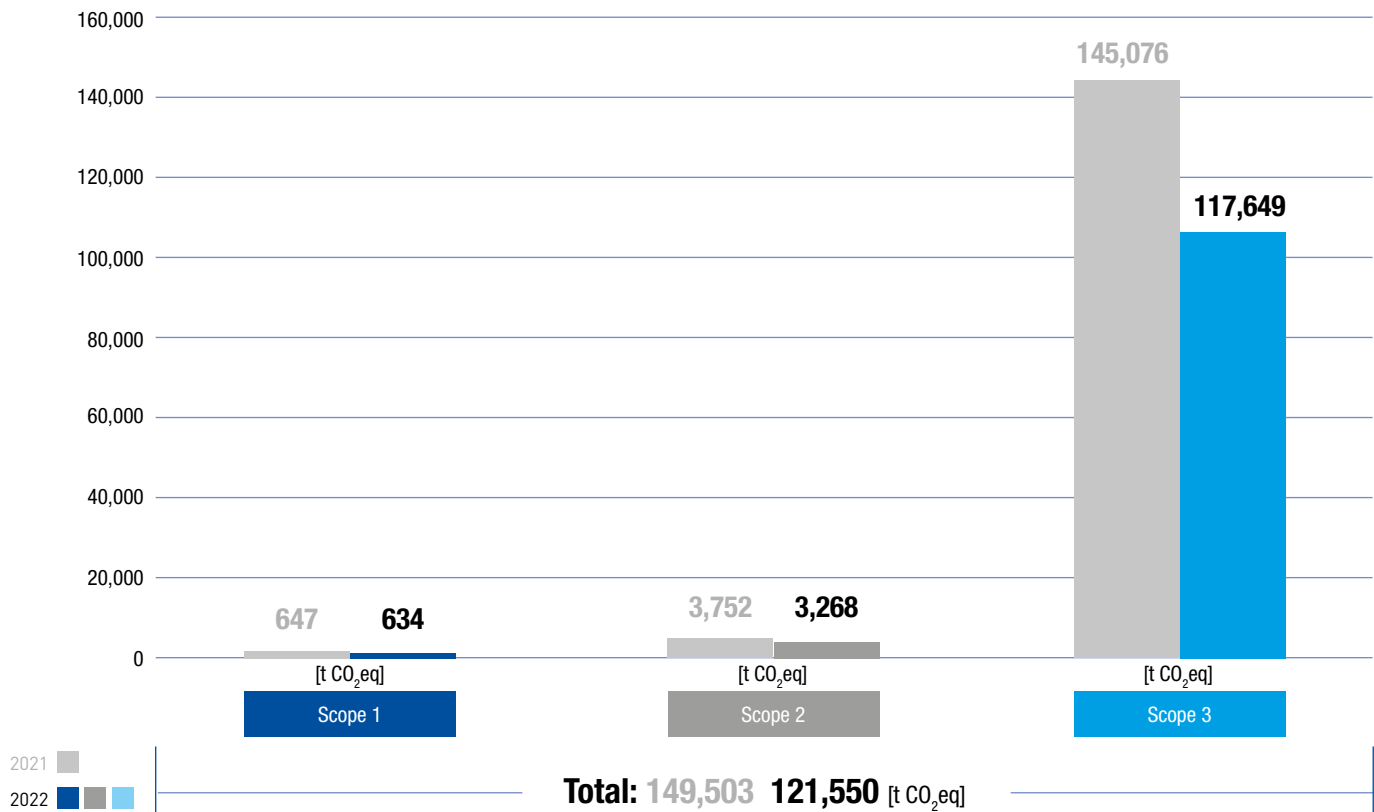
### Scope 1 & 2 emissions in [t CO<sub>2</sub>eq] 2021/2022



### Scope 3 emissions in [t CO<sub>2</sub>eq] 2021/2022



## Corporate Carbon Footprint Scope 1 - 3 in [t CO<sub>2</sub>eq] 2021/2022



### Statement and goals

Compared to the previous year 2021, we have seen a reduction in greenhouse gas emissions of 18.7%. This is partly thanks to global economic events but also to the many improvements in production processes, modernisation and the even more conscious handling of raw materials.

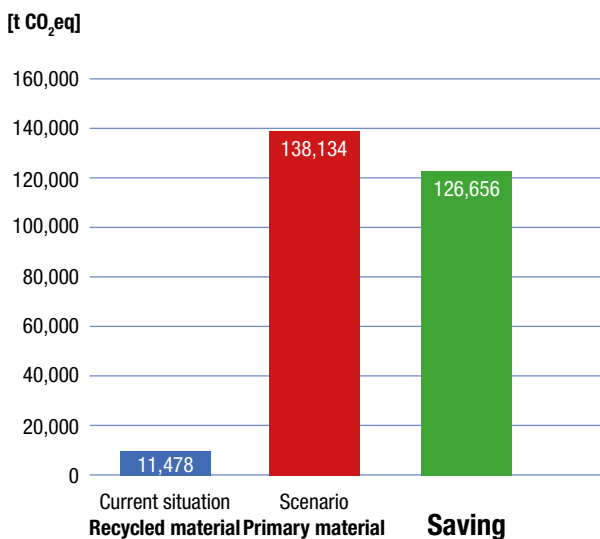
KRAIBURG sets ambitious targets for all its sites worldwide to cut CO<sub>2</sub>emissions. Corresponding climate programmes with reduction measures are developed to achieve these goals. Based on the principles of the UN Global Compact, the targets of the Paris Climate Accord and the provisions of section 2 (3) nos. 1-8 LkSG, KRAIBURG and its business partnerships assume social and ecological responsibility for long-term environmental and climate protection.

**KRAIBURG Relastec's objective is to further reduce its greenhouse gas emissions by up to 15% per manufacturing unit within the next 5 years.**





**Emissions comparison**  
**Recycled material - primary material**



### Massive reduction in greenhouse gas emissions by using secondary raw materials.

With over 96% of emissions within Scope 3.1, consumption of raw materials is the largest source of emissions. Our founders realised more than 30 years ago that the careful handling of resources would play an increasingly important role in society and business.

We are now benefiting from their pioneering work and foresight, as saving resources is still an important part of our strategy in addition to the new CO<sub>2</sub> problem. As part of a “rubber cycle”, KRAIBURG Relastec takes back up to 60,000 tonnes of recycled material every year and processes it into our high-quality, sustainable products.

In this way, we avoid over 90% of CO<sub>2</sub> emissions year on year compared with using primary materials.

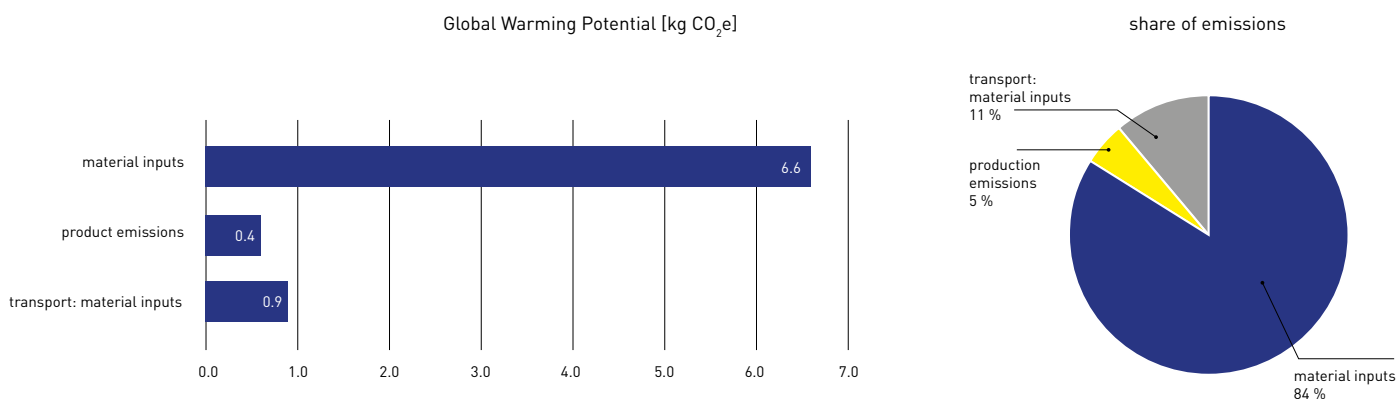
functional unit (m<sup>2</sup>)   
 article number   
 product category



### Overview of results

	global warming potential kg CO <sub>2</sub> e	share of total emissions %
material inputs	6.6	84
product emissions	0.4	5
transport: material inputs	0.9	11

**PCF Cradle to Gate** **7.9** **kg CO<sub>2</sub>e pro m<sup>2</sup>**



### Product carbon footprint: Carbon footprint of our products from raw material extraction to leaving our premises

The Product Carbon Footprint (PCF) determines the climate impact of each of our products. We consider their "cradle to gate" lifecycle, meaning that we calculate the generation of harmful greenhouse gases from the raw materials or bought-in parts of the product to the point when it leaves our company.

The calculation is made using a software tool developed by "denkstatt" based on the **ISO 14067 (Product Carbon Footprint)** and **ISO 14040/44 (LCA = Life Cycle Assessment)** standards.

The introduction of the Product Carbon Footprint of our products once again demonstrates our commitment to transparency and environmental awareness. It serves as a benchmark for developing new products and as a point of reference for defining our corporate strategies.

Moreover, it highlights the potential for improvement. Customers who have to comply with environmental requirements when implementing their projects can therefore establish at first glance whether a product meets the criteria in the particular case.





## KRAIBURG Relastec's energy management system is certified according to ISO 50001

Our energy management system makes a significant contribution to environmental protection. Energy is used more efficiently by systematically identifying potential and implementing optimisation measures. This also entails a reduction in direct and indirect CO<sub>2</sub> emissions.

Our planet's resources are limited. By using recycled materials, we are already making an important contribution to conserving resources. Our energy management system also helps us to use the resource of energy efficiently in the long term.

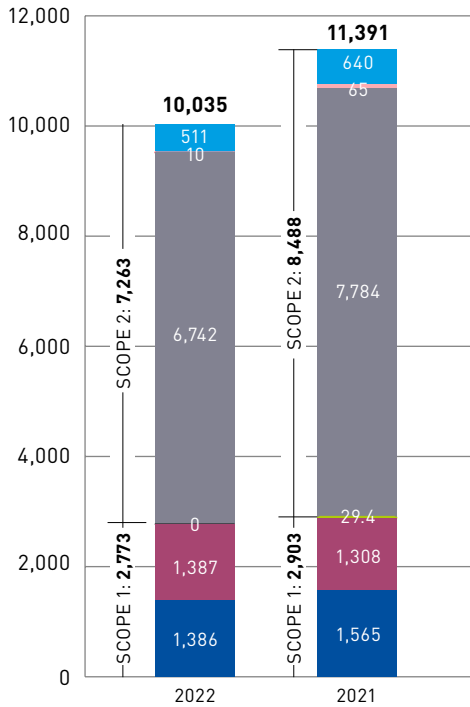
KRAIBURG Relastec's energy management system is certified according to ISO 50001. Energy-related issues are taken into account in all processes within the organisation. With our energy policy as a base and the strategic goals, our energy programme is developed, implemented, regularly evaluated and constantly optimised. ISO 50001 also supports the "Sustainable Development Goals" for resource conservation and climate protection measures defined by the UN.



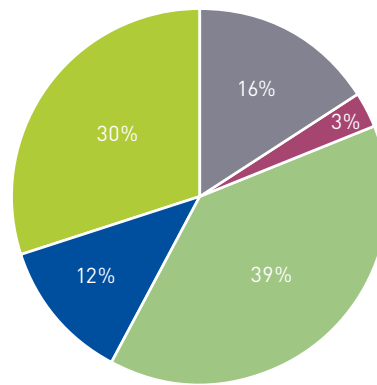
ISO 9001:2015 NR. 00186/0  
ISO 50001:2018 NR. 00070/0



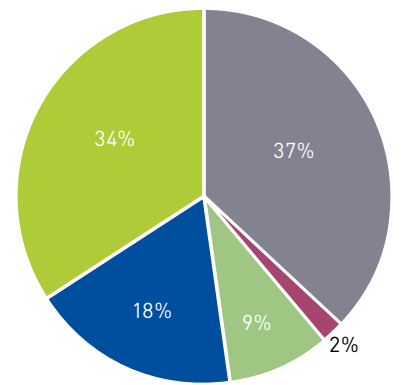
## KRAIBURG Relastec's energy consumption in MWh



Power mix Germany (site-based)



KRAIBURG Relastec's power mix (market-based)



- Heat (CHP heating)
- Electricity (CHP)
- Electricity (provider)
- Diesel
- Heat (light fuel oil heating)
- Heat (natural gas heating)

- Nuclear power
- Natural gas
- Renewable energy sources

- Coal
- Other fossil energy sources

## Statement and goals

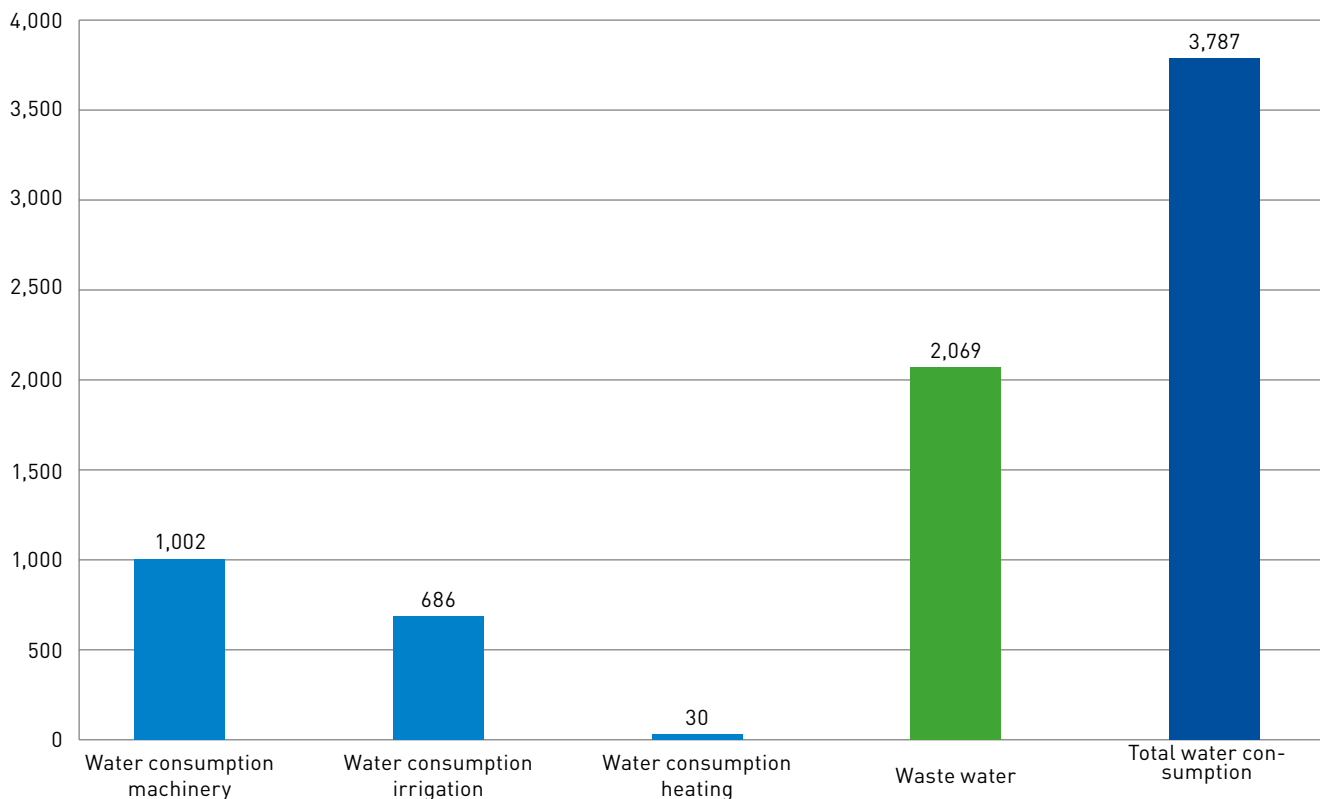
As a responsible company, we are actively committed to energy efficiency and sustainability. Our energy-saving measures not only help to cut costs, but also have a positive impact on the environment. We recognise the importance of reducing our energy consumption along the entire value-added chain. By using energy-efficient technologies and processes, we strive to minimise our CO<sub>2</sub> footprint and switch to clean energy sources.

Our energy-saving efforts include:

- **Energy management:** We have implemented an energy management system in line with DIN EN ISO 50001, in order to identify and utilise efficiency-increasing potential.
- **Technical optimisation:** We use energy-efficient lighting systems and drives
- **Raising awareness:** We make our staff aware of the importance of using energy sparingly and promote sustainable awareness.

Our aim is to not only act in an economically efficient manner, but also to contribute to global climate protection. We are convinced that saving energy and environmental protection go hand in hand.

**Water: Consumption and waste water volumes in 2022 in m<sup>3</sup>**



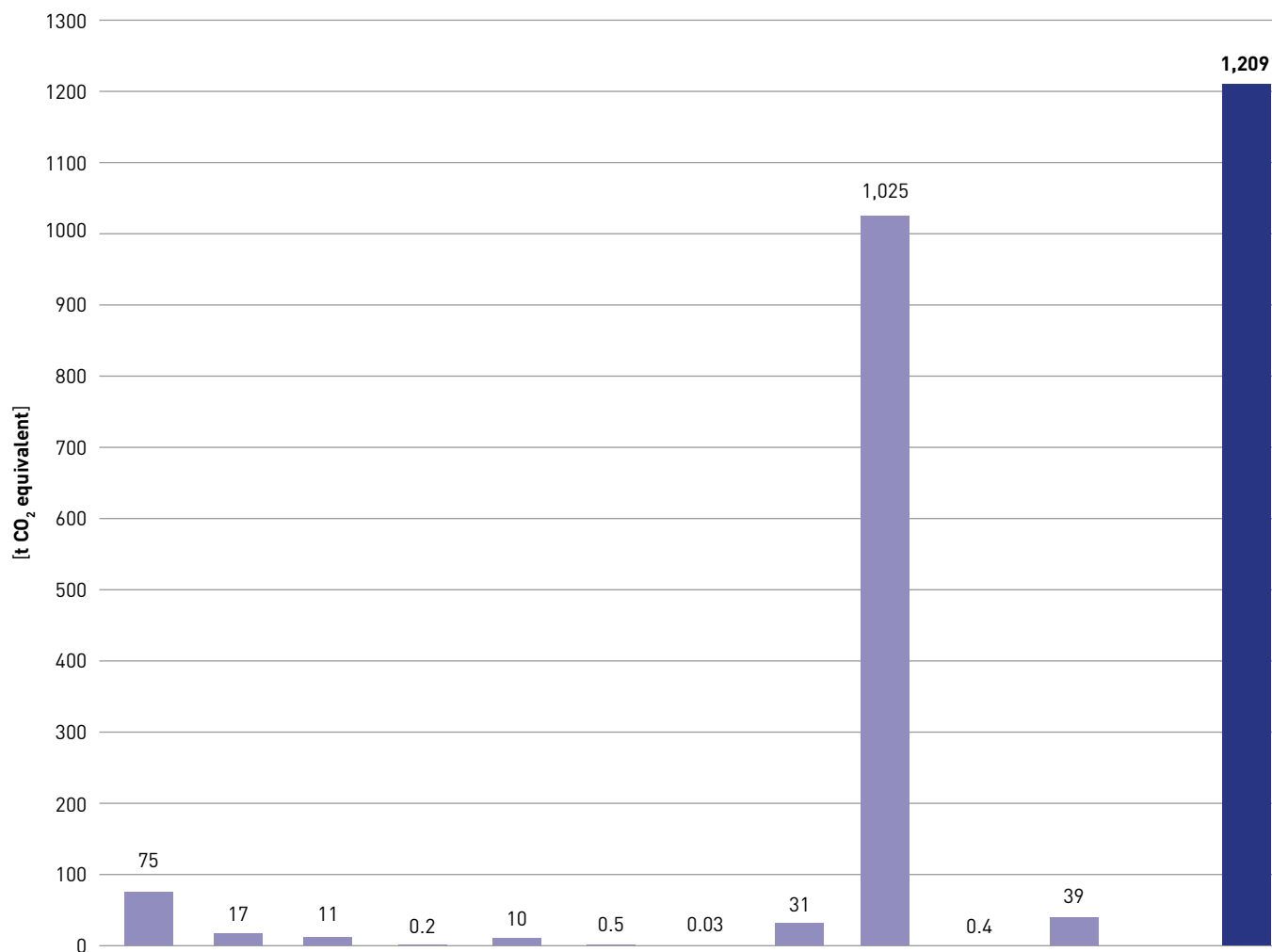
### Statement and goals

KRAIBURG and its business partners strive to run their businesses in an environmentally sustainable manner and comply with all applicable laws and regulations for protecting the environment.

Care is taken to minimise the impact on society, the environment and the climate. All members of staff are therefore obliged to protect soil, water, air, biodiversity and cultural assets. The occurrence of environmentally harmful effects must be prevented by suitable environmental protection measures in conjunction with the statutory provisions. Resources must not be wasted.

As part of the introduction of the environment management system in accordance with ISO 14001 by Q3 2025, our aim is to record and evaluate the data for water and waste water in even greater detail and incorporate it in a climate strategy.

### Types of waste, types of recycling, waste volumes, CO<sub>2</sub> emissions 2022



Type of waste	Hazardous waste	Paper and cardboard waste	Plastic packaging waste	Brick waste	Wood waste	Iron and steel waste	Construction and demolition waste	Sludge waste	Plastic and rubber waste	Bio degradable waste	Mixed municipal waste	Electrical scrap	Total
Recycling	Energy recovery	Recycling	Recycling	Disposal	Recycling	Recycling	Recycling	Disposal	Thermal recycling	Fermentation in biogas plant	Recycling/disposal	Treatment of global mix	
Volume in [t]	30.27	42.09	28.84	13.46	166.57	55.20	3.14	86.46	351.50	3.40	72.91	0.80	854.46

### Recycling rate

38.72% of waste was recycled again in 2022 and utilised as materials.





### The global climate crisis will have far-reaching consequences for the environment, nature, the economy and health.

We have realised that climate change may have a major impact on the environment and also our company. The key measures to counteract this are:

**Climate risk analysis:** When carrying out our materiality analysis, we also take into account the risks connected with climate change. This includes both physical risks (such as damage from extreme weather events) and transitory risks (e.g. changes to certain regulations by legislators)

**Energy management and resource efficiency:** Efficient use of energy and resources is crucial. We are introducing more energy-efficient technologies, optimising our supply chains and applying more and more sustainable procurement practices.

**Adapting infrastructure:** Our buildings and facilities are subject to ongoing modernisation, also to be able to counteract the coming climatic conditions.





# GERMAN ACT ON CORPORATE DUE DILIGENCE OBLIGATIONS IN SUPPLY CHAINS (LKSG)

**OBLIGATIONS OF THE PARENT COMPANY** PAGE 21

**INTRODUCTION AND IMPLEMENTATION** PAGE 22

**MONITORING PROTECTED LEGAL POSITIONS** PAGE 23



## General statements and obligations at parent company level

The KRAIBURG Group conducts its business worldwide in accordance with the national and supranational statutory provisions as well as applicable international conventions and prevents legal violations. KRAIBURG undertakes to act in line with the highest ethical standards and to treat third parties with respect and integrity.

This is done in accordance with the UN Universal Declaration of Human Rights, the principles of the UN Sustainable Development Goals (SDGs), the UN Global Compact, the International Labour Organisation Principals (ILO), the OECD Guidelines for Multinational Companies, the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz - LkSG), DIN ISO 9001, DIN ISO 14001 and DIN ISO 50001.

A business partnership with KRAIBURG is subject to confirming, complying with and signing our Code of Conduct or submitting one's own code of conduct based on the same principles. KRAIBURG reserves the right to update its Code of Conduct where necessary and expects its business partners to accept such changes. The individual purchasing guidelines of KRAIBURG's subsidiaries are automatically part of this agreement. KRAIBURG will not tolerate any breaches of this Code of Conduct.



## Schulungsnachweis Training Certificate

Der unterzeichnende Trainer bestätigt, dass  
The undersigned Trainer herewith confirms, that

**Alexander Grothe**

an einem Training über die Grundlagen des Lieferkettensorgfaltengesetzes (LkSG) nach §6.3.3 des LkSG erfolgreich teilgenommen hat.  
has successfully participated in a training course on the basics of the Supply Chain Due Diligence Act (LkSG) in accordance with §6.3.3 of the German Supply Chain Due Diligence Act (LkSG).

25.01.2024

GmbH

Lieferkettensorgfaltspflichtengesetz (LkSG)  
Supply Chain Due Diligence Act

**Grundlagenschulung**  
**Basic Training**

Trustnet Trade

The KRAIBURG Group is in the process of implementing the LkSG and is being supported and advised by external service provider Cargodian GmbH.

### **We shall implement the requirements of the LkSG and meet our due diligence obligations:**

- establish a risk management system (section 4 (1)),
- define internal company responsibility (section 4 (3)),
- issue a policy statement (section 6 (2)),
- set up a complaints procedure (section 8),
- basic training for managers in the company under the umbrella of the holding,
- conduct regular risk analysis (section 5),
- lay down preventive measures in our own area of business (section 6 (1) and (3)),
- take remedial action (section 7 (1) to (3)),
- implement due diligence obligations for risks relating to indirect suppliers (section 9)
- documentation (section 10 (1)) and reporting (section 10 (2)).



Protected legal position	Violations of
Human rights	<ul style="list-style-type: none"> <li>• prohibition of child and forced labour</li> <li>• prohibition of slavery</li> </ul>
Employee rights	<ul style="list-style-type: none"> <li>• occupational health and safety</li> <li>• working hours</li> <li>• qualifications (competence)</li> <li>• freedom of association</li> </ul>
Discrimination	<ul style="list-style-type: none"> <li>• prohibition of unequal treatment</li> <li>• prohibition of wage discrimination</li> <li>• appropriate remuneration</li> </ul>
Social rights	<ul style="list-style-type: none"> <li>• soil, water or air pollution</li> <li>• unlawful eviction and taking of land</li> <li>• hiring and use of security forces</li> </ul>
Environmental obligations	<ul style="list-style-type: none"> <li>• prohibition of the manufacture, use or treatment of mercury or products containing mercury</li> <li>• prohibitions relating to persistent organic pollutants</li> <li>• prohibition of the export and import of hazardous waste</li> </ul>

# ETHICS & SOCIAL RESPONSIBILITY

**EQUAL OPPORTUNITIES** PAGE 25

**LIVING WAGE** PAGE 26

**ADVANTAGES THROUGH COLLECTIVE BARGAINING** PAGE 27

**OCCUPATIONAL SAFETY MEASURES** PAGE 28

**EMPLOYEE SATISFACTION** PAGE 29

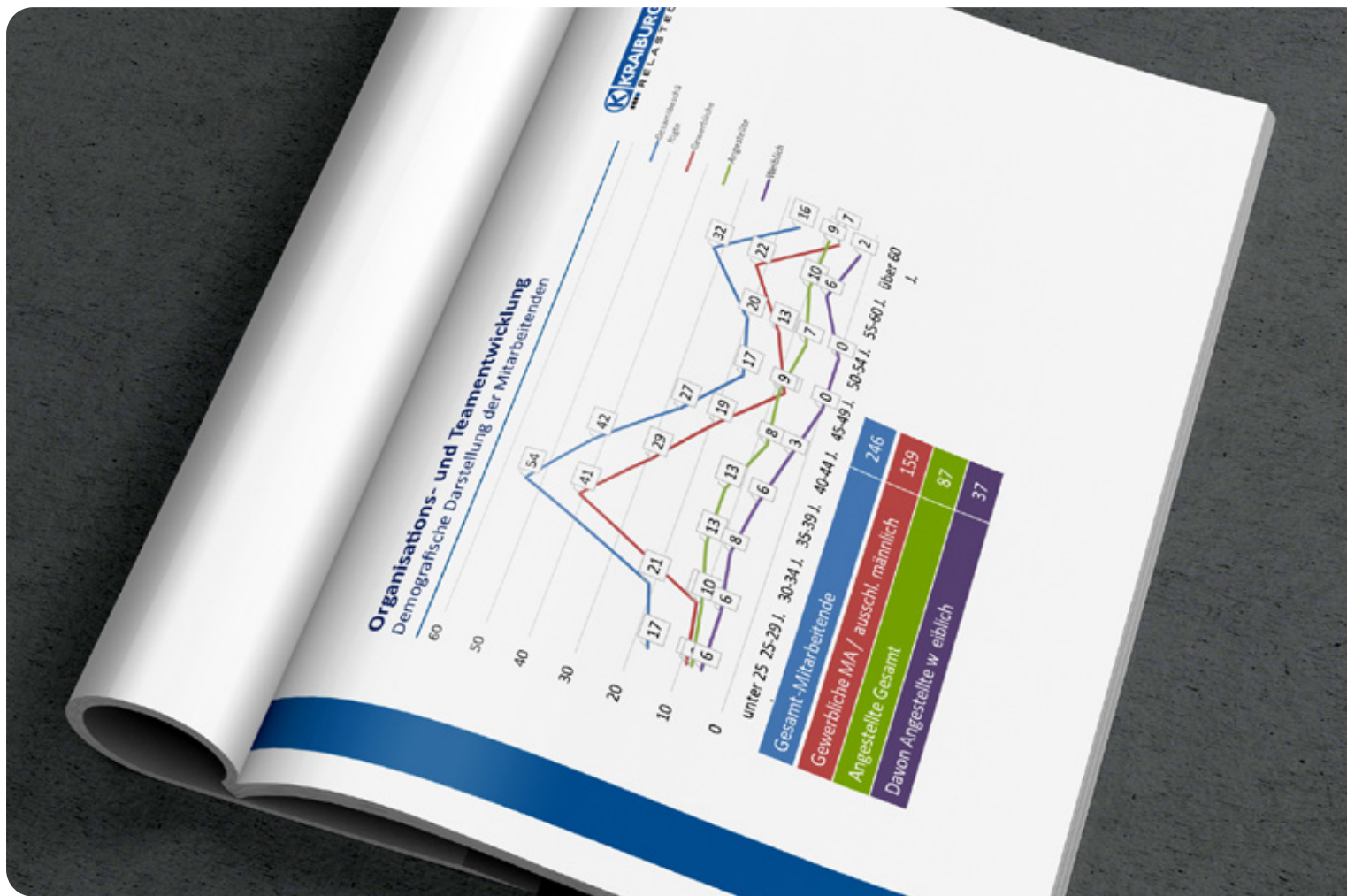
**HEALTH MEASURES** PAGE 30

**SOCIAL BENEFITS** PAGE 31

**STAFF TRAINING** PAGE 32

**DATA PROTECTION** PAGE 33





## Equal opportunities at KRAIBURG Relastec

For us, diversity means strength and it contributes to the success of our company.

We insist on a corporate culture where all employees have the same opportunities regardless of their ethnicity, origin, political persuasion, age, religion, gender, sexual orientation or disability. We support all employees with the same variety of offers and measures in order to enshrine diversity as a permanent value in the corporate culture of KRAIBURG Relastec.

- In 2022, we employed 5 people with disabilities
- We work with the "Christliches Jugenddorfwerk Deutschland gemeinnütziger Verein"
- We are assessed annually by the German Federal Employment Agency (Agentur für Arbeit) on the "implementation of the German Social Security Code IX (SGB IX) notification procedure in accordance with the law on severely disabled persons section 163 (2) SGB IX"
- No compensatory fees were necessary for 2022, as we already employ people with disabilities.
- Out of 246 employees, 37 are female. This corresponds to a 15% quota of women







### Our understanding and scope of application of the living wage

Living wages for salaried employees and workers and living wages for the self-employed are net annual incomes required for a household in a particular location to provide all family members with a decent standard of living. This includes not only food, but also clean water, education, clothing, housing, healthcare and reserves for unexpected events.

For KRAIBURG Relastec, it goes without saying that we should pay employees at the company's sites a living wage. We also expect our partners and suppliers to act in our interests and to ensure and implement this in their own areas of responsibility and regions.

#### **Our measures for implementing and complying with the payment of a living wage:**

- For our employees at the company sites in Germany, we are bound by the collective bargaining agreement of the IG BCE, the trade union representing the mining, chemicals and energy industries
- We consistently implement the requirements and measures of the pay settlements
- Minimum and living wages are guaranteed by our collectively agreed pay scales
- In future, compliance with payment of living wages in the supply chain will be controlled in concert with suppliers and partners under the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG)



### Our employees also benefit from our obligation to pay in line with collective agreements

#### Our collective agreements regulate many other issues for our employees:

- Working hours and holiday entitlements are laid down in the collective agreements
- Healthcare provision, such as through supplementary long-term care insurance, is offered
- Additional benefits, such as the so-called “future contribution” (Zukunftsbeitrag) or one-off payments to compensate for increased energy prices and much more are initiated through affiliation to a collective agreement
- General working conditions are defined by the industry-wide collective agreement







### Occupational safety is one of the remits of our QHSE department

Occupational safety is a crucial issue at KRAIBURG Relastec, in order to ensure the health and well-being of our employees. We are guided by and comply with the legal basis of the German Occupational Safety Act (ArbSchG) and also offer additional safety measures:

- information on fire protection and regular fire drills
- health and safety committee
- risk assessments of the various work stations and installations
- personal protective equipment is provided by the company
- subsidisation of additional occupational safety measures
- crisis management with regular crisis simulation drills
- annual instruction on occupational health and safety
- appointment and training of evacuation helpers
- appointment of first-aid and fire protection helpers
- SOS inspection every 3-months with specific improvement measures
- accident processing according to accident checklist
- appointment of a fire protection officer
- external company coordination for service providers and visitors



## Employee satisfaction - a building block for success and future security

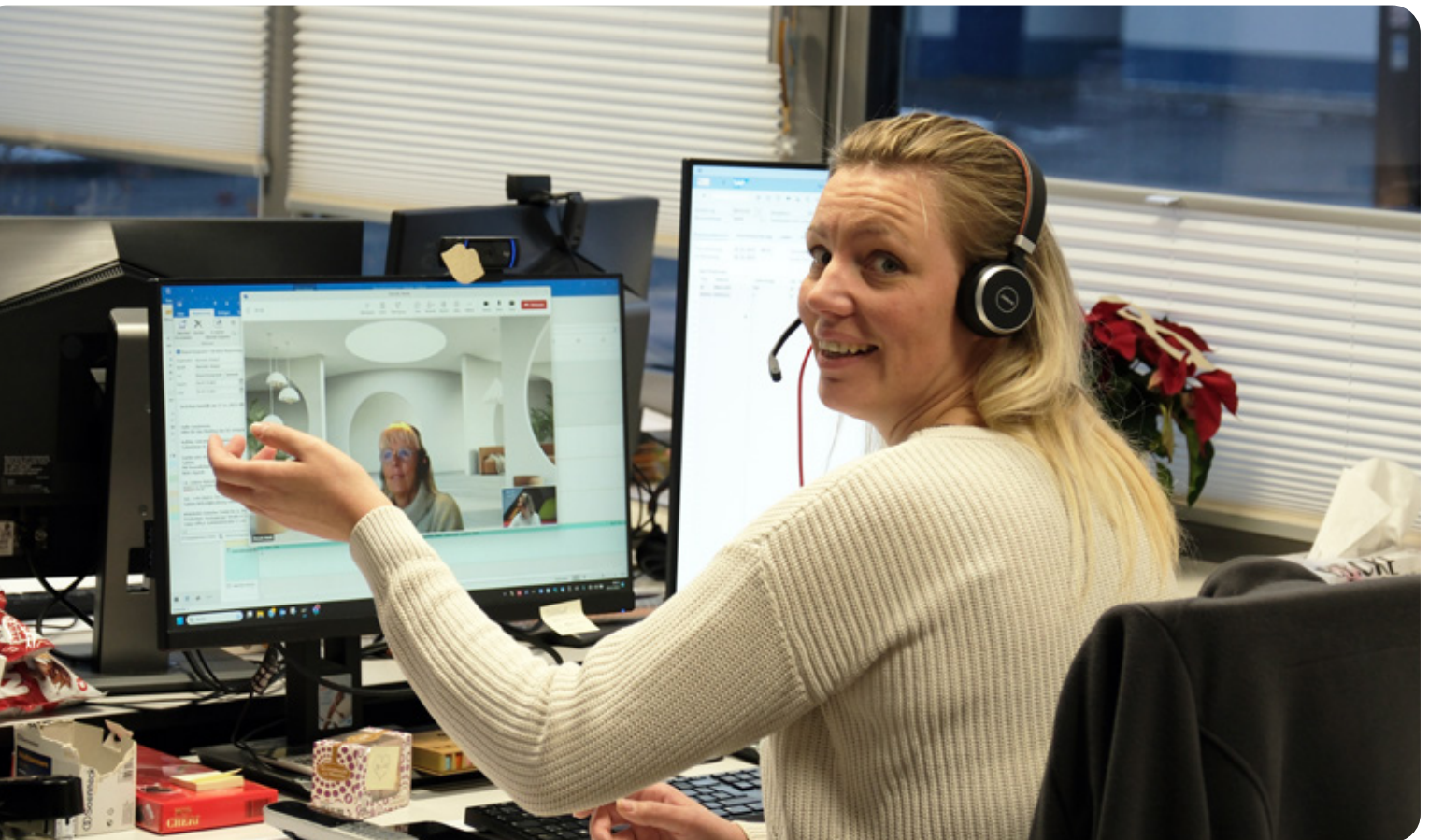
**Employee satisfaction is crucial for the success of our company. Here are some of the benefits:**

- productivity: satisfied employees are generally more productive than dissatisfied colleagues.
- customer retention: a positive working atmosphere has a direct impact on customer satisfaction.
- innovation: satisfied employees are more creative and innovative. they contribution new ideas and help to develop the company.
- lower staff turnover: high employee satisfaction leads to lower staff turnover.
- corporate image: a positive working environment improves the company image.
- easier recruiting: companies with satisfied employees find it easier to acquire new talent.

**Some of our measures for promoting employee satisfaction:**

- electing a works council
- works meetings with feedback option
- agreements on flexible working time models such as mobile working and flexitime
- regular employee surveys
- annual staff appraisals
- respectful interaction between all management levels as part of our corporate culture and management model
- staff events, summer fêtes and end-of-year dinners





### Corporate benefits for those who keep everything running - our employees

With measures to promote health in the workplace as a corporate benefit, we not only increase the performance and motivation of our staff and therefore their productivity of our company, but also position ourselves as an attractive employer. Ultimately, this enhances our competitiveness and, at the same time, ensures the long-term success of our company.

#### Our health management measures include:

- occupational medical care by BAD-Gesundheitsvorsorge und Sicherheitstechnik GmbH
- respite leave for senior employees aged 51 and over
- five days of leave to care for a family member per year (on request)
- employee surveys and permanent improvement measures derived from them, e.g. in regard to noise pollution
- Cycle to Work offer
- height-adjustable desks
- work glasses
- free mineral water



### Employee satisfaction also thanks to a comprehensive social benefits programme

**Needs-based social benefits increase staff satisfaction. We offer our staff an above-average number of benefits and are delighted that this makes us an increasingly attractive employer.**

**Here are the benefits in detail:**

- collectively agreed benefits such as Christmas and holiday pay or a company pension scheme
- demography fund
- grants or cost coverage from the IGBCE Life Stage Fund (LePha-Fonds)
- supplementary long-term care insurance
- supplementary retirement scheme
- special leave for a wedding, birth or moving house
- marriage and birth allowance
- interest-free building loan up to EUR 2,600.00
- certificate bonuses for trainees and farewell bonuses for pensioners
- vouchers for birthdays
- gold ingots for 10, 20 and 30 years of service
- subsidised lunch in the canteen
- employee discount when purchasing our products





### Staff training is very important for our company

Here are some of the advantages it provides:

- Knowledge transfer and expertise: Staff training enables us to impart important knowledge and skills. This is particularly relevant in times of digitalisation when innovations are constantly occurring.
- Personal development: Training fosters the individual development of employees. They can learn new skills and develop existing expertise.
- Efficiency and productivity: Well-trained employees work faster, more efficiently and in a more structured way. This has a positive effect on the company's overall performance.
- Employee satisfaction: Training shows staff that the company values their continuing education. This can increase employee satisfaction and reduce staff turnover.
- Adapting to changes: The working world is in constant flux. Regular training helps employees to adapt to new developments and stay up to date.

All in all staff training is a win-win for companies and employees. It promotes skills, increases efficiency and contributes to the company's long-term success.

In addition to the offer of further development via the employers' liability insurance association, for example as a first aider, KRAIBURG Relastec has a training budget for employees. It is available at any time both for further training requested by employees and for further training recommended by managers as part of employee development.



### For us, data protection is not only a duty, but also a way of building trust

Data protection is of vital importance at KRAIBURG Relastec. It serves not only to ensure compliance with legal requirements, but also has far-reaching effects on customer confidence.

#### Reasons why data protection plays a key role:

**Basic rights and personal privacy** Data protection is aimed at safeguarding fundamental rights to privacy and informational self-determination. Every natural person has the right to know how their personal data is used. It is a matter of course for us that we handle the data of others with care.

**Customer confidence:** We take data protection seriously and maintain high standards. Thanks to this, we enjoy the confidence of our customers.

**Legal requirements:** The German Federal Data Protection Act (BDSG) regulates how non-public bodies have to handle personal data. For us, compliance with these laws is a must.

**Competitiveness:** By prioritising data protection, we strengthen our position in the competitive environment.

#### Our data protection measures:

- An appointed data protection officer guarantees compliance with all data protection regulations, the proper application of our data processing programmes, contact and exchange with the competent data protection supervisory authority and that individuals involved in processing personal data are familiarised with the data protection provisions.
- declaration of commitment to confidentiality, non-disclosure and data protection in employment contracts
- strict implementation of document retention requirements
- transmission of digital advertising exclusively after registration and subsequent double opt-in procedure
- no forwarding of digital correspondence when absent



# GOVERNANCE

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**BUSINESS ETHICS** PAGE 40-44

**LOBBYING** PAGE 45-46

**RISK ANALYSIS** PAGE 47



The Supervisory Board (from left): Marc Westhoff, Sabine Geigenberger, Daniela Schmidt-Kuttner, Maximilian Westhoff



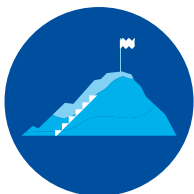
The Executive Board (from left): Martin Klinger, Franz Hinterecker, Dr. Adolf Zellner

### **“We make our customers successful with our products and services”**

This is not just a principle we live by at KRAIBURG, it is also the foundation of our success. Target group-focus, a willingness to innovate and investment, flexibility and an international market presence are factors with which we implement our growth strategy. Open communication, clear division of responsibilities and reliability are very important to us in our internal cooperation and when working with our clients. This is how we create mutual trust - a key prerequisite for a lasting relationship with our clientele. Despite the international nature of our business, we are still a family-run company and are very proud of that.

The Supervisory Board and Executive Board of KRAIBURG Holding SE & Co. KG





## Vision

We live in a world of finite resources. Sustainability therefore plays a key role for us. As a market and quality leader, our vision is to create innovative solutions from recycled elastomer materials which improve the security and comfort of many people around the world.



## Mission

We develop, produce and sell products made from recycled, elastic materials for use in construction, sport, leisure and transport worldwide.

Through our sustainable solutions we guarantee security and comfort in daily life. The satisfaction of our customers, partnerships and employees is at the heart of what we do.



## Equal opportunities

For us, diversity means strength and it contributes to the success of our company. We insist on a corporate culture where all employees have the same opportunities regardless of their ethnicity, origin, political persuasion, age, religion, gender, sexual orientation or disability. We support all employees with the same variety of offers and measures in order to enshrine diversity as a permanent value in the corporate culture of KRAIBURG Relastec.





### Social responsibility

At KRAIBURG Relastec, social responsibility means more than merely complying with laws and legal requirements. Our employees are our greatest asset. That is why we pay attention to maintaining the health of our employees, to the ergonomics of their workplaces and to risk prevention when they are performing their tasks and strive for constant improvements.

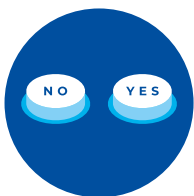
Fair pay and a commitment to pay in line with the collective pay agreement are just as much a given as further training measures, career advancement, and achieving a positive work-life integration. As one of the top employers in the Altmark, we are also conscious of our responsibility to the region.



### Respectful behaviour

Respectful, open and appreciative interaction is the basis for good cooperation. This applies not only within the company, but also in our dealings with partners and suppliers. Courtesy is one of our core values and we accept the strengths and weaknesses of everyone in the company without trying to change or even educate someone. If there are disagreements or problems, we try to have a face-to-face discussion early on to clarify the situation and find a solution.

We express our opinion without verbally attacking or offending our communication partner. We create trust for a long-term professional and business cooperation through honesty and reliability in what we do and say.



### Decision-making power

Decisions are made based on our strategy and values. Feedback, suggestions and know-how from the teams are an integral part of the decision-making process.

We base our decisions on facts and on our experiences. Once we have made a decision, it is supported by all those involved.

However, if a decision turns out to be incorrect or wrong, we address this openly and correct it accordingly.



### Responsibility for our actions

For us, taking responsibility means addressing and taking ownership of an issue. It involves doing what is necessary to complete tasks and overcome problems.

Respect, dignity and empathy are the prerequisites in our error culture, as nobody likes to make mistakes, but making a mistake is human. Showing understanding and compassion when a project fails is the foundation of our error culture. We admit our mistakes and accept them, but do not forget to analyse these errors, learn from them and derive positive benefits from them.



### Transparency

Open communication inside and outside our company is the basis for transparency in our dealings with employees, partners and suppliers of KRAIBURG Relastec. The management presents its actions to the teams in a comprehensible and justified way. This guarantees that everyone feels involved in the company's decision-making processes.

For us, transparency also means addressing employees' concerns in a cross-hierarchical manner and resolving any problems promptly. We attach great importance to having a trusting relationship without our partners and suppliers. Here too, transparent communication is firmly entrenched as a corporate value. A positive public perception is important to us.



### Sustainability

Sustainability has a long tradition at KRAIBURG Relastec and covers not only environmental, but also economic and social aspects. When KRAIBURG Relastec was founded, the intention was already to create new, useful and innovative products from existing resources. We are still contributing to cutting greenhouse gases and preserving a better environment.

Striving to take responsibility, provide better and better quality and develop more and more efficient manufacturing methods have ensured that KRAIBURG Relastec is still a sound, forward-looking company. Treating employees fairly and the resulting long working relationships contribute to social sustainability.





### Corruption and bribery

KRAIBURG and its business partnerships, including the management, employees and subcontractors, behave in accordance with the relevant law in terms of criminal or administrative offences. In particular, corruption or bribery - within the private sector and in relation to the public sector - are liable to prosecution and/or punishable by a fine.

Management, employees or subcontractors shall not demand, have promised or accept any advantages for themselves or a third party in return for procuring unfair advantages or procuring them in the future (corruptibility). Conversely, offering, promising and granting such an unfair advantage is also prohibited (bribery). The latter applies above all in relation to public officials and persons with a special public function in regard to their official duties, but also to private individuals unless legally effective authorisation has been given by the respective superior.

In the private sector, it is permitted to grant and accept benefits which are customary and socially appropriate in terms of the respective business relationship. Such benefits must not exceed EUR 60.00 as a rule. The acceptance or granting of benefits in excess of this amount is subject to the prior approval of the respective compliance officer and/or the management. Approval may be granted if it can be ruled out that the benefit is linked to preferential treatment.



## Antitrust law

Competition and free market economy are essential elements of a free society. It is in the interests of KRAIBURG and its business relationships to safeguard and protect them. Management, employees and subcontractors must always comply with applicable European and international competition and antitrust law. The following is particularly prohibited:

- Consultation on prices, price increases and other pricing parameters (reductions, discounts, terms of payment, etc.)
- Exchange of sensitive market information between competitors, e.g. sales, prices, strategies, customer data or market shares
- Market-sharing, in particular mutual allocation of clientele and sales territories
- Poaching and exclusivity obligations unless exempt from antitrust prohibition
- Price-fixing, i.e. obliging customers to resell at a minimum or fixed price
- Abuse of market dominance
- Coordination of bids in a public or private tender process



### Labour and human rights

KRAIBURG and its business relationships comply with the UN Universal Declaration of Human Rights as well as the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work (core labour standards) as well as the provisions of section 2 (2) nos. 1-12 LkSG. We expect our business relationships to protect international human rights, not commit human rights violations and not be complicit in human rights violations.

Forced labour, including prison labour, bonded labour and child labour, is strictly prohibited. Unless the respective national legislation requires a higher age limit, no children of compulsory school age or children under the age of 15 may be employed. Exceptions hereto are the provisions of the ILO (International Labour Organisation), Agreement No. 138.

Anyone under the age of 18 may not perform dangerous work or work at night. Wages and other benefits must not fall below the statutory minimum wage. All other applicable national labour laws, e.g. maximum working hours, must be adhered to. Employees' rights to freedom of association and wage negotiations must be respected.





## Environment and climate protection

KRAIBURG sets ambitious targets for all its sites worldwide to cut CO<sub>2</sub> emissions. Corresponding climate programmes with reduction measures are being developed to achieve these goals. Based on the principles of the Global Compact, the targets of the Paris Climate Accord and the provisions of section 2 (3) nos. 1-8 LkSG, KRAIBURG and its business partnerships assume social and ecological responsibility for long-term environmental and climate protection.

KRAIBURG and its business partners strive to run their businesses in an environmentally sustainable manner and comply with all applicable laws and regulations for protecting the environment. When selecting new business partnerships and raw materials, developing new products, operating production facilities, for packaging, transport and logistics and throughout the entire product life cycle (cradle to grave), care is taken to minimise any resulting impact on society, the environment and the climate.

All members of staff are therefore obliged to protect soil, water, air, biodiversity and cultural assets. The occurrence of environmentally harmful effects must be prevented by suitable environmental protection measures in accordance with the statutory provisions. Resources must not be wasted. An environmental management system in accordance with ISO 14001 or a comparable system must be implemented and a climate strategy developed.



### Compliance with health and safety standards

KRAIBURG’s employees and business partnerships are committed to ensuring a safe and healthy working environment at all times. Occupational health and safety regulations must be strictly adhered to. Appropriate strategies, prevention measures and controls must be in place to ensure employees’ health and safety in the workplace.

We also expect these regulations to be observed within the supply chain.



### Donations

As a company, we not only want to support our own staff, but also get involved in social projects outside the company.

It is important that we avoid sponsoring and concentrate on supporting regional projects, youth projects, care and nursing homes or projects connected with inclusion. We also make donations to support science and research.

An annual budget is provided for this purpose every year in consultation with the parent company.





### Get society and politicians excited about sustainability

KRAIBURG Relastec is one of the founding members of the NEW LIFE Initiative.

NEW LIFE has the declared aim of promoting sustainable products and raising people's awareness of conscious and resource-conserving consumption.

To achieve this goal, NEW LIFE also speaks to local authorities, urban planners, landscape architects, landscape gardeners, politicians and delegations from all over the world.

#### **The following measures and actions are implemented by NEW LIFE:**

- international presence via website in German and English [www.initiative-new-life.de/](http://www.initiative-new-life.de/)
- presence on social media channels such as LinkedIn and Instagram
- regularly published NEW LIFE magazine with information on circular economy
- presence at trade fairs on the subject of the environment, sustainability
- meetings with representatives from local authorities, towns/cities and politics
- implementation of projects with local authorities and schools
- publication of articles on sustainability, the environment, the circular economy in a wide range of the trade press
- extensive newsfeed on the website and sending of newsletters with topics related to sustainability, the circular economy, the environment and possible solutions for sustainable projects



Examples from the newsfeed of the NEW LIFE website: [www.initiative-new-life.de](http://www.initiative-new-life.de)



### Nachhaltige Transformation der Mobilität: Straßensanierung mit Recycling-Gummiasphalt

20. Februar 2024

Verfehlte Klimaziele 2023: Recycling-Gummiasphalt für nachhaltige Straßensanierung, Vortrag auf Tire Tech Expo 2024.

[Weiterlesen »](#)



### NEW LIFE-Wettbewerb unterstützt klimagerechte Sanierung deutscher Kinderspielplätze

15. Februar 2024

Rettet Spielplätze! Nominiere und gewinne Fallschutz. Jetzt mitmachen!

[Weiterlesen »](#)



### NEW LIFE-Umfrage: Architektur und Stadtplanung setzen auf Nachhaltigkeit und Recyclingprodukte

30. Januar 2024

Bei der nachhaltigen Stadtplanung spielt der Einsatz klimafreundlicher Baustoffe und Recyclingmaterialien nach einer aktuellen NEW LIFE-Umfrage eine entscheidende Rolle. Mehr als 80 Prozent der Befragten

[Weiterlesen »](#)

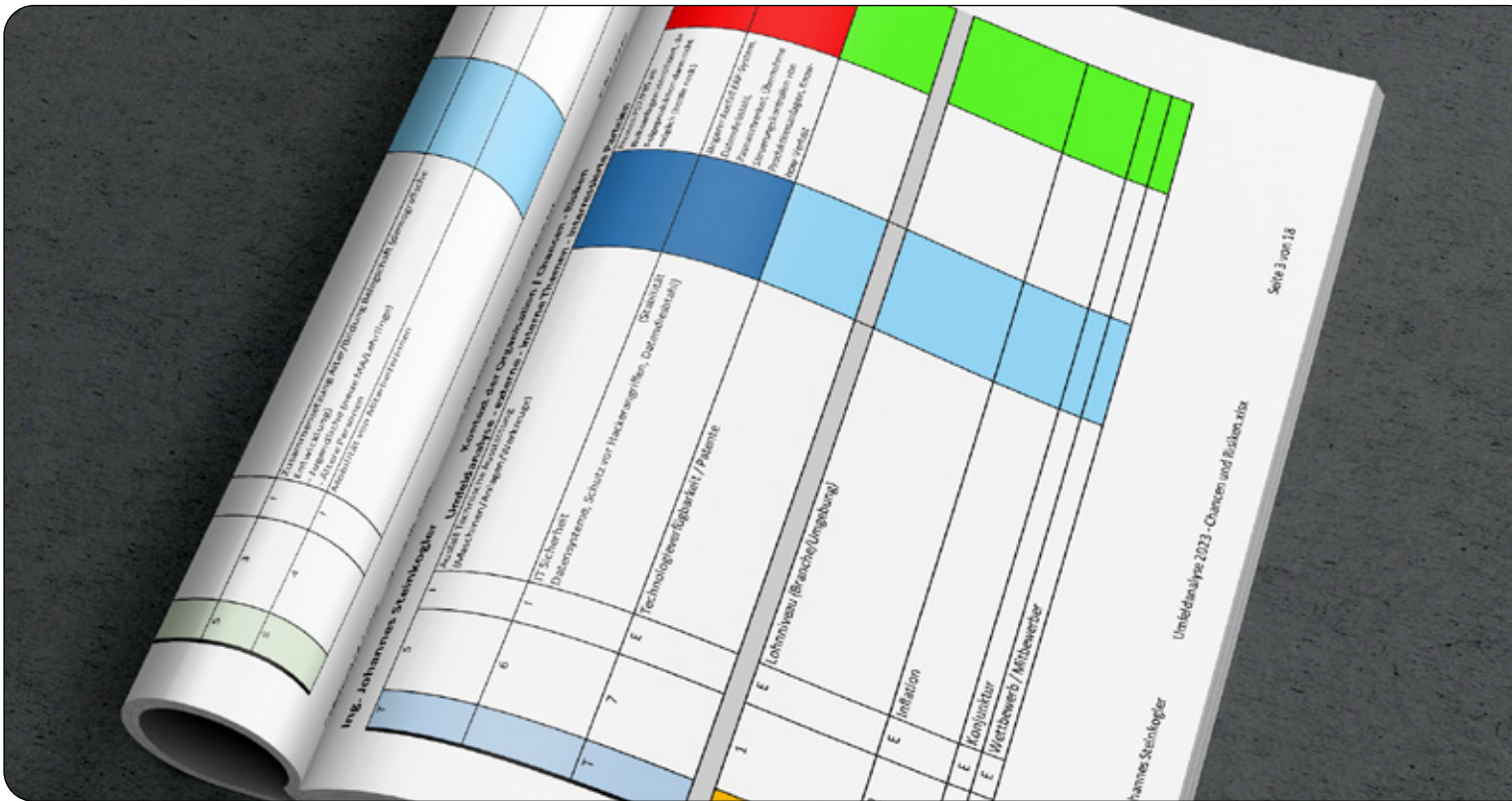


### Großer Andrang beim NEW LIFE Klima-Schultag auf der FSB 2023 in Köln

6. November 2023

Rund 200 Schüler und Auszubildende nahmen die Einladung zum NEW LIFE Klima-Schultag am 26. Oktober auf der FSB 2023 an, um sich persönlich über Umweltschutz,

[Weiterlesen »](#)



**Identifying risks and opportunities for our company**

In order to identify the main ESG factors (environment, social, governance) that influence the company, KRAIBURG Relastec conducts annual environmental analyses.

These analyses focus on the company’s impact on the environment, society and corporate governance. The aim is to identify and prioritise the risks in order to develop suitable measures to handle risk and minimise negative outcomes. Of course, opportunities are also highlighted.

**The following categories are examined:**

- socio-cultural factors (e.g. education, income distribution, values)
- technological factors (e.g. research, new products and processes)
- economic factors (e.g. inflation, exchange rates, economic cycles)
- political factors (e.g. stability, legal requirements, funding)
- environmental factors (e.g. energy resources, pollution, waste)
- legal factors (e.g. legislation, competition rules, legal certainty)
- pandemic factors



**QUALITY PRODUCTS MADE FROM RECYCLED RUBBER GRANULATE**  
SOLUTIONS FOR SECURITY AND COMFORT IN DAILY LIFE

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