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# SUSTAINABILITY REPORT 2020

The principles of the Global Compact are anchored in our new corporate principles.

# BROAD BASIS FOR SHARED OBJECTIVES



In 2020 the Witzemann Group drew up new corporate principles. It embodies Witzemann's willingness to embrace change and our emergence into a new era. It lays the foundation for meeting the challenges of climate change and mobility transformation, globalisation and digitalisation and successfully exploiting the opportunities they present.

For Witzemann, the corporate principles is very important. Externally, it describes what our company stands for and forms the basis of our corporate identity.

Internally, it strengthens the sense of identification with the company as well as the motivation of its employees. For that reason it was important that we developed the corporate principles together. So many colleagues from across the entire group participated in its creation. In group-wide workshops, opinions were exchanged, content drawn up, queried and refined. All of it has factored into the corporate principles and precisely for that reason it has become the community-supported Witzemann corporate principles. It now forms the basis for our actions and our interactions - with each other, with our customers and with society as a whole.

Sustainability has been firmly embedded in our company for a long time now. The new corporate principles contains many aspects that support sustainability thinking.

The Sustainability Report 2020 documents the critical importance Sustainability will assume in the new Witzemann corporate principles and thus throughout the company in the years to come.

Dr. Andreas Kämpfe

Chairman of the Board of Directors

Philip Paschen

Dipl.-Ing./Dipl.-Wirtsch.Ing

Vice Chairman of the Board of Directors

Dr. Eberhard Wildermuth

Managing Director

Heiko Pott

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Managing Director

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**MANAGING DIRECTOR PHILIP PASCHEN  
ON SUSTAINABILITY IN THE  
NEW CORPORATE PRINCIPLES**

**WE WANT  
TO REMAIN  
A FAMILY  
BUSINESS!**

**“ WE ASPIRE TO MAKE THE WORLD A CLEANER AND MORE RELIABLE PLACE.”**

In 2020 the Witzemann Group published new corporate principles. Managing director Philip Paschen's responsibilities include Sustainability in the Witzemann Group. We speak with him about how it is reflected in the Witzemann corporate principles.

**What were the reasons for revising the previous corporate principles?**

The previous corporate principles were from 2009, with partial revisions in 2011. From today's perspective, that seems like another era. Topics like changes in mobility or our digital strategy were not yet on the agenda. These corporate principles didn't fit any longer. Another factor: It wasn't exactly an easy read. With the new corporate principles and the workshops, we are pursuing a participatory approach. We were able to involve the employees much more than before.



**“ WE WILL UPGRADE THE ISSUE OF SUSTAINABILITY AT WITZENMANN.”**

**In the new corporate principles the Witzemann Group formulates its Purpose. Many people are not familiar with this term. What does Purpose mean for you?**

It's only in recent years that the Purpose has made its way into the corporate principles of German and European companies.

The reasons for this are climate change, the technological upheaval in the automotive industry and an ever more forceful discussion about the role companies play in society. Economy and environment are closely linked with one another. The enviro-political aspects of our corporate conduct are becoming ever more significant - including because the younger generation are forcefully, and quite rightly, demanding our commitment on the issue.

The Purpose sums up the meaningful aspect of our corporate conduct in one succinct sentence.

**It is a statement that many people would not expect from a traditional industrial company in this form.**

Yes, meaningfulness is not something you talk about every day. It's also not something you redo every quarter. The Purpose succinctly reflects the core of our company's philosophy, as we have lived it for 160 years - and will continue to do so.

**How can the Purpose be embedded in the day-to-day work of the company – to give it life?**

We've done quite a few things in the past - that can be seen in our previous Sustainability Reports. Now it's time to focus activities and define strategic sustainability goals for the years to come. In 2021, for the first time, a position will be created inside the company that will systematically engage with the many topics in the field of Sustainability. This position will be based with Facility Management, because the new construction of the headquarters at Buchbusch offers a great opportunity to fundamentally reconsider aspects of sustainability.

This includes, for example., modern energy concepts, CO<sub>2</sub> reduction measures or recycling management. The Purpose also includes Compliance aspects. In this regard, we want to be a law-abiding and reliable partner for all. Much has happened in the Compliance field in the last 24 months.

Reliability and cleanliness are targeted in our quality promise to customers. Whoever fits a Witzemann part can rely on our quality - worldwide. For us it makes no difference whether we design system components in Europe, or anywhere else in the world. It will not shake the sense of security that "German Engineering" inspires globally.

**In the corporate principles you develop the future image of Witzemann with the Vision. Essential components of this are our status as a family business, profitability, digitalisation and customer focus. Why are these aspects so important to the future of Witzemann?**

Because it is precisely these topics that will carry us into the next generation. Being a family business in Germany means having stability and staying power in the face of many changes.

Compared to public limited companies, the ethics of the family business still rest on a solid foundation. And far more people are employed in German family businesses than in the huge DAX corporate groups. It is values that keep people in the family businesses.

Profitability is the foundation for investment in the future. In respect of mobility and digitalisation, we are at a turning point in history. We must focus systematically on profitability, as we are doing for example in our Plus Programmes.

Financial stability makes us reliable in other ways. Customers can place their orders with us without having to worry about whether Witzemann will disappear as a partner for economic reasons. But also other stakeholders such as banks or suppliers appreciate having a financially stable partner, as Witzemann is.

Digitalisation, in turn, will be a decisive factor in corporate success in the years to come. We are all trying hard together to emerge as winners of the digital transformation.

# TURNING POINT

Energy and mobility transformation, globalisation and digitalisation present us with major challenges. With our technological knowledge and the design of our production facilities we can do much for a sustainable economy.

# RESPONSIBILITY FOR THE ENVIRONMENT

**“ ENERGY AND MOBILITY TRANSFORMATION, GLOBALISATION AND DIGITALISATION PRESENT US WITH MAJOR CHALLENGES. WITH OUR TECHNOLOGICAL KNOWLEDGE AND THE DESIGN OF OUR PRODUCTION FACILITIES WE CAN DO MUCH FOR A SUSTAINABLE ECONOMY.**

Almost all aspects of life are faced with major, challenging new developments. In particular, the energy and mobility aspects of life must be rethought on a cross-industry basis and completely redefined. Energy sources that were previously little used are now stepping into the foreground and replacing coal or nuclear power, petrol and diesel. Even if the transformation completes dynamically, we need bridging technologies and transition scenarios. These are exciting times, and the Witzemann Group is in a good position to meet them. Our broad technology portfolio contains many innovative solution approaches. In the New-Energy-Vehicles-Market (NEV) we deploy our expertise for the thermal management of batteries and electrical engines, the S-Type bellows as an accumulator or flexible pipelines for the degassing of batteries.



In aviation, safety is the decisive factor. With high-pressure pipes in jet engines, we are making an important contribution, for example in efficient engines that allow fuel consumption to be significantly reduced in commercial aircraft. In industry, digitalisation is increasing in significance and a growing need for high-purity products is emerg-

ing for the production of computer components. With ultra-cleanroom production, we have extended our competencies into this promising industrial sector. In our production plants, we are aiming for comprehensive digitalisation, in order to be able to go on achieving profitable value creation in future. Hydrogen applications may grow in significance in future, both in industry and mobility. Our specially developed solutions for pipelines and hoses will then be found in hydrogen generation, storage and transport systems. Resource-saving building technology and energy-efficient passive houses require controlled room ventilation. With its flat duct system, the Witzemann Group offers a hygienic, installation-friendly and durable solution for the renovation and new construction of residential and commercial properties.

**“ WE ARE EXPERTS IN THE SAFE TRANSMISSION OF MEDIA AND ENERGY FOR MOBILITY AND INDUSTRY.**





## SMART CONCEPT FOR INTELLIGENT SUSPENSIONS

The newly developed S-Type bellows is used as an accumulator in the undercarriage suspensions of passenger vehicles and contributes to driving safety and comfort there.

### Engineering

Modern undercarriages work with hydro-pneumatic systems instead of the traditional mechanical springs and shock absorbers. Thanks to its technical driving and safety advantages, hydro-pneumatic suspension systems are in increasingly widespread use, including as adaptive suspensions. In this, the dampening element is a gas that is enclosed in a flexible element (S-type bellows) under high pressure and absorbs the kinetic energy of the undercarriage.

### Advantages of the Witzemann solution

The airtight welded bellows is in a sealed housing filled with hydraulic oil. This reliably separates the compressible gas from the hydraulics side.

The specially-developed wave geometry of the component guarantees high flexibility in a small space and low adjustment forces (spring rate). Even in the clinched state the bellows take up little space, so they can be operated with low gas volumes.

The processed special material has high strength at a low wall thickness and significantly greater strength properties under alternating flexural stress. This ensures reliable, maintenance-free operation across a long service life.

The Witzemann solution requires significantly less energy compared to other solutions, which is especially interesting in relation to electrical vehicles.

### Other applications

The innovative concept is ripe for numerous other applications in the Witzemann Group. In automotive engineering, accumulators are fitted in fuel-saving automatic systems or in automated manual transmissions. These are of growing importance, particularly in e-Mobility, as there gears and the electrical engine form a single structural unit.



# SUSTAINABILITY IN PRACTICE

## TRIM TANK KEROSENE LINES

The complex component connects the fixed kerosene lines in the aircraft fuselage with the moveable trim tanks installed in the horizontal stabiliser and compensates for the relative movements of fuselage and tailplane. Two stainless steel coaxial flexible metal tubes provide the necessary mobility here. This design enables continuous drainage, which means a continuous stable state of the fuel level inside the tank. The double-walled design of the hoses also ensures a leak in the inner fuel line is recognised immediately.

### Especially important in this component

- Long-term safe use through maintenance-free welded construction
- Low weight
- Strictest quality assurance

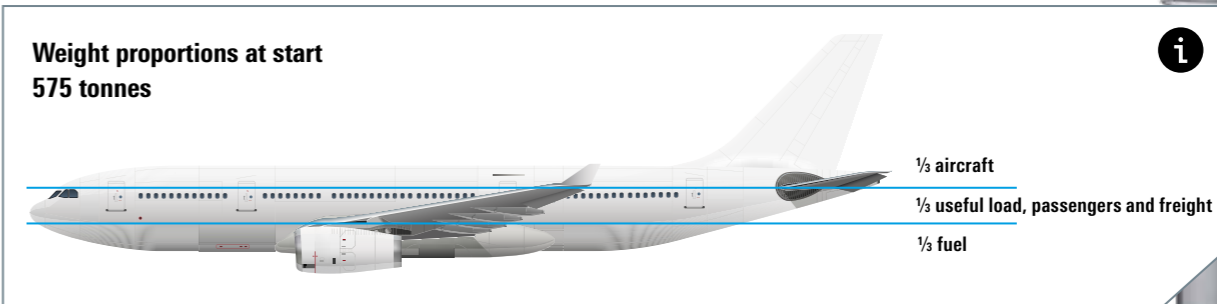
### Trim tanks help aircraft save on fuel

Most passenger aircraft have their fuel tanks in their wings and in the fuselage between the wings. The fuel on board a large commercial aircraft makes up about one third of its overall weight.

Consumption of the fuel means that the aircraft constantly becomes lighter. This also changes the vehicle's centre of gravity.

To achieve flight stability the position of the aircraft must be constantly adjusted through its control rudders (vertical and horizontal rudders and ailerons). But deflecting the control rudders increases air resistance and thus fuel consumption.

It is significantly more economical of resources to pump the fuel back and forth between the individual tanks and thus constantly "balance out" the aircraft.





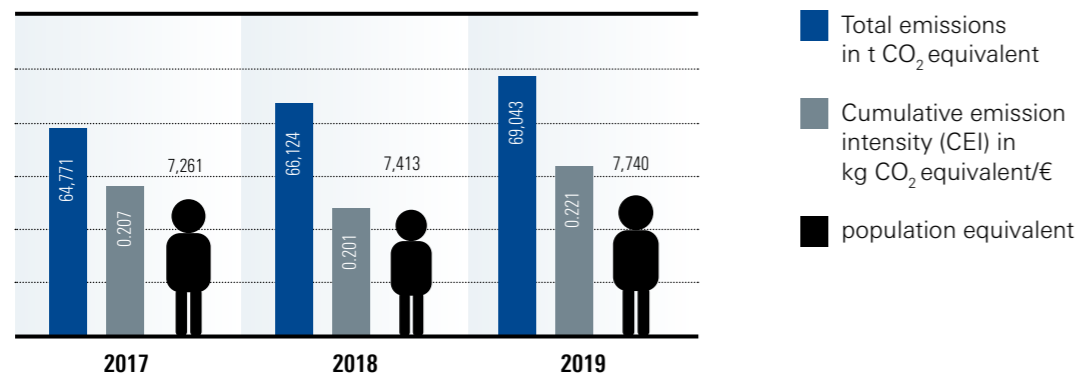
**This report shows the results from the Corporate Carbon Footprint calculation of Witzenmann GmbH for the year 2019 according to the CliCCC method.**

In addition to the physical CO<sub>2</sub> emissions (Scope 1) and indirect emissions caused by the energy supply (Scope 2), the CliCCC method takes the climate impact into account due to the purchase of preliminary work and fixed assets (Scope 3), estimated on the basis of purchasing data. The estimation of emissions from the costs of the individual goods categories is determined by infinite upstream chains. The ifu Hamburg GmbH has traced, reproduced, validated all calculations and carried forward the calculations for the year 2019 on this basis. Furthermore, the values for the comparison years (2013, 2014, 2015, 2016, 2017 and 2018) were calculated as comparative values and necessary corrections were made.

The results are printed in the summary based on three indicators:

- total emissions
- cumulative emission intensity (CEI)
- Population equivalent

The total emissions reveal the sum of all emissions from the individual categories.



Source: Result report of Corporate Carbon Footprint according to CliCCC methodology for Witzenmann, report year 2019, ifu Institute for Environmental Informatics Hamburg GmbH

**Iron and steel production remains the largest emitter**

From the composition of the results for the 2019 reporting year, it is clear that most of the 95.5 % of the emissions come from scope 3.

Most of the emissions are in the goods category comprising pig iron, steel and semi-finished iron and steel products, which makes up 48.2 % of all recognised emissions with 33,269 t CO<sub>2</sub> equivalent. This is followed by the metal products commodity group, which with 15,500 t of CO<sub>2</sub> equivalents, constitutes 22.5 % of all emissions considered.

Thirdly, the commodity group of foundry products that causes climate-impacting emissions of 7,242 t CO<sub>2</sub> equivalents should be mentioned. It would therefore be wise to offer incentives to suppliers in these goods categories in order to encourage them to disclose their specific emissions so they can make alternative decisions for low climatic impacts. The CEI calculated in these sectors are at 1.79 kg CO<sub>2</sub>-eq/€ (1), 0.403 kg CO<sub>2</sub>-eq/€ or 0.708 kg CO<sub>2</sub>-eq/€. When investing in fixed assets in the future, and especially for machines, it would also be wise to obtain information about the specific emissions. The calculated CEI in this sector is at 0.262 kg CO<sub>2</sub>-eq/€ (4).

**Less emissions during power generation and by heating oil consumption**

The presentation on the composition of the scope 3 emissions considered concerns a hotspot analysis on the largest contribution from states and sectors. This can suggest which areas should be prioritised with regard to incentive systems to encourage the disclosure of specific supplier emissions. The accumulated emission intensities of the suppliers can be requested and considered for this purpose. Supplier specifications can also be considered directly in the analysis thereby resulting in increased accuracy of future emission calculations. Within scope 2 with 2,833 t CO<sub>2</sub>-equivalent (4.1 % of total emissions) electricity dominates with 2,317 t CO<sub>2</sub> equivalent. Here, emissions could be re-

duced by a further 11.7 % compared to 2018 thanks to reduced-emission generation of the purchased electricity product. The purchase of an emission-free electricity tariff continues to offer high reduction potential of 3 %. With 293 t CO<sub>2</sub> equivalent, scope 1 with 0.4 % carries little weight. However, through the direct connection to the company, there may be potential here to implement measures to reduce emissions more quickly and easily. Especially worth highlighting here is the fact that the switch to natural gas from 2018 to 2019 was able to reduce heating oil consumption by 69 % and diesel consumption by 38 %.

**Higher sales, more investments, less CO<sub>2</sub>**

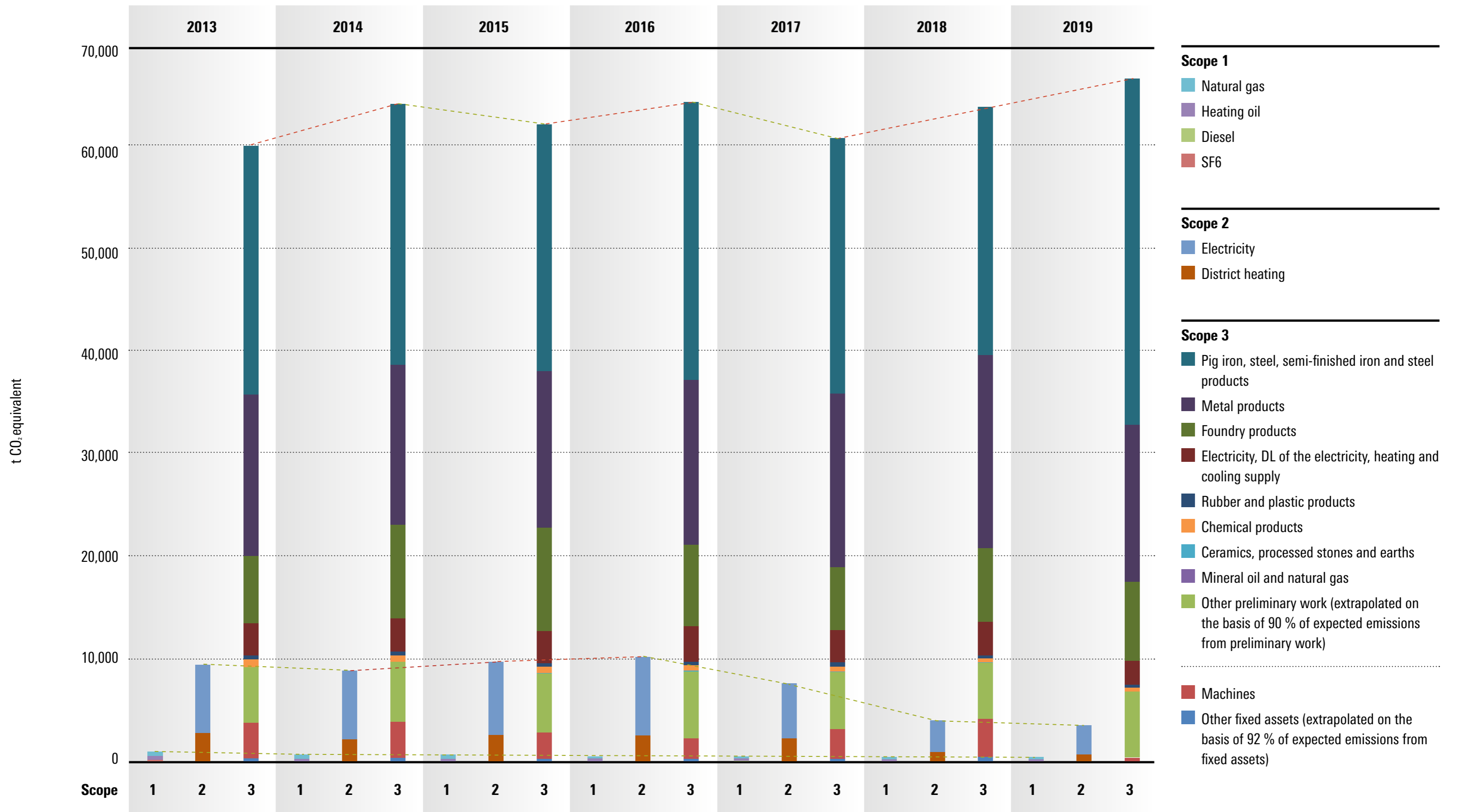
Compared to the results from 2018, it was possible to make improvements in scope 1 and 2. The improvements are 11.9 % in scope 1 and 13.8 % in scope 2.

In Scope 3, however, emissions were increased by 5.35 % over the same period. The contribution is greatest here through the increased procurement of metal products and foundry products as well as the purchase of machines.

In summary, this results in an increase in total emissions of 4.4 %. Since the turnover fell by 5 % during the emission increase, a total increase of 9.9 % also resulted in the CEI. Being able to achieve further reductions in future, even in Scope 3, will only be possible if, with increasing preliminary work and fixed assets, attention is paid to reduced-emissions suppliers and we aim for reduced material intensity. In this respect, particularly emissions-intensive manufacturing countries should be avoided.

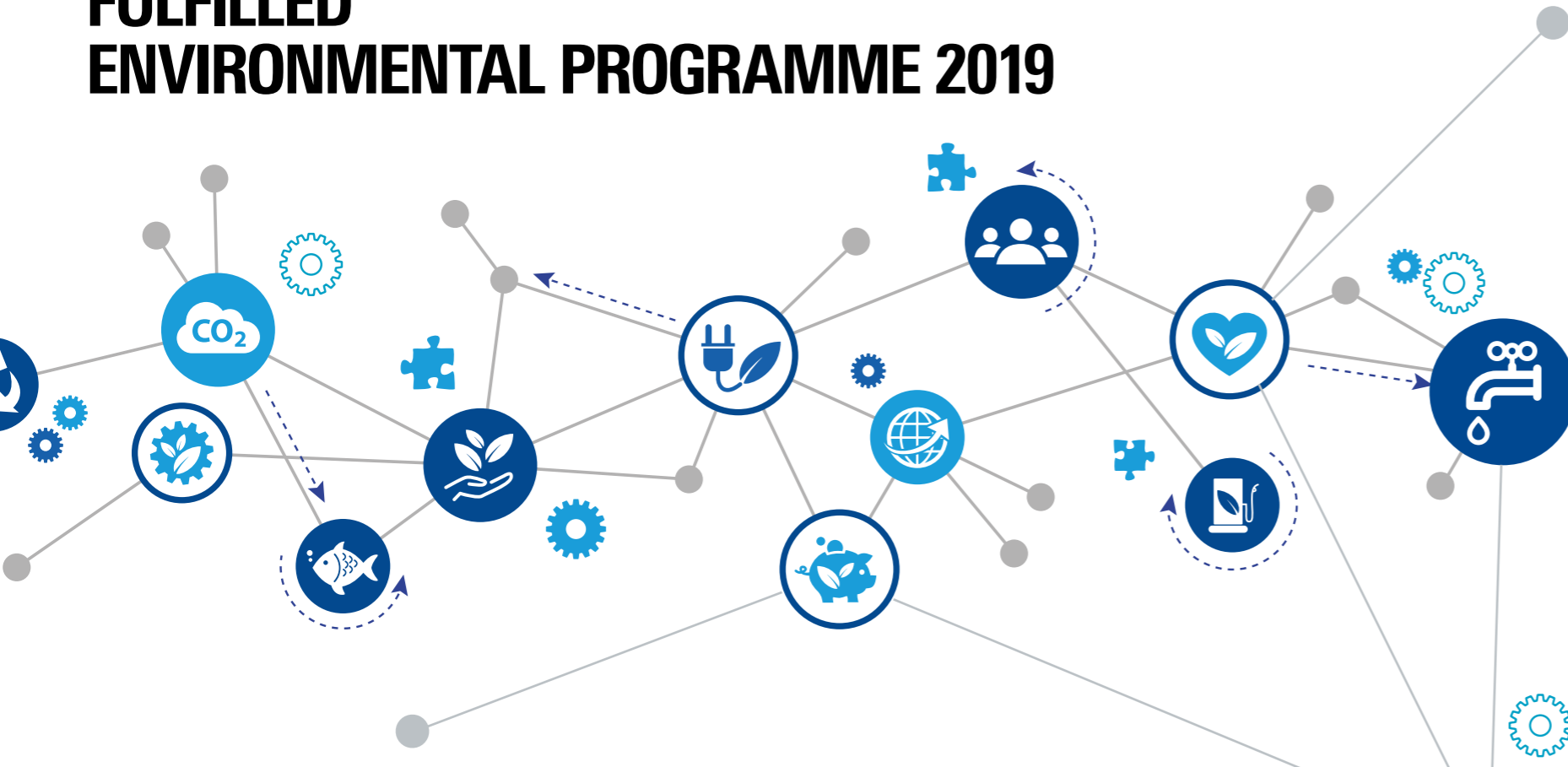
**In relation to the comparison factor of 0.403 kg CO<sub>2</sub>-eq/€ for the metal products sector the accumulated emission intensities of the Witzenmann GmbH at 0.221 kg CO<sub>2</sub>-eq/€ represents a relatively climate-friendly production.**

# CLICCC – COMPOSITION OF THE RESULTS





# FULFILLED ENVIRONMENTAL PROGRAMME 2019



## ENVIRONMENTALLY RELEVANT DATA

Witzenmann GmbH		2017	2018	2019
<b>Company performance</b>	Millions of €	628.0	647.9	644.2
<b>Procurement turnover</b>	Millions of €	114.9	102.7	113.3
Plates/tubes/wire	%	15	14	12
Parts/components	%	78	77	80
Energy/auxiliary materials	%	7	9	8
<b>Waste management</b>				
Total volume of waste	t	2623	2545	2350
Recycling rate	%	99.3	99.5	99.6
<b>Water consumption*</b>	1,000 cbm	28	29.7	24.3
<b>HCl solvent balance</b>				
Disposal	t	2.5	1.72	1.66
Emissions	t	0.5	0.41	0.67
<b>CO<sub>2</sub> emissions</b>	t CO <sub>2</sub> equivalents	69,562	67,452	69,043
<b>Space utilisation</b>	%	145	145	143
<b>Energy</b>				
Electricity draw	MWh	16264	16320	14415
Electricity draw/1 million € of turnover	MWh / €	65	66	62
<b>Building heating</b>				
District heating	MWh	8509	7827	7142
Natural gas	MWh	594	783	1162
Energy requirement/1000 employees	MWh	5.4	4.9	4.9
<b>Environmentally relevant incidents**</b>		0	2	3

**\*\*Environmentally relevant incidents 2019**

1. A lorry's diesel tank was damaged during a shunting operation at the Buchbusch plant and had to be pumped out. The fuel that leaked out was treated with binding agent.
2. A collection tank for oil-stained cleaning cloths in Pforzheim was leaky. The oil that emerged was treated with binding agent and the collection tank replaced by the disposal firm responsible.
3. A passenger vehicle lost fuel at the Buchbusch plant. The position was sanded and cleaned.

### GENERAL

**Goal:**

Promote awareness of potentials for improvement in environmental protection

**Measures:**

Carry out an environmental campaign

**Implementation: 50 %** (transfer to 2020)

### EMERGENCY PREPAREDNESS

**Goal:**

Greater protection against overflowing of the sewer in heavy rain

**Measures:**

Construction of a rainwater cistern in the Remchingen branch as a buffer against backflow

**Implementation: 100 %**

**Goal:**

Improving fire protection

**Measures:**

- Upgrade or replacement of old fire alarm systems
- Removal of pneumatic post systems
- Firewalls for ceilings and walls
- Replacing fire safety doors
- Strengthening fire protection in ducts

**Implementation: 86 % (transfer to 2020)**

### ENERGY

**Goal:**

CO<sub>2</sub> emissions reduction for Witzenmann GmbH of 2 % through savings in electricity consumption and obtaining reduced-emissions energy by 2023 (base year 2016 with 7622 t CO<sub>2</sub> in accordance with CLICC)

**Measures:**

- Replacement of 300 fluorescent lamps in exchange for LED tubes with presence and daylight evaluation
- Saving of 75,000 kWh/ap Installing photovoltaic plant with 81 kWp (approx. 600 m<sup>2</sup>) at the Buchbusch plant
- Equipping of Buchbusch plant with LED lighting

**Implementation: 100 %**

### WASTE

**Goal:**

Reducing developer concentrate (lye) and fixer concentrate (acid), reduces dangerous waste

**Measures:**

Replace film x-ray with digital x-ray (where technically possible)

**Implementation: Cancelled** (due to the lack of customer orders caused by coronavirus)

**Goal:**

Increase the proportion of reusable or recyclable packaging, reduction of waste costs

**Measures:**

Replacement of packaging made from a non-recyclable mixture of wood and cardboard in Remchingen (supplied by Witzenmann-China) with pallets and cardboard

**Implementation: 100 %**



# PLANNED ENVIRONMENTAL PROGRAMME 2020



## EMERGENCY SUPPLY

**Goal:**

Improving fire protection

**Measures:**

- Upgrade or replacement of old fire alarm systems
- Removal of pneumatic post systems
- Firewalls for ceilings and walls
- Replacing fire safety doors
- Strengthening fire protection in ducts

**Date: 2020** (transfer from 2019)



## ENERGY

**Goal:**

Energy savings by modernising lighting system

**Measure:**

Replacement of fluorescent tubes with LED lamps savings of 62 % per fluorescent tube (22 W compared to 58 W)

**Date: 2020**



## HAZARDOUS MATERIALS

**Goal:**

- Replacement of a coolant with an environmentally-friendly substance
- Use of modern, energy-efficient plant

**Measure:**

Replacement of Remchingen plant cooling system

**Date: 2020**



## WASTE

**Goal:**

Increase share of re-usable wooden pallets – savings in transport and disposal of waste wood

**Measure:**

Damaged EURO pallets will not be disposed of as they were previously, but instead repaired by suppliers

**Date: 2020**

**Goal:**

- Reduction of paper printing -
- Multiple electronic archive reduction

**Measures:**

Welding documents are transferred to long-term digital archives and distributed using links

**Date: 2020**

**Goal:**

Reduction of cardboard packaging in supplier parts – Reducing waste costs

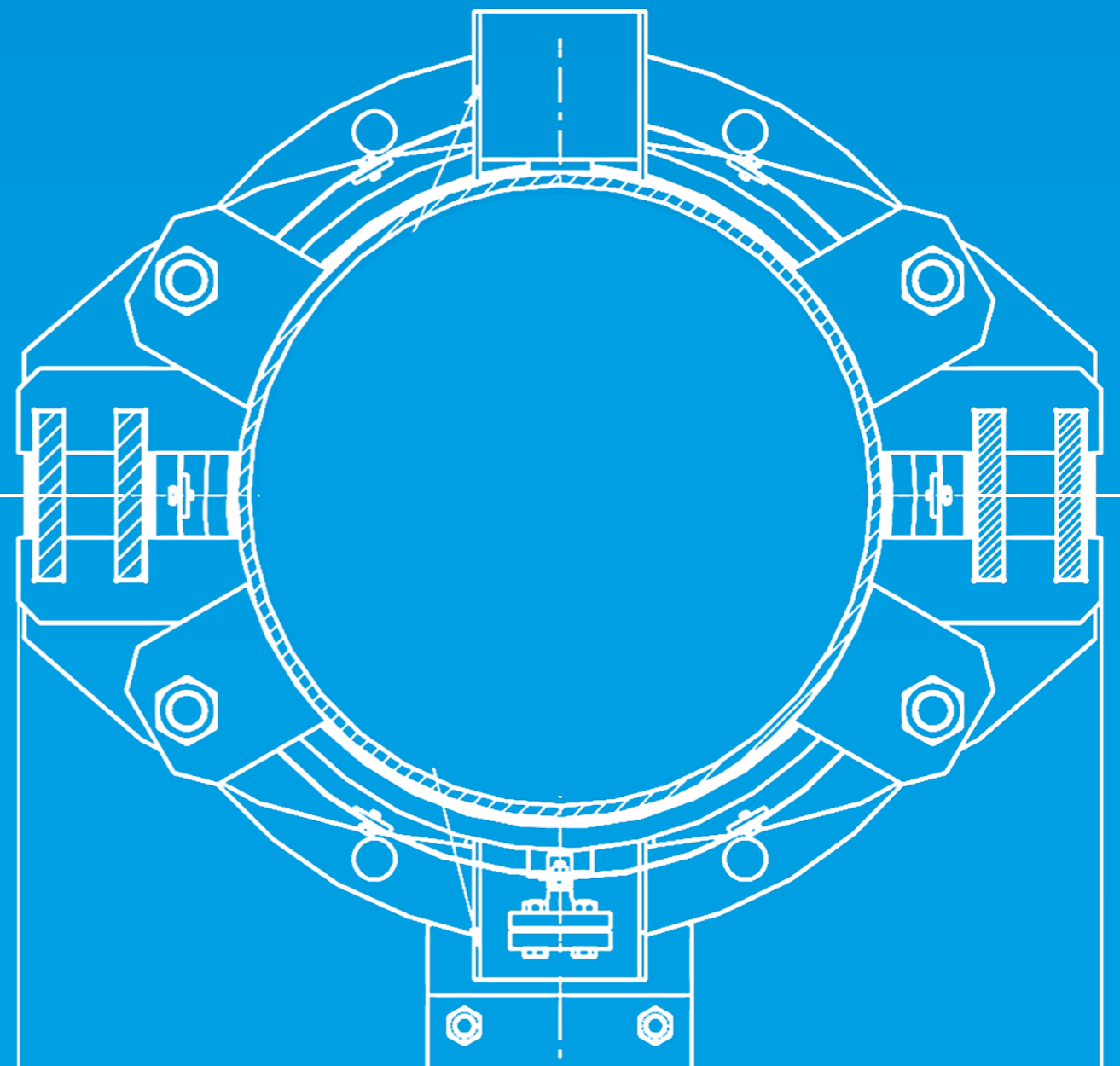
**Measures:**

For suitable components re-usable small load carriers are in use

**Date: 2020**

# WEALTH OF IDEAS

With the phrase "Tomorrow we start the experiments" Heinrich Witzenmann founded the era of the metal hose industry in 1885. Together with his business associate Eugène Levavasseur he noted how the dusty streets were sprinkled with a hemp hose. In the process, more water emerged from the holes in the hose than from the actual aperture. His vision was of a metal hose with a sealing thread inserted, which would be able to fulfil its purpose more reliably and for longer.





# FUTURE IN VIEW

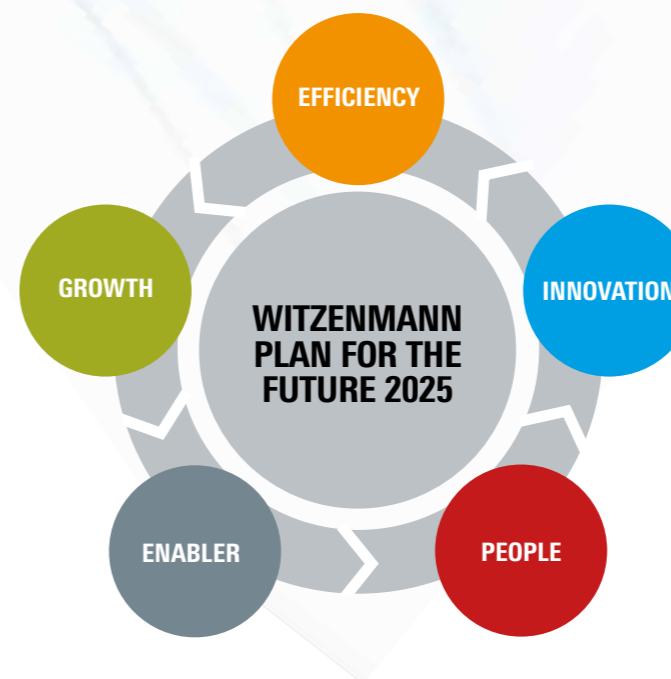
The new corporate principles represents an important milestone for our company. To confront the challenges that lie ahead in a decisive and future-focused way, we needed to adapt our corporate principles and re-adjust our strategies. In the process, our status as a family business took on a key significance in the discussions about the corporate principles.

We stand for long-term entrepreneurial thinking, loyalty, reliability and cohesion. This corresponds to our understanding of a sustainably acting family business and we give it expression when we:

- Put the focus on our customers and strive to build long-term business relationships based on trust.
- Secure the long-term future of our corporate group with systematic digitalisation.

We concentrate on the markets where we can play a significant role now or in the future. This guarantees organic, sustainable growth. Our understanding of sustainability includes, on the basis of our own competencies, making a contribution to digital technological progress and growing to the tasks.

This continuous improvement of our products and service offerings enhances quality, operating efficiency and customer benefits and secures the long-term value creation of our company. The basis of business success is our profitability. Improving efficiency has great significance in this respect. Efficient action combines ecological and economic issues.



## CORPORATE PRINCIPLES AND PLAN FOR THE FUTURE

In parallel to the higher-level corporate principles, we are developing the strategic Witzemann Plan for the Future 2025. With equivalent weighting of the topics we enable a balanced and long-term future perspective for the entire corporate group.

- Efficiency – Effizienz
- Innovation – Innovationen
- People – Belegschaft
- Enabler – Befähigen
- Growth – Wachstum

The initiatives aimed at improving efficiency are apparent in our Plus Programmes:



### AutomotivePLUS (A+)

Goal: Boosting the operational efficiency of the automotive components business division

### KompensatorenPLUS (kp+)

Goal: Boosting the operational efficiency of expansion joint production

### MetallbälgePLUS (mb+)

Goals:

- Increasing customer satisfaction
- future growth
- optimised production processes

### PurchasingPLUS (P+)

Goal: Reduction of material costs

### LogistikPLUS (log+)

Goals:

- Reduction of storage costs
- better internal sequencing of logistics processes

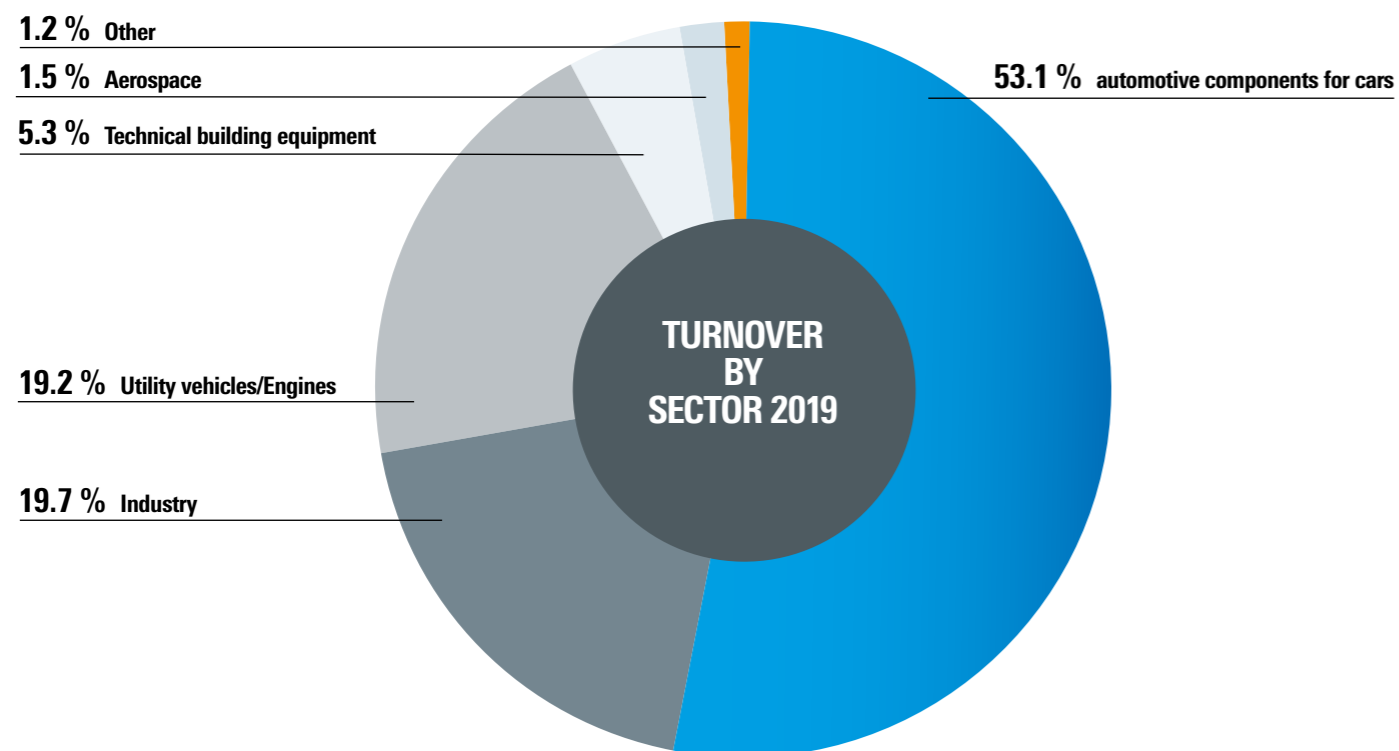
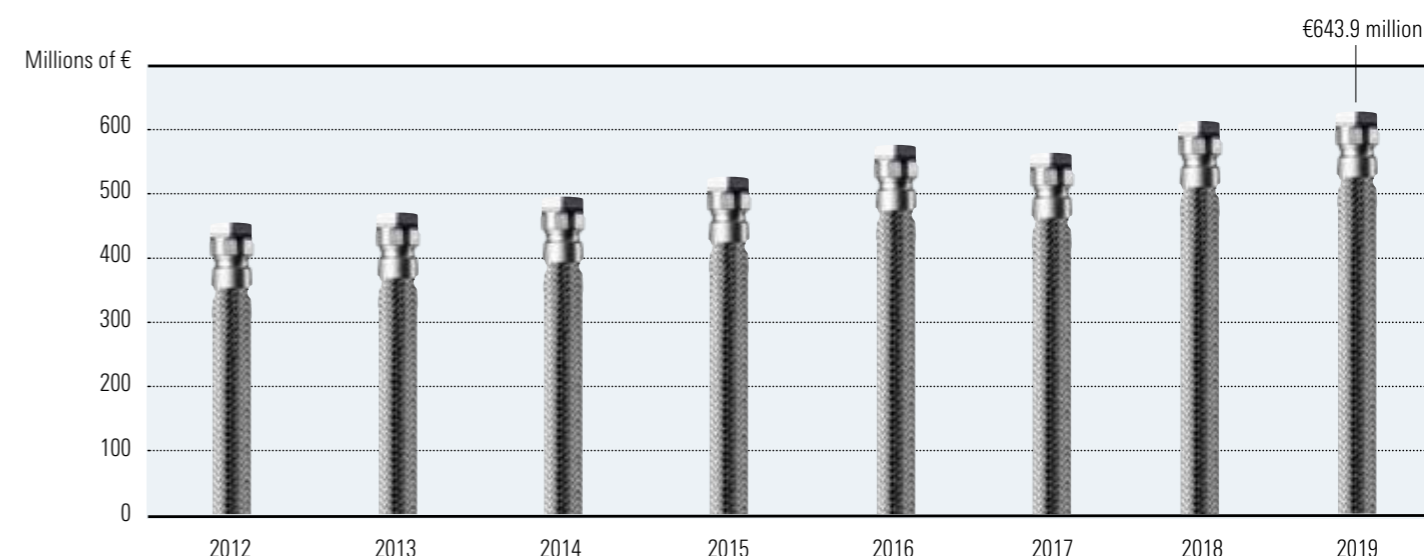
# FIGURES

Turnover		2017	2018	2019
<b>in total</b>	<b>Millions of €</b>	<b>614.1</b>	<b>633.6</b>	<b>643.9</b>
Germany	%	31.9	32.7	32.5
Europe excl. Germany	%	31.9	32.0	32.6
America	%	19.8	19.1	18.4
Asia	%	16.0	16.0	16.4
Africa	%	0.4	0.2	0.2

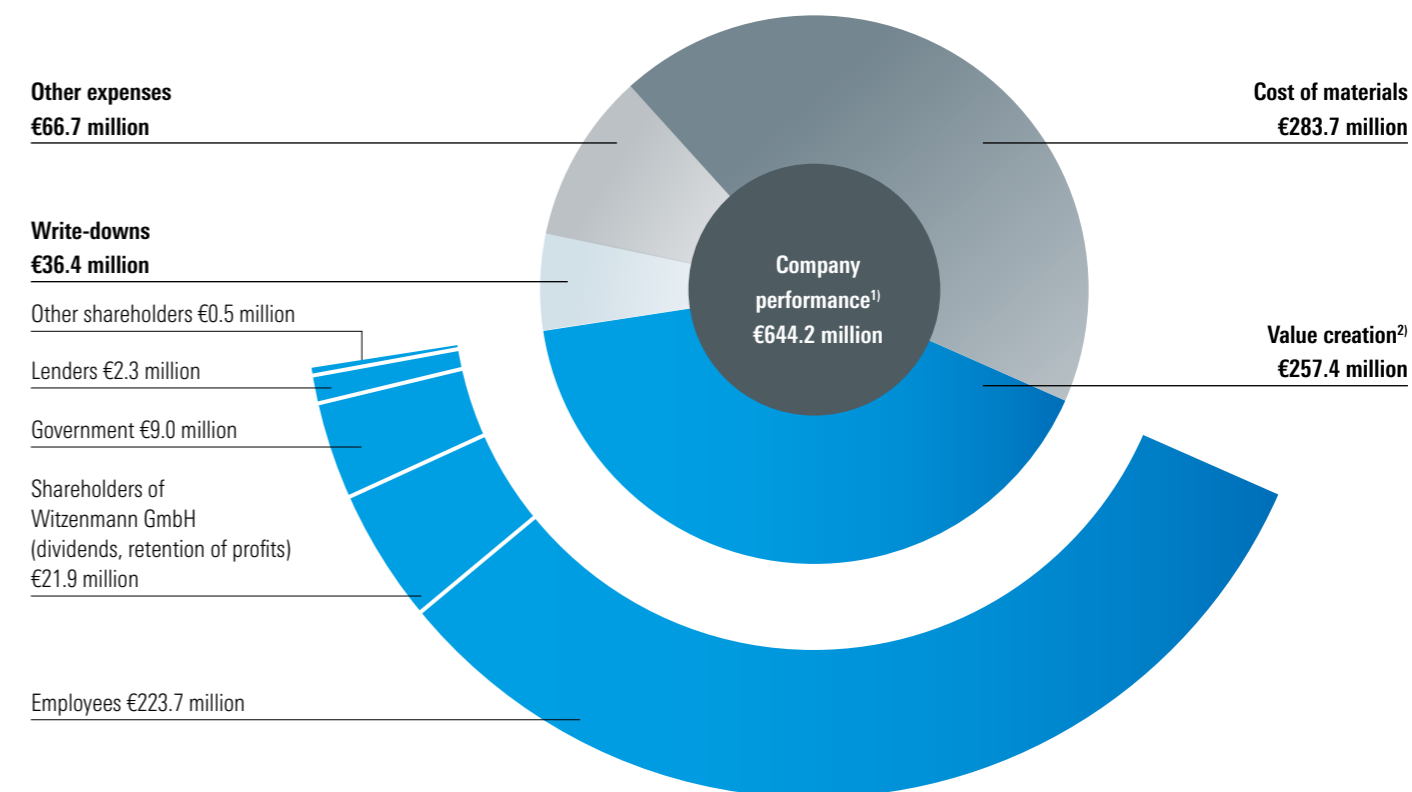
Turnover by sector		2017	2018	2019
Automotive components for cars	%	50.3	50.4	53.1
for commercial vehicles/engines	%	21.3	20.5	19.2
Industry	%	20.6	21.7	19.7
Technical building equipment	%	5.7	5.5	5.3
Aerospace	%	1.2	1.3	1.5
Miscellaneous	%	0.9	0.6	1.2

Investment & Equity		2017	2018	2019
Investments	Millions of €	42.8	52.0	43.2
Write-downs	Millions of €	34.5	36.0	36.4
Equity ratio	%	61.1	58.6	63.4

## TURNOVER TREND 2012 – 2019



## VALUE CREATION 2019



<sup>1)</sup> **Company performance:** Apart from the turnover, the company performance also includes the changes in stocks of finished and unfinished products as well as other capitalised assets.

<sup>2)</sup> **Value creation:** Value creation is produced from the company performance minus expenses, write-downs and costs of material. It quantifies the Witzenmann Group's contribution to private and public income.

# VALUES FRAMEWORK

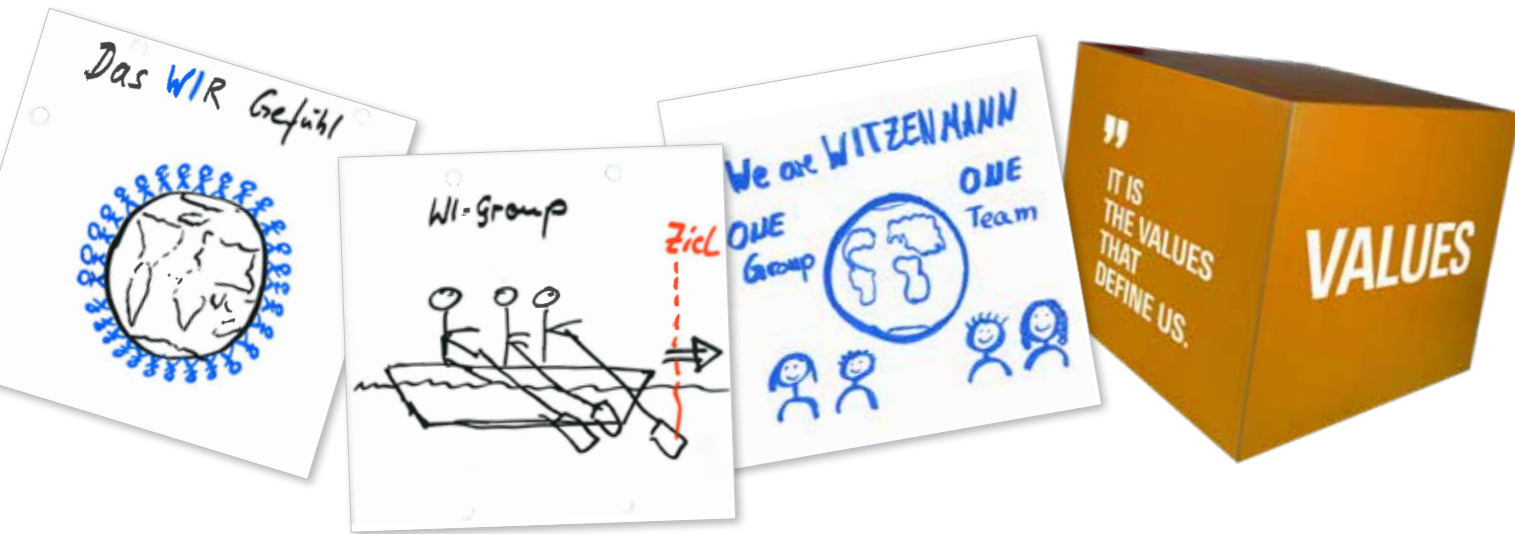
Values define the behaviour of people as well as companies and organisations. They make their mark on decisions and influence the results. It is important for companies to have a code of conduct that has been developed jointly - as a binding, long-term instrument to aid in the fulfilment of goals and responsibilities.





# ON A SOLID BASIS

Heiko Pott on the importance of internal values in our company



### Values framework

Whoever takes up a new position in an organisation does well, alongside the usual metrics, to also pay attention to a company's "internal values". When I joined the corporate group in May 2019 as General Manager, the review and reformulation of the company's corporate principles was already on the agenda. For me this was an excellent opportunity to familiarise myself with the company. At the same time I was able to contribute to the process without preconceptions. What struck me initially: the sustainability of the family business and the values associated with

it. Sustainability does not mean products first and foremost – but deeply-rooted market behaviour. For example, organic growth and the group's global orientation, while taking local markets and their requirements into account, is at the very top of the company's agenda. This approach is characterised by respect for each of our subsidiaries, their employees and their local markets and customers. This respect unites Witzenmann into a well-functioning corporate group. An "internal" value that makes a crucial contribution to being able to hold out even in difficult times.

### Stable framework

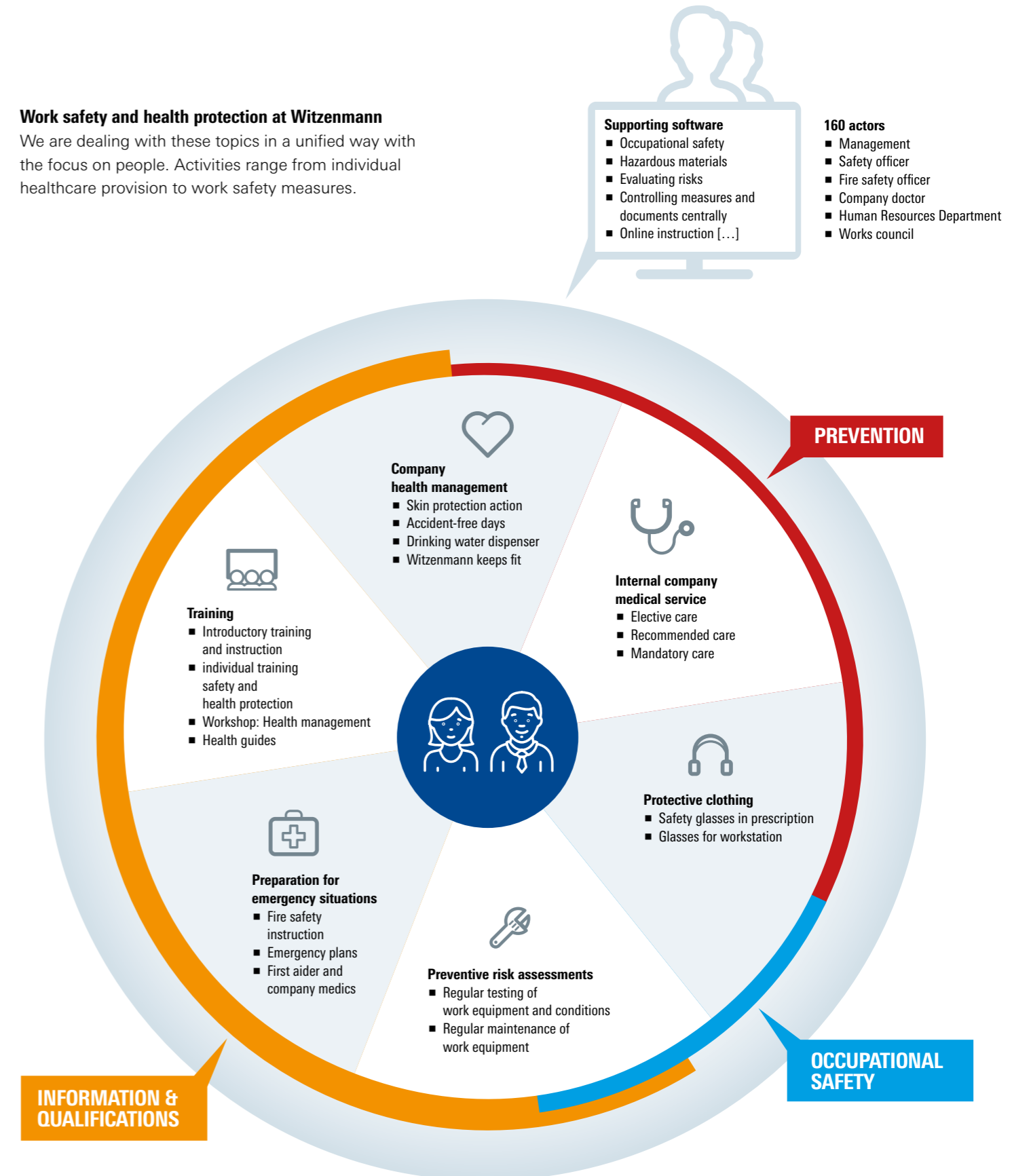
These internal values make it possible for us to adapt to changing markets and customer requirements and partly even to re-invent ourselves. As a firm foundation, it provides the necessary flexibility to be able to create new ideas for changing markets. And that works best when every employee feels they are an important part of our corporate group and can contribute with passion. In 2020, the Witzenmann Group finds itself at an important milestone and is using the opportunity to re-adjust its strategy and direction. In this discussion our values form a stable framework and give us a long-term orientation reference to guide our actions. They ensure the whole is more than the sum of its parts - supported by respect, responsibility and a spirit of innovation.

“VALUES MAKE US WHO WE ARE.”

# FOCUS ON PEOPLE

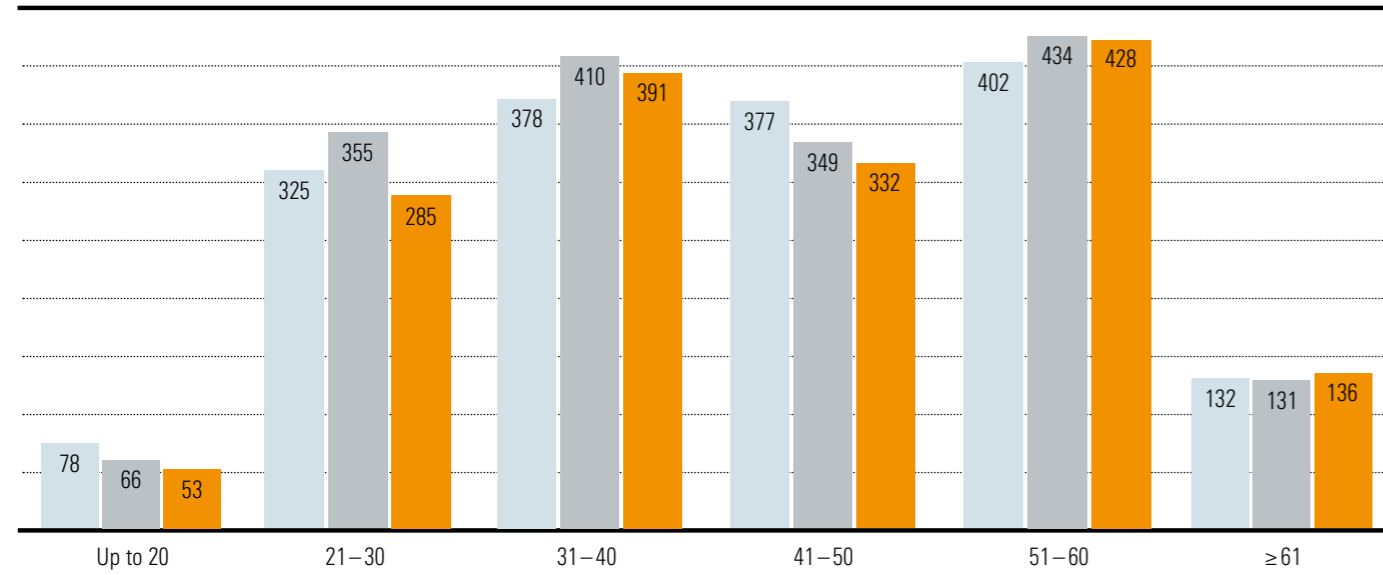
### Work safety and health protection at Witzenmann

We are dealing with these topics in a unified way with the focus on people. Activities range from individual healthcare provision to work safety measures.



## EMPLOYEES OF THE WITZENMANN GMBH

### Age distribution at Witzenmann GmbH



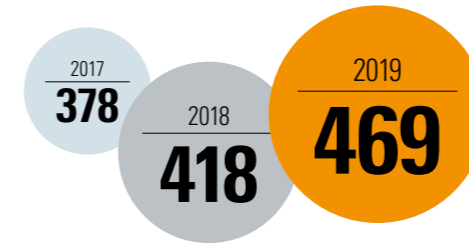
Number of employees: 2017 2018 2019

Years of service for Witzenmann GmbH		2017	2018	2019
< 1	People	175	208	101
1 - 3	People	171	207	217
4 - 7	People	298	227	202
8 - 10	People	129	171	181
11 - 20	People	510	499	454
21 - 30	People	295	310	349
31 - 40	People	103	107	103
≥ 41 years	People	11	16	18

Witzenmann GmbH workforce		2017	2018	2019
Total number of employees	People	1689	1745	1625
Non-manual workers	People	671	707	680
Manual workers	People	957	975	881
Apprentices/trainees	People	61	67	64
Proportion of women	%	19	19.3	19
Proportion of men	%	81	80.7	81
Number of part-time employees	%	6.5	8.36	8.43
Severely disabled persons & persons regarded as such	People	87	86	80
Average age	In years	41.7	41.88	40.07
Average length of service	In years	13.3	13.22	13.34
Participants in employee activities	People	347	264	255

## HEALTH MANAGEMENT

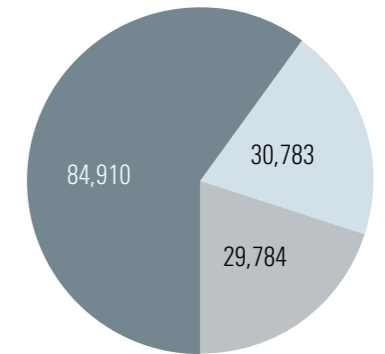
### Occupational health checks



Witzenmann GmbH		2017	2018	2019
Occupational health checks	Number	378	418	469
Non-reportable accidents (1-3 days uw*)	Number	11	24	8
Reportable accidents (> 3 days aw*)	Number	27	35	30
Reportable accidents (per 1,000 employees)	Number	15.6	20.6	16.6

\* uw = unable to work

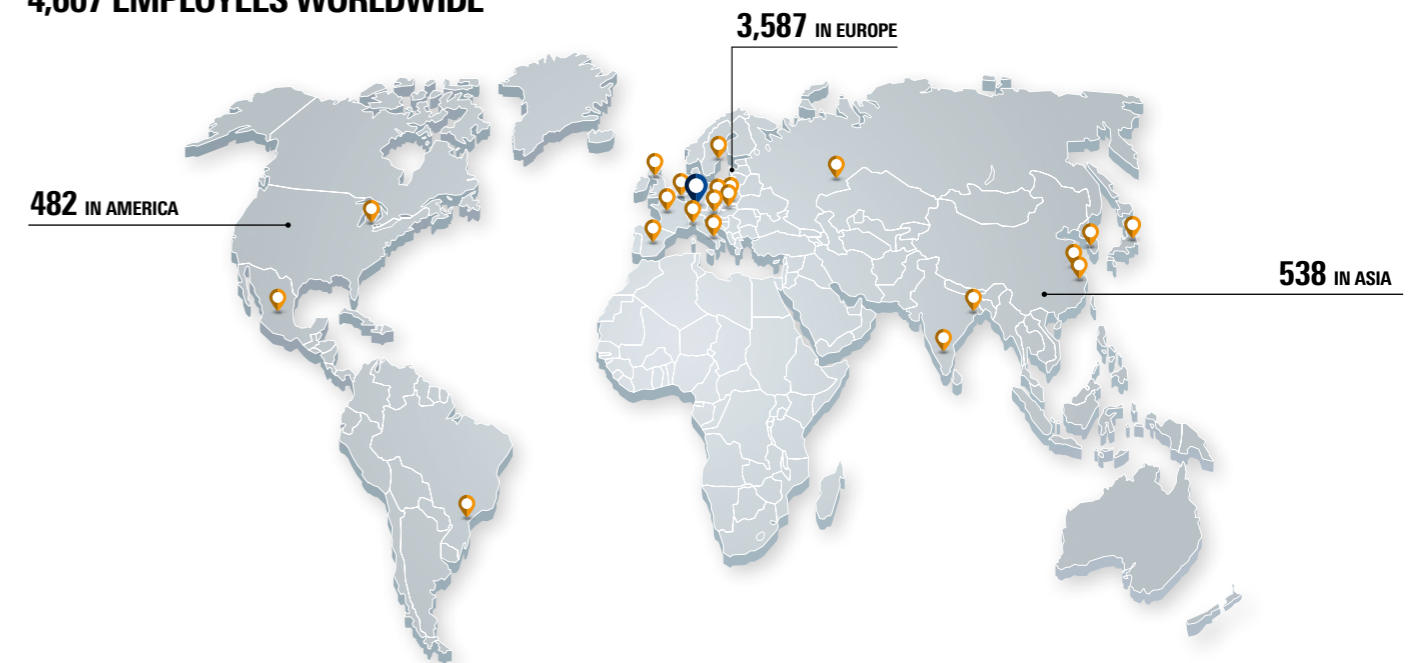
### Meals sold at Witzenmann GmbH 2019



A total of more than 400 meals every day!

- Daily specials and takeaway meals
- Soups, salads, etc. from the counter
- Hot snacks

## 4,607 EMPLOYEES WORLDWIDE



Witzenmann Group		2017	2018	2019
Total number of employees	People	4,139	4,681	4,607
Europe	People	3,413	3,652	3,587
America/Asia	People	440	496	482
Asia	People	488	533	538

Witzenmann Academy		2017	2018	2019
Employees on the High Potential programme	People	14	14	0
External costs for training and professional development	€K	490	545	252
Number of seminars	Number	238	237	188
Participants in training and professional development seminars	Number	502	821	802
Traineeships/Apprentices	Number	56	51	51



# PRINCIPLES

The Witzenmann Group is expressly committed to the ten principles of the Global Compact. For that reason they have also had an influence on the new Witzenmann corporate principles. The 10 principles of the Global Compact are anchored in the guidelines that form the building bricks of our conduct throughout the entire group. They thus decisively define our work and our activities, both internal and external.





## CONTACTS



### Philip Paschen

As a managing partner, Philip Paschen is responsible for the "production, business process management, digital transformation (IT) division. His areas of responsibility include, among other things, production and industrial engineering, IT/digitalization, plant design, building management, logistics and sustainability.



### René Pflittner

In his role as the Environmental Protection Officer for environmental protection in the "Legal Affairs and Compliance" department, he is the person to contact with regard to all internal and external questions relating to the environment and Witzenmann GmbH of Witzenmann GmbH.



### Jochen Geiger

As Vice President Marketing & Innovation he is responsible for Marketing, Innovation management, Sales promotion, Market analysis and PR. He is responsible for editing the Sustainability Report.

	10 Principles of the UN Global Compact	Witzenmann Corporate Principles 2020
Human rights	1. Companies should support and respect the protection of internationally proclaimed human rights.	<b>Cultural diversity and equality of opportunity</b> We promote cultural diversity, live equal rights and reject any form of discrimination.
	2. Companies should ensure they are not complicit in human rights abuses	
Labour rights	3. Companies should uphold freedom of association and the effective recognition of the right to collective bargaining.	<b>Social responsibility</b> We offer our employees secure jobs and fair pay. Compatibility of work and family are a matter of course for us.
	4. Businesses should work towards the elimination of all forms of forced and compulsory labour.	
	5. Businesses should work towards the effective abolition of child labour;	
Environment	6. Businesses should work towards the elimination of discrimination in employment and occupation.	<b>Learning and change</b> We are open for new things. We actively shape change. We support employees in their professional and personal development. Feedback helps us to improve continuously.
	7. Businesses should support the precautionary approach to environmental challenges.	
	8. Businesses should undertake initiatives to promote greater environmental responsibility.	
	9. Businesses should encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	10. Businesses should work against corruption in all its forms, including extortion and bribery.	<b>Sustainability</b> We act ecologically responsible. We use resources wisely and minimize environmental risks.
		<b>Communication</b> We act authentically and communicate openly and clearly - internally and externally.
		<b>Reliable cooperation</b> We are a reliable and fair partner for our internal and external customers. Customer satisfaction is our top priority.
		<b>Long-term economic thinking</b> As a family business, it is important for us to remain economically independent in the long term.

## IMPRINT

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