



# KLINGER SCHÖNEBERG GmbH

## Corporate Social Responsibility (CSR) Report 2021

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Scope of application: KLINGER SCHÖNEBERG GmbH  
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## » Foreword

Corporate social responsibility is an ongoing, never-ending process. It is a process that is only meaningful and successful if it is driven and filled with life by all parties involved. Through talented and motivated employees with ever new ideas, concrete implementation measures in everyday work and beyond, as well as valuable impulses and the continuous support of customers, partners and suppliers.

Each of our corporate actions has a direct and indirect impact on society, the environment and the people we work with and for.

Sustainable action, customer satisfaction and responsibility for our entire value chain are interdependent and inseparable.

Our commitment to climate protection is having an impact, and the effects are directly measurable in falling CO2 emissions and indirectly but clearly noticeable in high customer satisfaction.

This Corporate Social Responsibility Report makes it clear that we are very aware of all these interrelationships, and it shows how we are dealing with them and how we are continuously building on our successes.

The following pages document how KLINGER SCHÖNEBERG GmbH combines environmental and climate protection, fair working conditions, education and health. Pragmatically, in everyday business, but also when it comes to the strategic orientation and fair cooperation with our partners.

In doing so, we are guided by the Global Sustainability Goals of the United Nations (UN-SDG). The encouragement we receive from customers shows that our activities are valued. International certifications such as those from the CSR rating agency Ecovadis prove that we are on the right track.

**» We are committed to sustainability and permanently improvements. Sustainability is a guiding principle for us and claim at the same time. «**



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## » KLINGER SCHÖNEBERG GmbH

KLINGER SCHÖNEBERG GmbH is a flexible medium-sized company focusing on research, development, production and sales of industrial valves, especially ball valves and pneumatic actuators. Here we combine decades of experience with high competence in the development of customer-specific system and special solutions as well as application-technical consulting. As a

highly specialized company, we focus on critical applications within the chemical, petrochemical, plant and mechanical engineering industries. Highest quality, innovative strength, the long lifetime of the products as well as extensive application knowledge and experience make KLINGER SCHÖNEBERG a leading company in the industrial valves sector.

Quality is not just a piece of equipment, but a product feature we guarantee!

## » KLINGER GROUP

KLINGER SCHÖNEBERG is a member of the worldwide active KLINGER Group, a stable and independent family-owned business. We see ourselves as

entrepreneurs, problem solvers and technology leaders in our industry. We keep things flowing – without interruption.

130 years of experience, 60 countries. Your industry partner for the leakage-free transport of liquids & gas



## » KLINGER SCHÖNEBERG GmbH at a glance



22 Mio. €

Annual Revenue  
in 2020



5.000 m<sup>2</sup>

Office, storage  
and production



63

Experienced  
employees



>12.000

Different product  
designs



>3

Decades of  
experience/  
customer satisfaction



2

Locations in  
Germany



## » KLINGER SCHÖNEBERG company certifications and product approvals

A KLINGER SCHÖNEBERG stands for certified quality.



### Manufacturer Approvals

Quality-Management acc. to DIN EN ISO 9001:2015  
 Certified acc. to API Q1 and 6D  
 PED 2014/68/EU, Module H and H1  
 WHG §19a approval (water-resources law)  
 Allowance for the re-stamping of products by TÜV  
 EcoVadis Sustainability Rating



### Product Approvals

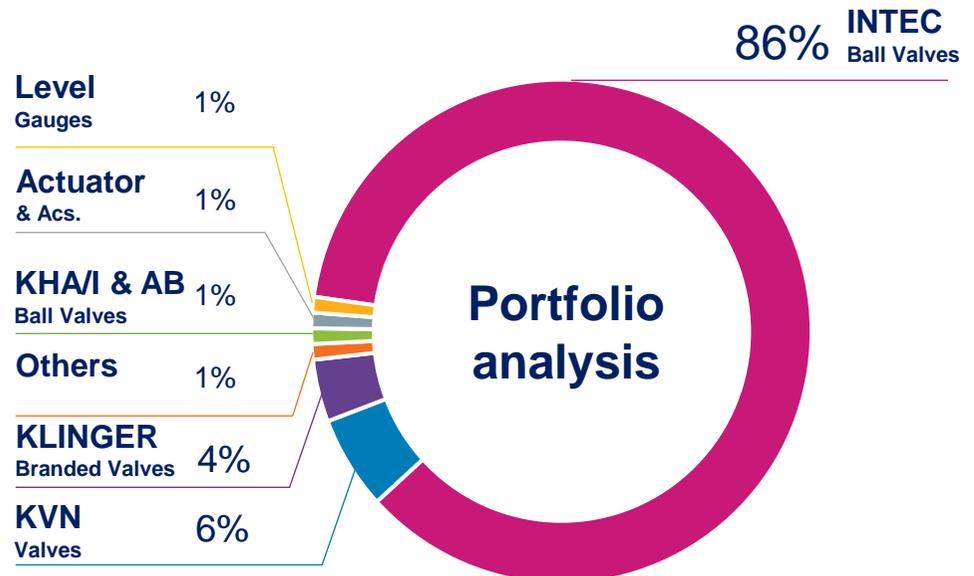
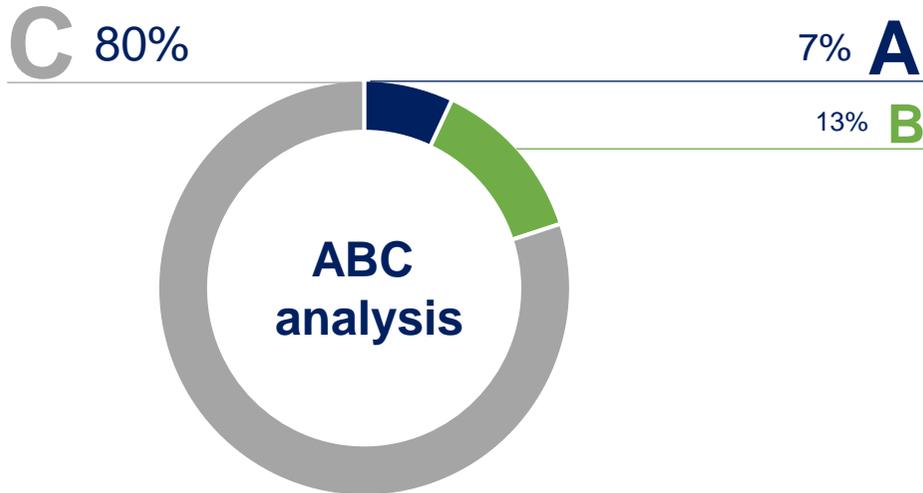
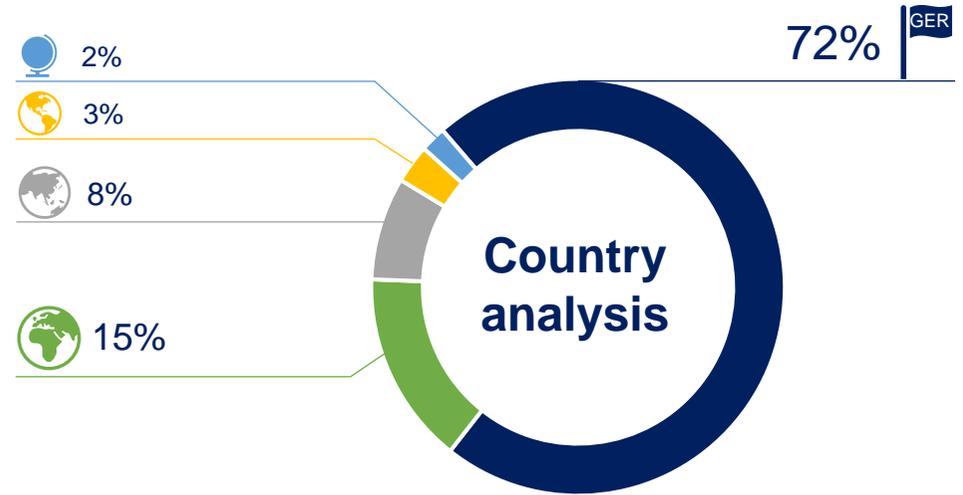
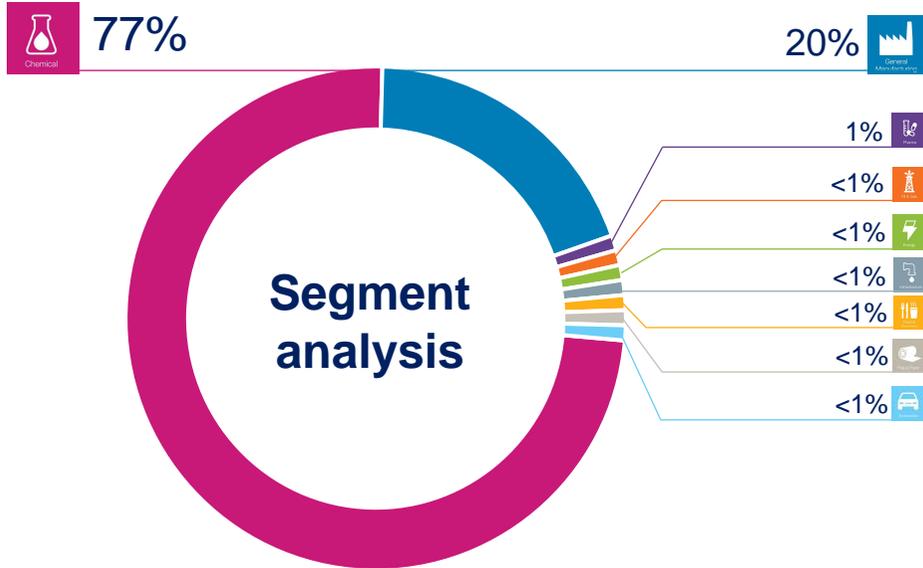
Certified acc. to German clean air act VDI 2440, 100,000 cycles  
 Fire-Safe acc. to API 607 and DIN EN ISO 10497  
 Classification acc. to SIL 2  
 ATEX 2014/34/EU  
 Type-test approval mark No. TÜV.A.318-10  
 Type-test approval mark No. TÜ.AGG.431-09  
 - Tanks for conveyance of dangerous goods  
 Type-test acc. to DIN EN 161:2013-04  
 - Automatic shut-off valves for gas burners and gas appliances



### Geographic Approvals

TR CU 010/2011 and TR CU 032/2013  
 - Russian Gost R Certificate  
 CRN certified for all regions of Canada  
 TTC (TSG) - Chinese Type Test Certificate

# » KLINGER SCHÖNEBERG GmbH markets facts & figures



## » Our core values

### Our Mission

KLINGER is a stable and independent family-run business. We see ourselves as entrepreneurs, problem solvers and technology leaders in our industry. With sovereignly operating companies and a motivating performance culture, we are a reliable partner for our customers all over the world. They deal with us on the same level and know that we guarantee them solutions, safety and service while always taking environmental aspects into account.

### Our Vision

We want to meet the constantly changing demands in our industry, not only with individual products, but also with complete solutions. We are considered pioneers and THE quality label for gaskets, valves and technical industrial products. We are also driven by this ambition in the digital age. In a dynamic market, our KLINGER companies around the globe ensure that our customers keep their own quality promises at all times. This understanding, paired with a strong sense of responsibility for future generations, makes us unique..

### Our Values

For 130 years we've been striving to be the best. As an employer, we strive to offer an appreciative work environment every day.



SUSTAINABILITY

We take environmental protection into account.



PEOPLE SPIRIT

Invest in people and have them learn from the best.



CUSTOMER VALUE

Serve our customers with expertise, integrity and passion.



INNOVATIVE EDGE

Foster innovation and exceed current industry standards.



BUSINESS EXCELLENCE

Combined technology leadership with service excellence.



GLOBAL REGIONALITY

Develop industry and region specific solutions.



## » Our products and areas of utilization

The high quality and durability of KLINGER SCHÖNEBERG products is appreciated by our customers and trading partners worldwide. We offer valves for a wide range of operating conditions and application fields as well as industries.

<p><b>INTEC Ball Valves</b></p>	<p><b>INTEC Duoball</b></p>	<p><b>RK-Probball Ball Valves</b></p>	<p><b>Multiple Port INTEC Ball Valves</b></p>	<p><b>INTEC Specials</b></p>	<p>Chemical</p>	<p>Food &amp; Beverage</p>
<p><b>Mini plant ball valves</b></p> <p><b>INTEC K100</b></p>	<p><b>Flanged ball valve soft seated</b></p> <p><b>INTEC K200</b></p>	<p><b>Flanged ball valve metal seated</b></p> <p><b>INTEC K200</b></p>	<p><b>Flanged ball valve free outlet</b></p> <p><b>INTEC K200</b></p>	<p><b>Wafer type ball valve</b></p> <p><b>INTEC K200-K</b></p>	<p>Energy</p>	<p>Infrastructure</p>
<p><b>Manifold ball valves</b></p> <p><b>INTEC K400</b></p>	<p><b>Tank bottom ball valve</b></p> <p><b>INTEC K500</b></p>	<p><b>Pressure gauge ball valve</b></p> <p><b>INTEC K600</b></p>	<p><b>Sampling device ball valve</b></p> <p><b>INTEC K700</b></p>	<p><b>3-piece high pressure ball valve</b></p> <p><b>INTEC K800</b></p>	<p>General Manufacturing</p>	<p>Geothermal</p>
					<p>Oil &amp; Gas</p>	<p>Pharma</p>
					<p>Agriculture</p>	<p>Water</p>

## » Our value chain



Our value-adding activities in the company are divided into two areas: primary activities (from purchasing to after-sales service) and supporting activities. Primary activities provide a direct value-adding contribution to the creation of our products. Supporting activities (secondary activities) are those activities that form the

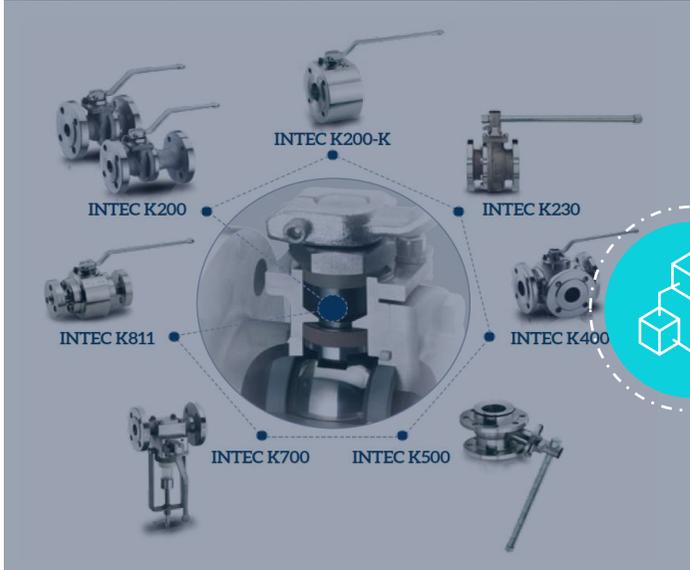
prerequisite for our products to be manufactured in the first place. Above all, we place sustainability in the sense of the conscious use of resources as well as environmental protection and occupational safety as prerequisites for the secondary activities.

## » KLINGER SCHÖNEBERG – Sustainable product development and system technology



### Sustainable product development and testing at our own in house laboratory

- » Conducting tests for preliminary developments in the focus of technology scouting, -testing and -evaluation as well as innovation and patent management.
- » Analysis and specification of technical as well as economic requirements, the implementation of new technologies in products, the generation of ideas and evaluation for technical problems and the performance of tests to verify the development results are carried out.
- » Life cycle and wear testing, high and low temperature testing, type testing, fugitive emissions testing (leakage to the outside), internal leakage testing (leakage in the port) using pressure decay method, torque test bench.
- » Development of Smart Valve – Valve with integrated permanently condition monitoring and lifetime prediction to extend the life cycle of the valves and avoid preventive replacement cycles



### System technology - For your functionality and plant safety as well as reduction of variations

- » Reinforced stem design for more safety in automation
- » German clean air act approval acc. to VDI 2440 – **NEW Standard of fugitive emissions** acc. to ISO 15848-1
- » Fire-Safe/Clean air act design - all in one - the best standard
- » FDA conformity for pharmaceutical application
- » System construction unit of all components for reduction of storage costs and waste consumption in the field of developments of new valves or application specific valves for special requirements
- » Designed for long life – Repairable, Maintenance Free, Recyclable, Energy efficient, Safety

## » Company goals and KPIs

Company section	Objective	Result 2020/21	Future goal	UN-SDG	Risk
Anti corruption	<ul style="list-style-type: none"> <li>Zero tolerance for bribery and corruption</li> <li>Zero tolerance for incidents of frauds</li> <li>100% of the management and all employees of the involved departments should have participated in the training on the Code of Conduct.</li> </ul>	<ul style="list-style-type: none"> <li>Training on compliance with the Code of Conduct</li> <li>Whistleblowing process to ensure anonymity Implemented and available</li> <li>Zero complaints</li> <li>Zero frauds</li> </ul>	Still zero complaints and frauds		Loss of reputation and strong economic impact
Ethical culture	<ul style="list-style-type: none"> <li>High level of ethical and sustainable business practices.</li> </ul>	<ul style="list-style-type: none"> <li>New Code of Conduct for all employees introduced in 2021</li> <li>Worldwide common corporate culture through adherence to the vision, mission and values</li> </ul>	Still 100%		Loss of reputation and trust, brand damage and difficulties in recruiting and retaining employees
Sustainable and responsible corporate governance	<ul style="list-style-type: none"> <li>Participation at UNGC</li> </ul>	<ul style="list-style-type: none"> <li>Preparation of the progress report and promotion for sustainability reporting</li> </ul>	Will be realized and reported in 2023		No risk
Sustainable product development	<ul style="list-style-type: none"> <li>Product Carbon Footprint</li> </ul>	<ul style="list-style-type: none"> <li>Participation in the VDMA working group to determine the product carbon footprint</li> <li>With the Product Carbon Footprint, we can identify the impact of climate-relevant greenhouse gas emissions, analyze them and reduce or completely avoid them with the right measures.</li> </ul>	Will be realized and reported in 2023		No risk

## » Company goals and KPIs

Company section	Objective	Result 2020/21	Future goal	UN-SDG	Risk
Sustainable product development	<ul style="list-style-type: none"> <li>Qualification of the tightness of shut-off and control valves to the outside by the amendment of the TA-Luft respectively the component testing according to DIN EN ISO 15848-1 (International standard for type testing of valves for fugitive emissions)</li> </ul>	<ul style="list-style-type: none"> <li>Start of qualification acc. To new standard of fugitive emissions ISO 15848-1</li> </ul>	Will be realized in 2022		No risk
Sustainable product development - use of comprehensive sustainability measures	<ul style="list-style-type: none"> <li>Development of Smart Valve – Valve with integrated permanently condition monitoring and lifetime prediction to extend the life cycle of the valves and avoid preventive replacement cycles</li> </ul>	<ul style="list-style-type: none"> <li>Start with feasibility study and beginning of development</li> </ul>	Will be realized in 2024		No risk
Occupational health & safety management systems	<ul style="list-style-type: none"> <li>Certified according to DIN EN ISO 45001</li> </ul>	<ul style="list-style-type: none"> <li>An SGA management system in accordance with ISO 45001 promotes the integration of occupational health and safety aspects into corporate processes</li> </ul>	Will be realized in 2023		No risk
Industry 4.0 (IIoT)	<ul style="list-style-type: none"> <li>Implementation of a semi-automatic assembly line</li> <li>Connected with the ERP System through SPS</li> <li>Automatically recording all measures</li> </ul>	<ul style="list-style-type: none"> <li>Design and construction of the semi-automatic assembly line</li> </ul>	Will be realized in 2022		No risk

## » CO<sub>2</sub>-Footprint

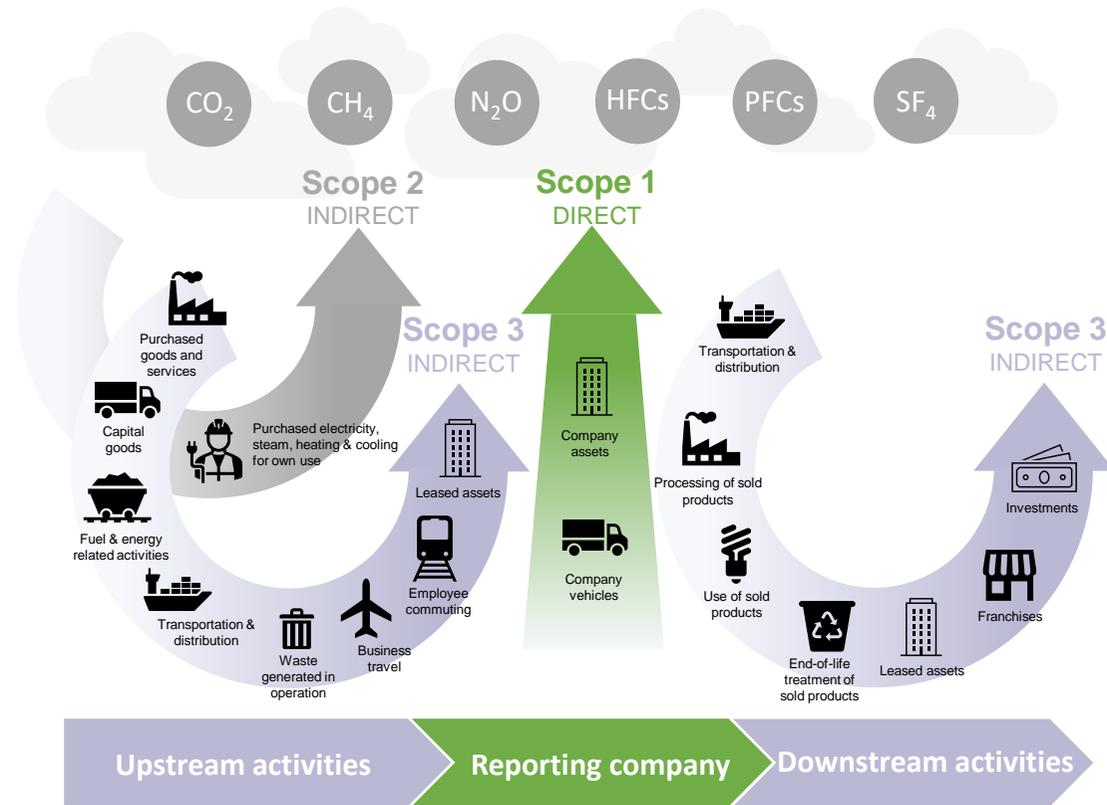
Conserving natural resources and minimizing the impact of our business activities on the environment and climate are an integral part of our corporate policy. In this context, it is important to document the wide range of activities - from the use of

green electricity to photovoltaics at the production site - transparently and completely. We conscientiously balance their effects. Not only to measure impacts and demonstrate successes - but also to learn and keep improving.

### Factors for savings

- » Reduction of electricity consumption by raising awareness among employees
- » Switching to energy-saving LED lighting
- » Avoidance of waste
- » Use of energy-efficient equipment
- » Efficient temperature control in the server room

## » Product Carbon Footprint



## » Environment goals & KPIs

Environmental section	Objective	Result 2020/21	Future goal	UN-SDG	Risk
Energy saving	<ul style="list-style-type: none"> <li>• Renewal of compressed air compressors by installing a high-efficiency screw compressor</li> <li>• Change of the process control by means of time and utilization control</li> <li>• Renewal of the compressed air lines</li> <li>• Acquisition of an ultrasonic detector to locate the leaks</li> </ul>	<ul style="list-style-type: none"> <li>• Energy savings of approx. <b>1,950 kWh/a</b></li> <li>• By lowering the cut-in and cut-out pressure levels, a further energy saving of approx. <b>6-10%</b> is achieved.</li> <li>• Leakages and pressure fluctuations were eliminated and condensate accumulation was minimized.</li> <li>• Installation of an air duct for the purpose of using the warm exhaust air for heating the warehouse and thus reducing heating costs.</li> </ul>	Until 2025 max. energy consumption of 180.000 kWh		No risk
Emissions	<ul style="list-style-type: none"> <li>• Reduction of CO<sub>2</sub> emissions through the use of green electricity and photovoltaics</li> </ul>	<ul style="list-style-type: none"> <li>• Specific Scope 1 emissions from continuing operations decreased by <b>4.05%</b> compared to 2019</li> <li>• Specific Scope 2 emissions from continuing operations decreased by <b>100%</b> compared to 2019</li> <li>• Absolute emissions were reduced by <b>73.3%</b> as of 2019.</li> </ul>	By 2025, we want to reduce the sum of Scope 1 and Scope 2 to a maximum of 30 T of CO <sub>2</sub> emissions.		No risk
Water consumption	<ul style="list-style-type: none"> <li>• Reduction of specific water consumption</li> </ul>	<ul style="list-style-type: none"> <li>• Compared to 2019, water consumption was reduced by 22.7%.</li> </ul>	By 2025, we want to reduce the water consumption to a max. of 250 cbm		No risk

## » IT-Sustainability

As a global acting company that continues to grow and drive digitalization, KLINGER SCHÖNEBERG has a major responsibility to minimize waste generation. We need to be responsible with our IT assets and are taking steps to move from a throwaway mentality to lifecycle management, where we reuse what we can. We determine which

computer models we use by selecting only the highest quality and most energy-efficient computers we can find. Product longevity is critical to enabling a circular economy so that products stay in use longer and limit the amount of resources used in new products is limited.

## » Computers for disadvantaged Kids

KLINGER Schöneberg supports the charity initiative "Hey, Alter!", which provides children with free computers, enabling them to learn from home.

Not all students have a PC or laptop at home to use for remote learning, a disaster in times of COVID-19 and school closures. In order to ensure equal opportunities, the nationwide "Hey, Alter!" initiative collects used, but functional computers from private individuals and companies.

KLINGER SCHÖNEBERG is participating in the initiative and hopes that its example will be followed in other locations as well.

It all started when Barbara Nigratschka, marketing employee at KLINGER SCHÖNEBERG, read the local newspaper. There she found out about the "Hey, dude!" initiative (a pun in German), which struck her as interesting right away: "I was immediately enthusiastic



about the idea of companies donating discarded computers that were then refurbished and given to students from disadvantaged families for free so that they can learn from home," she says.

### Open ears for charity

Together with Samuel Weber, IT Coordinator, she presented the idea to KLINGER SCHÖNEBERG Managing Director Manfred Gossmann, and was immediately met with open ears. Soon afterwards, seven students at the Freiherr-vom-Stein-Schule" in Barbara Nigratschka's hometown of Hünfelden were able to look forward to their own fully

functional free computers, complete with new keyboards and mice. The devices come from the KLINGER SCHÖNEBERG sales office. After they were replaced following the scheduled end-of-life cycle, the IT service provider StarCom Bauer from Hünfelden took care of the professional refurbishment and cleaning. Of course, all the data was deleted in accordance with the General Data Protection Regulation before the computers were delivered to the school in mid-March. .

## » Assessment of Sustainability

### Certified since 2017

Ecovadis is a major international certification in the area of sustainability. It includes an up-to-date sustainability rating on the environment, labor and human rights, ethics and sustainable procurement.

We take the successful certification by ECOVADIS as an

incentive with optimizations in the areas of environment and sustainable procurement relevant for us. In this way, we differentiate ourselves as KLINGER SCHÖNEBERG even more strongly as a particularly sustainable company.



## » UN Global Compact

The United Nations (UN) Global Compact is an initiative for companies that voluntarily commit to aligning their actions with specific principles in the areas of human rights, labor standards, environmental protection and anti-corruption.

Based on the 10 universal principles and the 17 Sustainable Development Goals, the UN Global Compact pursues the vision of an inclusive and sustainable economy..



## » Climate targets

INTEC Duoball valves and CO<sub>2</sub> gas (carbon dioxide gas).

For industrial companies, there is a requirement to meet the climate targets, to isolate, transport, safely store or further process of the CO<sub>2</sub> gas (carbon dioxide gas) that has been produced.

The CO<sub>2</sub> capture and storage are called Carbon Capture and Storage (CCS) and the utilization is called Carbon Capture and Utilization (CCU). For this purpose, the Duoball ball valves type INTEC K200-S-FS of nominal size DN32 with a ball valve KLINGER Ballostar type KHA-G-XC/KFC as a bleed used to relieve the pressure of the defined smallest possible gap of the double and independent shut-off in the port.

With the INTEC Duoball ball valve, the requirements for increased operational safety respectively the increased safety requirements in the standardized face-to-face length according to EN 588-R1 are taken into account. Due to the standardized face to face length, the increased operational safety can also be realized in existing old plants by simple replacement without any necessary changes to the pipeline.

This generates a significant contribution to TCO as a result of optimized OPEX and CAPEX.



## » Have a lasting effect



To support sustainable plant construction and operation, we have developed special solutions for the applications of renewable energies, respectively geothermal and solar power, hydrogen and power-to-X. Our solutions are currently successfully in use in some plants. Our solutions

guarantee maximum safety and availability. Designed to meet customer-specific requirements, they withstand aggressive and abrasive media, extreme pressures, temperatures and frequent switching operations.

## » Product Sustainability

### Metal recycling as an essential pillar of sustainable raw material security

Metal recycling makes a significant contribution to climate and resource protection and secures the supply of metallic raw materials. Sustainable recycling is in the DNA of metals. Our company is ready to further promote the circular economy and recycling.

### Circular economy is more than recycling

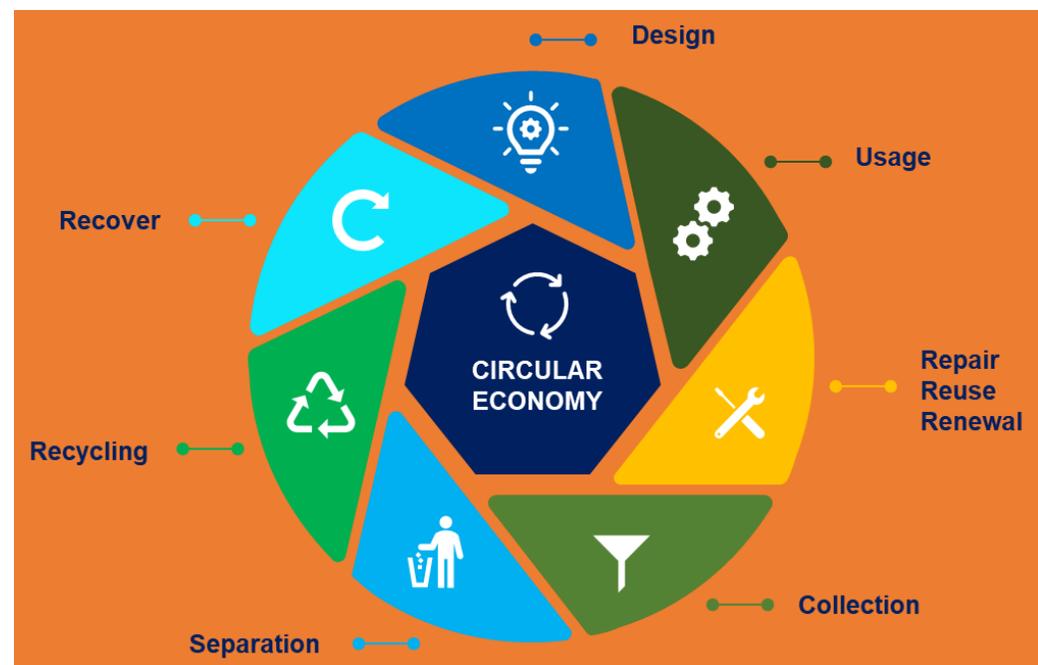
Circular economy means more than just recycling. It is a holistic interdisciplinary approach that combines know-how about processes, technologies and materials. The focus is on long service life as well as repair, reuse and recovery. Waste prevention and reuse are the primary goals, ahead of recycling. The principle is particularly meaningful, as our products are designed to be recycled into a biological or technological cycle with over 99% of the total weight. All our industrial valves are long-life products and follow the modular design principle. This is ensured from development through design and layout to application-specific design and material selection. In addition, our products are equipped with multi-part housings so that all components used can be separated by simple disassembly, easily separated in terms of material and sorted. No special tools are required for this.

Through efficient processes, waste prevention, repair, reuse, restoration, collection, separation, recycling and material recovery, the further promotion of the circular economy of industrial valves is intended to reduce resource consumption.

### Measures to promote the circular economy

To promote the circular economy, we have now agreed on a cooperation with the company Rudolf Schuy GmbH & Co KG a reliable and competent partner for the disposal of all common metals. The customized logistics services, the reputation as a problem solver and the reliability have made the company Rudolf Schuy GmbH & Co KG over decades to what they are today: one of the

largest scrap metal trading companies in Germany. In addition, the company is also one of only a few waste management companies that is certified to recycle metal waste. By using a range of the most modern metal analysis equipment, steel mills and foundries can be offered exactly the mix qualities and grade purities they need, with letter and seal. Packages of plates are supplied in palletized form, the quality of which is individually checked and certified. The company Rudolf Schuy GmbH & Co KG already has decades of experience in the field of scrap disposal from the chemical industry and is also very familiar with the documentary and management system requirements and external audits there. Apart from various types of scrap, industrial valves are also disposed of properly and professionally and sorted by type.



## » Sustainability goals & KPIs

Sustainability section	Objective	Result 2020/21	Future goal	UN-SDG	Risk
Circular economy	<ul style="list-style-type: none"> <li>Through efficient processes, waste prevention, repair, reuse, recovery, collection, separation, recycling and material recovery, further promotion of the circular economy of industrial valves will reduce resource consumption.</li> </ul>	<ul style="list-style-type: none"> <li>Cooperation agreement with the company Rudolf Schuy GmbH &amp; Co KG a reliable, certified and competent partner for the disposal of all common metals.</li> <li>Products are designed in such a way that over <b>99%</b> of the total weight can be recycled into a biological or technological cycle.</li> <li>Direct customer contact and notices on our website as well as in social media</li> </ul>	Until 2024 improvement of the circular economy		Customer did not join the offered circular system because he arranges the disposal on his own responsibility
Sustainable Product portfolio	<ul style="list-style-type: none"> <li>REACH - evaluation of our individual parts in coordination with our suppliers / our supply chain</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring that REACH does not negatively affect the manufacture of products purchased by our customers - do not contain SVHC's &gt; 0.1%.</li> </ul>	Stil 100%		No risk
IT-Sustainability	<ul style="list-style-type: none"> <li>Supporting charity initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Donating working computers to disadvantaged kids.</li> </ul>	Also, further support of disadvantaged kids		No risk
Joint Committee on Occupational Health and Safety	<ul style="list-style-type: none"> <li>Quarterly meetings with the safety specialist, safety officers, management, executives and the company physician of the occupational health center</li> <li>Training of all employees</li> <li>Regular inspection by the assigned professional association BGHM</li> </ul>	<ul style="list-style-type: none"> <li>Minutes of the ASA meetings with the identified measures and the current status.</li> <li>Inspection reports of the BGHM with the identified measures and the current status</li> </ul>	Continuation of quarterly inspections by the ASA Team as well from the BGHM		Untrained and negligent employees can increase accident rates and lost downtime Without the site inspections, potential hazards may not be identified.

## » Social & Ethics

As a medium-sized company, we have a direct responsibility to our employees. We want to be more than just an employer - that is why we are characterized by a strong bond with people and teams. We live this principle - we have always combined classic values and performance orientation with aspects of flexible work design. Our personnel development is characterized by measures that have a target-oriented and positive effect on the professional development and personal well-being of all employees. This includes regular feedback interviews, defined discussion opportunities, strong team cohesion, as well as continuous promotion and further training in

the form of seminars and courses. Continuous training expands our own know-how and is crucial in order to be able to offer customers state-of-the-art performance at all times.

Continuing education is available to all employees - they can acquire specific and personal qualifications.

KLINGER SCHÖNEBERG assumes the costs of the further training measures, the participants invest their time.

In this way, we offer our customers reliability, know-how and service quality - always from our own company.



### Committed principles: Leadership culture of our management

- » Showing appreciation and trust in people and their work
- » Promote transparent communication between departments
- » Listening attentively to the needs of colleagues
- » Carrying, delegating and demanding responsibility
- » Perceiving, accepting and clarifying conflicts with the persons concerned
- » Acting as a role model across departments
- » Live a collegial cooperation
- » Accept, demand and give criticism and feedback
- » Implementing rules, decisions and processes in a sustainable manner

## » Diversity

We are part of society - at our sites, but also nationally. We achieve and demonstrate social commitment, involvement and development as a local employer and provider of skilled jobs. We offer our employees secure jobs and the associated opportunities for personal development. In this way, we also strengthen the region.

**Integration and diversity**  
In view of the internationalization of our business, we will increasingly recruit employees with an immigrant background and their corresponding language, cultural and national knowledge - and thus make a contribution to integration and diversity.

### Equal rights as a matter of principle

- » The recognition and equal rights of all genders is a matter of course at KLINGER SCHÖNEBERG.
- » Fair opportunities for advancement, also for young employees, is an important principle.
- » At KLINGER SCHÖNEBERG, competencies and performance are what count - not gender, school leaving or a possible detour on the career path.
- » We evaluate people holistically with a view to personality, skills and inclinations.

## » Employee structure and proportion of women

31.12.2021	Number	Percentage	Ø Age in years	Ø Seniority in years
Blue	25	39,1	47,04	5,99
White	39	60,9	43,9	12,49
<b>Total</b>	<b>64</b>	<b>100,0</b>	<b>45,13</b>	<b>9,95</b>

31.12.2021	Number	Percentage	Ø Age in years	Ø Seniority in years
Female	15	23,4	48,67	14,01
Male	49	76,6	44,04	8,71
<b>Total</b>	<b>64</b>	<b>100,0</b>	<b>45,13</b>	<b>9,95</b>

Age group	Share of employees in %	
	2020	2021
under 40 years	38,7	37,5
40 to 49 years	24,2	21,9
50 to 59 years	27,4	31,3
60 years and older	9,7	9,4

## » Whistleblowing

KLINGER SCHÖNEBERG believes that it is not only important to ensure compliance with applicable laws, but also to improve transparency and accountability throughout the company. To support our efforts in identifying potential ethical and fraudulent violations, Camfil, along with an external partner, provides a whistleblowing service for all employees to confidentially report their concerns. The service is encrypted and password protected, and use of the system is voluntary.

Employees who encounter a situation that does not appear to

comply with the principles of our Code of Conduct, our policies or the law are expected to bring the Company of their concerns. In this way, we can improve our work environment improve and mitigate risks to the company so that we can continue to be an ethical and sustainable company.

The privacy and integrity of our employees are essential at all times. The Whistleblowing service is therefore outsourced to a third party, so that any employee who raises a concern in good can report a concern anonymously without fear of negative consequences. have to.

## » Data security and data protection

Digitalization offers companies many opportunities, but it also presents them with challenges in terms of data security and data protection. The risk of cybercrime and data breaches has increased enormously in recent years, and as a global company, KLINGER SCHÖNEBERG GmbH must remain vigilant and stay one step ahead of potential threats, whether internal or external.

KLINGER SCHÖNEBERG undertakes

active prevention and protection measures to minimize risks. Just as in other areas of our business, we involve all employees in security issues and align our efforts. KLINGER SCHÖNEBERG has an IT security policy that is part of our broader approach to ethics and compliance. With regard to data protection, we receive additional support from an external partner.

### Security awareness training

- » in 2021, all employees with PC connection participated in our continuous security awareness training.

## » Code of Conduct

We are aware of our responsibility We know, understand and act in accordance with the values and principles expressed in the KLINGER Code of Conduct and apply them to everything we do and everywhere we operate.

### INTEGRITY

We value our relationships with clients, customers and counterparties and are committed to maintaining the highest standards of personal and professional integrity.

### TRANSPARENCY

We are committed to promoting free and competitive markets. Our goal is transparency, candor and honesty in all our dealings.

### PARTNERSHIP

We establish mutually beneficial and healthy relationships with responsible suppliers who meet our standards including quality, commercial terms and commitment to safety as well as environmental protection.

### FAIR DEALING

We only offer or accept gifts & entertainment if they are reasonable, occasional and of modest value and do not have any influence on business decisions.

### FAIRNESS

We must be sensitive to any activities, interests or relationships that might interfere, or even appear to interfere, with our ability to act in the best interests of KLINGER and our clients.

### RESPONSIBILITY

We take responsibility and hold each other accountable. We have a shared responsibility not only to act ethically as individuals, but to expect the same from our colleagues.

### COMMUNICATION

We encourage our employees to be professional and clear in all communications and to carefully consider the best way to do so.

### FAIR COMPETITION

We declare that a restriction on free competition or any violation of competition and anti-trust laws is irreconcilable with our culture and philosophy.

## » Results of Sustainability report

Another important measure we took was the strengthening of the Code of Conduct and the sustainability of our suppliers.

Respondent A & B Suppliers

41

Number of responses to the sustainability survey

37



Number of codes of conduct confirmed in writing (Code of Conduct)

37

Ø Number of employees of A & B suppliers

144

Locations of the A & B suppliers surveyed



Response rate to the sustainability survey

90%

Response rate of codes of conduct confirmed in writing (Code of Conduct)

90%

## » Results of Sustainability report

### A. Management

**59%** Do not employ staff for sustainability

**86%** Do not publish a sustainability report

**65%** Do not organize training to reinforce CSR

### B. Social sustainability

**97%** Do not have a cert. Management system for social issues

**87%** Anchor different social concerns in corporate policy

**92%** Do not have a certified management system for health and safety at work

**76%** Have a health and safety policy in place

### C. Compliance & Business-Ethics

**95%** Do not have a cert. Compliance & Business Ethics Management System

**73%** Have an official Compliance & Business Ethics Policy

*Corruption, privacy, financial responsibility, information disclosure, fair competition and antitrust, conflict of interest, plagiarism, intellectual property, export controls and economic sanctions, identity preservation and protection from retaliation.*

### D. Environmental sustainability

**73%** Do not have a certified Environmental management system

**62%** Have an official environmental policy for compliance with all requirements

*Energy consumption/greenhouse gas emissions, water quality and consumption, air quality, Natural resource management, waste prevention*

### E. Supplier Management

**51%** Have a CSR/sustainability policy for suppliers

**62%** Address direct procurement suppliers with their CSR/sustainability policy

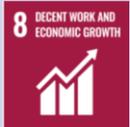
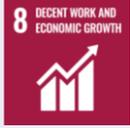
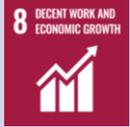
**19%** Address direct procurement suppliers with their CSR/sustainability policy

**51%** Do not communicate CSR/sustainability policy to own suppliers

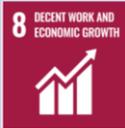
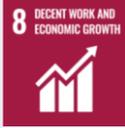
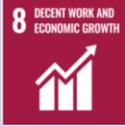
*Respect for human rights, prohibition of forced labor, no human trafficking, prohibition of child labor, Compliance with socially adequate working conditions, remuneration that enables livelihood security, Prohibition of discrimination, granting of equal opportunities and equal treatment, respect for positive and negative freedom of association, right to collective bargaining, business ethics & compliance, occupational safety, health, environmental protection*



## » Social & Ethics

Social & Ethics section	Objective	Result 2020/21	Future goal	UN-SDG	Risk
Information security and data protection	<ul style="list-style-type: none"> <li>Increased awareness of IT security</li> <li>Training IT users in secure work practices.</li> <li>Completion of IT security training by all employees with computer access</li> </ul>	<ul style="list-style-type: none"> <li><b>100%</b> of users were trained in the areas of data protection and IT security</li> </ul>	Still 100%		Untrained/negligent employees can lead to data breaches, business interruptions or financial losses
Donate to charity projects	<ul style="list-style-type: none"> <li>Supporting charity projects</li> </ul>	<ul style="list-style-type: none"> <li><b>1.500 €</b> to support the "Förderverein der onkologischen Abteilung der Kinderklinik Karlsruhe e.V. (KUoKK e.V.)" and "RTL - Wir helfen Kindern".</li> </ul>	Increase and expansion from year to year		No risks
Compliance & transparency	<ul style="list-style-type: none"> <li>Possibility to share a whistleblower report</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of a whistleblowing tool for sharing reports by the workforce, which are exclusively received by our external data protection officer</li> </ul>	Zero reports		No risks
Sustainability of suppliers	<ul style="list-style-type: none"> <li>Sustainability survey of all A &amp; B suppliers</li> </ul>	<ul style="list-style-type: none"> <li><b>90%</b> response rate of A &amp; B supplier to sustainability survey</li> </ul>	Improvement until 2025		No risks
Sustainable business	<ul style="list-style-type: none"> <li>Ensure that all direct A &amp; B material suppliers and all local business critical suppliers operate in accordance with our Business Partner Code of Conduct.</li> </ul>	<ul style="list-style-type: none"> <li><b>100%</b> of the A &amp; B suppliers contacted and interviewed, covering the majority of the output value, have countersigned the Code of Conduct.</li> </ul>	Still 100%		No risks
Anti discrimination	<ul style="list-style-type: none"> <li>Anti-discrimination training of the workforce</li> </ul>	<ul style="list-style-type: none"> <li>Set up structure of the training content</li> </ul>	In 2022, 100% of the workforce will be trained		Untrained and uninformed employees may unknowingly discriminate against others

## » Social & Ethics

Social & Ethics section	Objective	Result 2020/21	Future goal	UN-SDG	Risk
Digital transformation	<ul style="list-style-type: none"> <li>Modernization of IT hardware and software Office 365, headset, loudspeaker, double screen, MS Teams, any software used in the company is listed and licensed, fully integrated ERP-System, Document Management System in place for paperless work</li> </ul>	<ul style="list-style-type: none"> <li>All workstations have a mail connection and up-to-date software for national and international communication</li> </ul>	Until 2025 we want to work paperless		No risks
Safety training	<ul style="list-style-type: none"> <li>Expansion of safety-related training</li> </ul>	<ul style="list-style-type: none"> <li>Per capita hours on safety-related training in the areas of safety specialist, first aider, employee training for new hires, BGHM company inspection, safety officer, management were increased by <b>8.5%</b> in 2020 compared to 2019 and by <b>11.5%</b> in 2021 compared to the previous year</li> </ul>	Until 2024 increase the safety-related-training by another 15%.		Untrained/negligent employees can result in increased risk of accidents.
Accidents at Work (BGHM)	<ul style="list-style-type: none"> <li>Reduction of accidents at work by ensuring a safe working environment</li> </ul>	<ul style="list-style-type: none"> <li>Continued safety training has reduced downtime to <b>1.5</b> working days in 2021 compared to 77 days in 2020.</li> </ul>	We want to achieve zero downtime by 2025		Injured employees and resulting downtime
Employee qualification	<ul style="list-style-type: none"> <li>Completion of specialized job-related and broadening trainings</li> </ul>	<ul style="list-style-type: none"> <li>The total hours of training completed in 2021 is 546, which is 48.4% higher than the previous year.</li> </ul>	By 2024, we want to achieve a training rate of at least 12.5 hours/person		Untrained/negligent employees can lead to loss of efficiency and faulty work execution.
Personnel training and development plan	<ul style="list-style-type: none"> <li>Individual identification of training measures for ongoing qualification and improvement of knowledge know-how as well as for optimized work execution</li> </ul>	<ul style="list-style-type: none"> <li>Increase of training hours after the period of the COVID pandemic</li> </ul>	By 2023, we want to achieve a training rate of at least 25% higher		Employees without ongoing training can lead to lost efficiency and faulty work execution.

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