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SUSTAINABILITY REPORT

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# At a glance

Based in Bielefeld, Schüco International KG develops and sells system solutions for windows, doors and façades. With our employees, we strive worldwide every day to be the technology and service leader in the industry. In order to achieve this goal, we consistently orient ourselves to the needs of our customers. To do this, we offer solutions for all phases of a building project – from the initial idea and design through to the construction and use of residential and commercial buildings worldwide.

**Founded**  
**1951**

Heinz Schürmann founded the company Heinz Schürmann & Co. in Porta Westfalica. In a small backyard with six employees, he began to produce shop windows, awnings and rolling grilles.

**Network**  
**12,000**

Architects, developers, fabricators and investors all over the world work together with Schüco in developing products and use them in their building projects.

**Countries**  
**41**

Schüco sets standards with pioneering products and outstanding service, with offices in 41 countries.

	Changes from previous year	2018	2017	2016
Turnover	5.7 %	€1.67 billion	€1.58 billion	€1.46 billion
- Metal	6.1 %	€1.40 billion	€1.32 billion	€1.23 billion
- PVC-U	3.1 %	€267 million	€259 million	€229 million
Investments	108.0 %	€104 million	€50 million	€47 million
Equity ratio	10.4 %	67.0 %	60.7 %	72.9 %
Employees worldwide	9.4 %	5,434	4,968	4,771

## Dear Readers,



The global challenges of environmental and climate protection are dominating social debate like never before. As part of the Fridays for Future demonstrations, thousands of school children and young adults are taking to the streets across the globe to campaign for better climate protection. To see just how passionate young people are about standing up for a future that is worth living is very impressive and also very relatable. For the consequences of climate change and increasing environmental pollution for people and nature have long stopped being an abstract argument – they can be seen and felt before our very eyes. The unusually hot and dry summer in 2018/19 – even in Bielefeld where the headquarters of our company are located – serves as a reminder of just how much each and every one of us is affected by climate change. April and May 2018 alone, for example, were the warmest in Germany since records began around 140 years ago!

These changes to the climate not only affect us on a personal level, they also affect us on a professional level. Architects, developers, investors and clients can already feel the effects of climate change through heat waves, heavy rainfall and cyclones. As developers and suppliers of window, door and façade systems, we find ourselves right at the intersection of the global challenge of climate change and local climate and environmental protection, for we support the construction of sustainable building projects both locally and worldwide with our products and services. And we are aware that, with every new building that is constructed, we are laying the foundations for the developments that take place over subsequent decades, if not generations. That is precisely why we are particularly obligated to think about tomorrow in everything we are doing today.

In this connection, increasing raw material shortages are affecting us in the same way as they are the entire global

economy. Sustainable, energy-efficient solutions which conserve resources are required above all where the materials aluminium, steel and PVC are concerned. Our membership and involvement in the Aluminium Stewardship Initiative (ASI) and other industry-wide associations are valuable building blocks for us to successfully cooperate with all stakeholders. Being awarded the VinylPlus label (the sustainability initiative of the European PVC industry) for our active contribution to the sustainable production and use of PVC confirms for us that we are on the right track. In addition, Schüco is now also a pioneer in the development of certified Cradle to Cradle (C2C) products for the construction industry. All of these aspects strengthen our resolve to be a leader in technology and services with our products and services in future as well.

It is important for us as a company to take our corporate responsibility seriously and to make a contribution towards greater sustainability. Sustainability for Schüco is not a trend, it's an attitude. We see ourselves as trailblazers in the industry and therefore also in taking responsibility for promoting sustainable thinking in the building sector. For us, this means not just looking at short-term growth targets, but also thinking about future generations. Our understanding of our role in this has led us to continuously work on using an even greater proportion of raw materials and other materials from sustainable sources. Together with WWF Germany, we are working towards making our raw material supply chain more responsible and towards integrating science-based climate targets into our sustainability management system.

We would like to emphasise just how important and central sustainability is to our corporate identity and are delighted to be able to document our commitment to greater climate and environmental protection in 2017/2018 with the second sustainability report from Schüco.

Best wishes,

Andreas Engelhardt  
Managing Partner  
Schüco International KG

# Management approaches

## 360° sustainability – sustainable building solutions for better climate protection

Climate protection has become a central issue in society. There is also awareness of this in the construction industry. Nowadays, not only do legal standards for newbuilds need to be met by properties, the comprehensive modernisation of the existing building also needs to be ensured. The replacement of old windows with modern thermally insulated windows alone harbours great potential for improved energy efficiency and a considerable reduction in CO<sub>2</sub>. Schüco offers its customers and partners the ideal system solutions and a wide range of products and services to do just that.

We therefore offer energy-efficient solutions for all building types which are certified in accordance with BREEAM (Building Research Establishment Environmental Assessment Method), DGNB (German Sustainable Building Council) and LEED (Leadership in Energy and Environmental Design). Our planning and design software SchüCal also allows

Cradle to Cradle (C2C) verification of our window, door and façade systems. A modular system makes it possible to use certified articles to put together entire products, which then receive C2C certification. This makes us pioneers in the development of C2C certified products for the construction industry.

At Schüco, however, it's not just about climate protection. We consider the early integration of sustainability issues to have a central, cross-discipline function that must be taken into consideration by all business areas at our company. Our aim is to be a leading provider of technology and services for window, door and façade systems, and sustainable building solutions as well. Our approach to consultancy therefore includes supporting our customers in all stages of their building project from planning, construction and operation right through to the demolition and recycling of the property. We call this approach of integrating economical,

ecological and social aspects at an early stage in the construction of windows, doors and façades 360° sustainability.

We also began the sustainability strategy process internally in 2016 with a stakeholder questionnaire. Together with our stakeholders, we formulated the five most important action areas and the resulting key issues for Schüco. Continuous communication with our stakeholders has shown that the areas covering products, the environment, employees, society and the supply chain are most relevant to our partners. Additionally for 2017 and 2018, the importance of our social engagement in initiatives and committees as well as transparency and risk analyses in the supply chain was shown to have increased. That is why we have since added these to our key issues.

From our key issues and action areas we derive management approaches which form the framework for our commitment towards increased sustainability.

### Our key issues

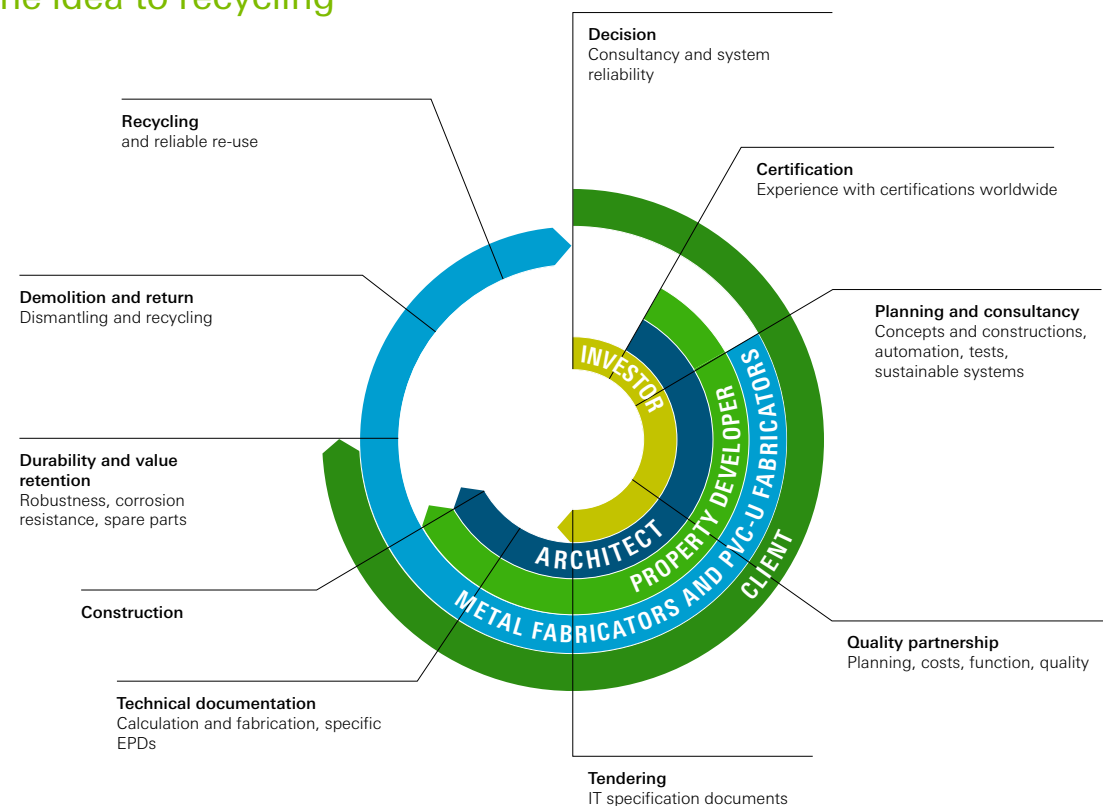
Action area	Key issues	Assigned GRI aspects
<b>Products</b>	Sustainable building solutions Usage costs Lifecycle costs	Materials Customer Health and Safety Marketing and Labeling
<b>Environment</b>	Sustainable materials Recycling Commitment to climate protection	Materials Energy Emissions
<b>Employees</b>	Health Cooperative leadership culture Career opportunities	Occupational Health and Safety Employment Training and education
<b>Company</b>	Collaboration in initiatives and committees Responsibility to customers Promotion of young scientists	Stakeholder engagement Customer Health and Safety Marketing and Labeling
<b>Supply chain</b>	Transparency and risk analysis Origin of raw materials	Supply chain Materials

energy. We also offer our customers a range of digital applications. The Schüco renovation calculator calculates the profitability of modernisations and SchüCal helps our customers to design sustainable buildings.

Nevertheless, there are still areas which require action. The proportion of recycled materials in construction products is generally limited by the amount of secondary material available on the market. In Schüco aluminium and PVC-U profiles, this proportion hovers at a level that is customary in the industry. For aluminium this is approximately 40%, and for PVC-U around 10%. Other solutions are required here which engage all those involved in the recycled material chain. Being awarded the VinylPlus label (the sustainability initiative of the European PVC industry) for our active contribution to the sustainable production and use of PVC shows us that we are on the right track.

Schüco is also involved in a range of other industry associations, such as the AGPU (Working Group for PVC and the Environment) and the Rewindo recycling initiative for PVC or the Aluminium Stewardship Initiative (ASI) and the

## From the idea to recycling



## Products

As part of our 360° sustainability approach, we look at the entire lifecycle of a property and the associated usage costs in detail. We consider our greatest contribution here towards increased sustainability to be the provision of sustainable building solutions which are particularly energy efficient. Environmentally certified product solutions are just as much a part of our range as window, door and façade systems, which are fed back into the recycling process following the usage phase.

In this regard, Schüco uses the Environmental Product Declarations (EPDs) as a basis for taking sustainability aspects into account at product level. In addition, we develop our products systematically in accordance with the Cradle to Cradle (C2C) principle, which means certified C2C products can be recycled in such a way that entails no loss of quality when they are reused. The materials are non-harmful and they are manufactured using regenerative

association for Aluminium and the Environment in Window and Façade construction (A|U|F) for aluminium. Together, this will allow us to create the conditions required for sustainable building solutions.

## Environment

Environmental protection is also a key issue for Schüco. We strive to only develop and market products and system solutions which pollute the environment as little as possible during production and that are carbon positive overall. Schüco Germany has been systematically recording the company's climate-related emissions since 2011 in order to calculate its carbon footprint. The basis for the data generation is the TN-CC 020:2013 standard of the TÜV NORD CERT, which is based on the GHG Protocol and is aligned with the standard ISO 14064. Up until 2016, the total climate-related emissions of the company were sinking. In 2017 and 2018, Schüco saw a slight increase for its German sites. The reason for this development is the expansion of the transport logistics associated with the company's growth as well as an increase in business trips due to a higher number of employees. In collaboration with the World Wide Fund For Nature (WWF), we are striving to establish scientifically based climate protection objectives for Schüco in line with the principles of the Science Based Targets initiative (SBTi). The aim of this is for each area of the company to be involved in implementing the measures for achieving the objectives and to be motivated by corresponding target agreements.

Throughout Germany, Schüco exclusively purchases certified green electricity. Despite clear growth for the company in terms of turnover and number of employees, energy consumption in 2017 and 2018 did not increase. This development can be put down to investments in technical building services, building renovations and

energy-saving newbuilds, office equipment and vehicles. In order to further reduce the energy consumption for the manufacture of the materials we use, we are striving to use more recycled materials, for example. For this to work, a coordinated effort by all those involved is required. Schüco is hence committed to industry initiatives such as A|U|F for aluminium and Rewindo for PVC. Through the European Aluminium Association (EA) and the European PVC Profiles and related Building Products Association (EPPA), we are encouraging efforts at European level to introduce recycling systems in other countries.

## Employees

In order to grow sustainably as a company and remain successful in the global market for the long-term, we need qualified and committed employees across the globe, who use their expertise for our company and deliver top performance every day. This will only succeed in a safe, motivating and appreciative working environment that gives as much consideration to the needs of employees as it does to business development. Schüco takes responsibility for the safety of its staff and actively supports them in leading a conscious, preventative lifestyle.

The framework for this is based on the legal guidelines on occupational Health & Safety and the regulations of the Joint German Occupational Safety and Health Strategy (GDA). Our legal obligations include occupational medical care, first aid, risk assessments, measures to eliminate risks and regularly monitor them as well as the monitoring of safety-related systems and equipment. Our safety standards at all sites in Germany are aligned with the guidelines of the OHSAS 18001 management system. We consider the respective national, legal and regulatory provisions to be minimum requirements and strive to achieve a standard of occupational health & safety, health protection and

environmental protection that goes above and beyond those. We therefore help our employees to stay healthy and provide information about how to live a preventative lifestyle through regular training sessions and e-learning courses, for example. The Health, Safety and Environment department, which is a staff unit that reports to the Head of Internal Services, is responsible for all matters relating to occupational health & safety. In addition, the health and safety committees (ASA) retain an overview of all the occupational health & safety measures at the Schüco sites in Germany. In order to allow Schüco to attract the best employees and retain them in the company for the long-term, we use a predictive personnel management system which allows for comprehensive training and qualification, a good work/life balance, systematic career progression and long-term perspectives at our company. Our guidelines for a culture based on leadership, organisation and feedback, as well as for the development of the team, set out a clear reference framework and define how we bring our values and principles to life in our day-to-day business. The guidelines are a commitment to cooperative leadership structures and common values based on respect for employees. In the event of infringements against the leadership guidelines, employees can contact the arbitration board at any time.

## Social engagement

Schüco is proactive in entering into social dialogue with its stakeholders, as we can only overcome these challenges on the path to greater sustainability if we work together. This includes all internal employees as well as our external customers, suppliers, investors, architects, developers and non-governmental organisations. In addition, we champion young scientists and sponsor the "Digital Building" endowed professorship at the

OWL University of Applied Sciences and the Institute for Family Business (iFUn) at Bielefeld University.

Schüco is particularly involved in the Foundation 2°, as we are one of the founding members. Together with the foundation, we campaign to successfully bring about the energy revolution and to conduct business in a way which conserves resources. Schüco is also a founding member of the German foundation re!source Stiftung e.V., which is an independent alliance from the fields of economics, science, society and politics, campaigning for the resource revolution in the construction and property industry. The ASI, the Aluminium Stewardship Initiative, was also co-founded by Schüco.

Set up as a multi-stakeholder initiative in accordance with the ISEAL standard (International Social and Environmental Accreditation and Labelling Alliance), ASI campaigns to set industry standards for the sustainable use of aluminium throughout the entire value chain. In addition, Schüco has entered into a partnership with the WWF (World Wide Fund For Nature). As part of this collaboration, concrete climate protection targets and measures are drawn up in accordance with the principles of the Science Based Targets initiative (SBTi) and the issue of responsibility in the supply chain is further developed in line with Germany's National Action Plan for Business and Human Rights. The WWF partnership also includes financial support for projects aiming to conserve biodiversity in the Brazilian rainforest. All of these aspects are important building blocks to help us to continuously communicate with our stakeholders and involve them in our business sector.

For us, another area that is just as important as communicating with our stakeholders is the health and safety of our customers and the associated areas of product marketing



and labeling. We also consider ourselves to have a social responsibility here as well, to ensure that our products are used safely at all times. Schüco labels its products in accordance with CE marking regulations so that they are safe to use at all times during their service life. We also oblige our metal suppliers to adhere to Schüco standard SN 175. This stipulates which substances we exclude from application, allow to a limited extent, or treat as declarable in the Metal division. The Schüco standard also contains a list of substances which our products absolutely must not contain, including heavy metals and various flame retardants. This list is also used during Cradle to Cradle certification. In the area of PVC-U systems too, our suppliers are obliged to adhere to bans on substances and to state the use of declarable substances. All of these measures have been functioning successfully so far. Throughout the reporting period, there have been no known incidents of non-compliance concerning product and service information and labeling.

## Supply chain

As a developer and provider of system solutions for windows, doors and façades, Schüco is reliant upon natural resources, raw materials and materials such as metals and engineering plastics.

In this respect, our business activities have an impact on society and the environment. Therefore the products and services of our company not only have to feature impressive quality and security, the impact they have on society and the environment – from the origin of the raw materials and their fabrication through to recycling and disposal – is also increasingly becoming a deciding factor. Our objective is to make an active contribution towards creating a

sustainable supply chain in order to minimise risks, reduce our ecological footprint and decrease our negative impact.

Key issues that we are facing in this regard are transparency, risk analysis and the origin of raw materials. Our focus here is primarily on aluminium, our most important material in metal fabrication. As a founding member of the Aluminium Stewardship Initiative (ASI), we are campaigning throughout the industry to set standards for the aluminium supply chain and are working towards the aim of creating a sustainable value chain for aluminium. Together with the ASI, Schüco has developed central guidelines for the supply chain: the "ASI Performance Standard" for sustainable business activities and the "ASI Chain of Custody Standard" for material management. As part of the strategic partnership with the World Wide Fund For Nature (WWF), Schüco is also campaigning for the responsible procurement and use of resources and is developing measures for increased sustainability in the aluminium value chain.

The basis for sustainably-oriented supply chain management is also professional and trusting cooperation with our suppliers, who primarily come from the aluminium and engineering plastics industries. We place great importance on having reliable and transparent relationships with our suppliers and have committed ourselves to conducting business fairly with our business partners. When selecting new suppliers and working together with them, we do not just take economical criteria into account, we also consider ecological and social aspects. We expect all of our business partners to respect the basic principles set out in the Schüco Code of Conduct and to act accordingly.

## About this report

The 2017/2018 Sustainability Report from Schüco International KG is the second sustainability report made by the company and was produced based on the GRI standards "Core" option. For this, we have amended the reporting format so that in this report all relevant GRI standards are listed in sequence according to the requirements of the Global Reporting Initiative (GRI). This amendment to the format makes it easier and faster to find the required information on a topic area. This has however led to duplicated reporting at some points, as similar reporting content is covered by multiple standards. This level of detail is a conscious decision by us, with the aim of reporting in a comprehensive and transparent manner. All information relates to the reporting period from 1 January 2016 to 31 December 2018.

# General disclosures

## GRI 102

### GENERAL DISCLOSURES

#### GRI 102-1

##### Name of the organisation

Schüco International KG

#### GRI 102-2

##### Activities, brands, products, and services

Based in Bielefeld, Schüco International KG develops and sells system solutions for windows, doors and façades. With more than 5400 employees worldwide, we strive to be the technological and service leader in the industry. In order to achieve this goal, we consistently orient ourselves to the needs of our customers. We offer solutions for all phases of a building project – from the initial idea and design through to the construction and use of residential and commercial buildings worldwide.

Our objective is for our products to meet the requirements of varying construction or renovation projects and climate zones. To do this, we work closely together with an international partner network of metal, PVC-U and electrical partners, as well as architects, developers and investors.

Schüco offers high-quality system solutions and services which allow our

customers to securely plan and implement complex building projects themselves.

Furthermore, we design individual special constructions together with our partners. We carry out product development, quality checks and environmental simulations in our independent, accredited Schüco Technology Center.

Our company's activities are divided into the Metal – aluminium and steel – and PVC-U divisions. In both areas, we offer our partners and customers sophisticated system technology in a range of designs. Steel systems are marketed under the "Schüco Jansen Steel Systems" brand and all other products under the "Schüco" brand. Our core expertise is in development, procurement, distribution and consultancy. This includes advice on certification, designs using sustainable systems and environmental product declarations.

#### GRI 102-3

##### Location of headquarters

The headquarters of Schüco International KG are in Bielefeld, North Rhine-Westphalia, Germany.

## GRI 102-4

### Location of operations

During the reporting period, Schüco was represented with sites in 41 countries, which are:

Armenia, Azerbaijan, Belarus, Belgium, Brazil, China, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Iceland, India, Israel, Italy, Japan, Kazakhstan, Latvia, Lithuania, Luxembourg, Morocco, the Netherlands,

Norway, Poland, Portugal, Russia, Senegal, Singapore, Slovakia, Spain, Sweden, Thailand, Turkey, Ukraine, the United Arab Emirates, the UK, the USA and Vietnam.

The basic information in this report relates to the Schüco Group as a whole. If details relate to other report limitations, this will be noted accordingly.

## GRI 102-5

### Ownership and legal form

Schüco International KG  
Since 1964, our company has belonged to OTTO FUCHS KG, a company of the OTTO FUCHS Group.

## GRI 102-7

### Scale of the organisation

In Germany, Schüco operates nine companies at eleven business premises. Worldwide, we have over 50 companies, subsidiaries and representatives.

In 2017, the company Plan.One GmbH was founded. Plan.One is an interactive search and comparison platform for architects and developers. It enables you to quickly find and compare building products from all manufacturers, thereby bridging the digital gap between developers and manufacturers in the construction industry. This is an important element in the implementation of the digitalisation strategy of Schüco.

During the reporting period, as part of our growth strategy, Schüco acquired a majority share in Sälzer GmbH (high-security systems), SOREG AG (glass fibre-reinforced plastic sliding systems) and EPS Systems KG (textile façade cladding). Furthermore, the share held in Schüco Middle East Windows & Façade Systems LLC was

#### Employees, turnover and equity ratio

	2016	2017	2018
<b>Employees worldwide</b>	4771	4968	5434
German men / women	2465 / 732	2549 / 774	2703 / 828
EU + EFTA (excluding Germany)	862	868	931
<b>Countries with Schüco sites</b>	43	42	42
<b>Turnover</b>	€1.46 billion	€1.58 billion	€1.67 billion
Metal	€1.23 billion	€1.32 billion	€1.40 billion
PVC-U	€229 million	€259 million	€267 million
<b>Equity ratio</b>	72.9 %	60.7 %	67.0 %

increased to 100%, and Schüco Japan K.K. and PlanToBuild GmbH were founded as wholly owned subsidiaries of Schüco International KG.

In total, the Schüco Group offers around 160 system solutions for windows, doors, façades, sliding systems, sun shading,

## GRI 102-6

### Markets served

Our products and services are present in over 80 countries on all continents.

ventilation and fire protection, which are all available in a number of different versions. This includes around 50 different fabrication machines as well as planning, drawing, calculation and project management software. Comprehensive and diverse customer training is also included in the services offered.

## GRI 102-8

### Information on employees and other workers

The following information refers to all Schüco sites in Germany.

#### Total number of employees by employment contract (permanent or temporary), divided by gender

	2016	2017	2018
<b>Total</b>	3197	3323	3531
Men / women	2465 / 732	2549 / 774	2703 / 828
Temporary (men / women)	69 / 32	83 / 22	97 / 26
Percent temporary (men / women)	2.8 % / 4.4 %	3.3 % / 3.6 %	3.6 % / 3.1 %

#### Total number of employees by employment contract (permanent or temporary), divided by region

	2016	2017	2018
<b>Schüco International KG</b> (excluding areas listed below)	2094	2165	2260
Temporary	54	60	68
<b>Schüco Alu Competence</b>	389	421	438
Temporary	35	33	40
<b>Schüco Polymer Technologies KG</b>	324	332	366
Temporary	12	12	15
<b>Schüco PWS Produktions KG</b>	390	402	432
Temporary	0	0	0
<b>Plan.One GmbH</b>	-	3	35
Temporary	-	0	0

#### Total number of employees by employment relationship (full-time or part-time), split by gender

	2016	2017	2018
<b>Total</b>	3197	3323	3531
Men / women	2465 / 732	2549 / 774	2703 / 828
Percent part-time (men / women)	1.4 % / 12.3 %	1.6 % / 12.9 %	1.5 % / 11.4 %

All workers at Schüco are employees of Schüco International KG and its subsidiaries. The data provided was retrieved from our personnel administration IT system.

The data takes into account everyone employed as of the cut-off date on 31 December of the respective year, including those employed on temporary contracts. All information in this regard is only

available in the required degree of differentiation for Germany. During the reporting period, there were no significant fluctuations in the number of employees.

## GRI 102-9

### Supply chain

Our suppliers primarily belong to the non-ferrous metals and engineering plastics industries. The main component of the products, aluminium profiles, comes mainly from German suppliers.

The Metal division has approx. 600 suppliers worldwide, while the PVC-U division has approx. 150 suppliers. It is not possible to quantify the supply chain beyond the direct supplier (tier 1).

In the area of aluminium, Schüco, as a founding member of the Aluminium Stewardship Initiative (ASI), is an advocate

of industry-wide standards for the aluminium supply chain. Together with the ASI, Schüco has developed central guidelines for the supply chain: the "ASI Performance Standard" as a catalogue of services for sustainable business activities and the "ASI Chain of Custody Standard" for material management.

The implementation of a sustainable supply chain will remain a central challenge into the future. We are aware of our responsibility to make a fundamental contribution in this regard and are increasingly placing the issue at the centre of our sustainability

management. During the reporting period, we therefore entered into a partnership with the WWF (World Wide Fund For Nature) to tackle the issues of climate protection and responsible procurement of raw materials. As part of this collaboration, in close partnership with the WWF, concrete climate protection targets and measures are drawn up in accordance with the principles of the Science Based Targets initiative (SBTi) and the issue of responsibility in the supply chain is further developed in line with Germany's National Action Plan for Business and Human Rights.

## GRI 102-10

### Significant changes to the organisation and its supply chain

There were no significant changes during the reporting period.

## GRI 102-11

### Precautionary principle or approach

Schüco bases its sustainability management measures on the precautionary principle, which is the basis for the following measures:

#### Risk management

The Schüco Group actively pursues a risk management strategy at Controlling level with annual monitoring and assessment in relation to payment defaults, currency risks and major complaints. Additionally, supplier management in some cases requires suppliers to disclose risks relating to their financial standing, securing of production facilities, etc.

**Environmental Product Declarations (EPDs)**  
The "Environmental Product Declarations" (EPDs) form the basis for the full consideration of sustainability aspects at product level. These declarations contain information on the environmental impact of Schüco products, which has been ascertained with the aid of eco-balances in accordance with DIN ISO 14040 ff. and DIN EN 15804. This makes it possible for the required resources, the emissions and the consequent effect on the climate to be shown for each product – across the entire manufacturing process. By using EPDs, we are laying the foundations for making specific environmental effects identifiable.

**Cradle to Cradle-certified products**  
Schüco systematically develops products which are Cradle to Cradle (C2C) certified. The "Checklist for quality product design" (QGP) is used as standard in the development process and when selecting materials. Here we check whether a product contains materials which are hazardous to the environment or health and how we can replace them. Recyclability and disposal are also standard parts of the check. In addition, the internal Schüco standard SN 175 obliges our suppliers to refrain from using or to declare a defined list of potentially dangerous materials.

## GRI 102-12

### External initiatives

Schüco takes part in the following external initiatives:

#### Foundation 2°

Schüco is one of the founding members of Foundation 2°. The Foundation is concerned with limiting global warming to significantly less than two degrees. Aside from Schüco, 14 other companies from different branches of industry are members of Foundation 2° – including the parent company of Schüco, OTTO FUCHS KG. Together, we are calling for the energy revolution to be implemented successfully, business to be conducted in a way which conserves resources, and for energy efficiency to be increased. That also means that we need greater incentives for upcoming building renovations and fresh impetus for more sustainability where politics is concerned.

#### ASI: Aluminium Stewardship Initiative

Schüco is a founding member of the ASI, the Aluminium Stewardship Initiative. The ASI is a non-profit organisation constructed as a multi-stakeholder-initiative in accordance the ISEAL standard, and has established industry standards for the sustainable use of aluminium throughout the entire value chain. The "ASI Performance Standard" sets out criteria for the selection of extraction sites, biodiversity, the reduction in greenhouse gas emissions during extraction, smelting and production, and recycling. The "Chain of Custody Standard" relates to material management and establishes clear requirements for a sustainable supply chain and detailed guidelines for its implementation. Schüco has been certified in accordance with the „ASI Performance Standard“ since October 2019.

#### WWF: World Wide Fund For Nature

During the reporting period, Schüco entered into a partnership with the WWF (World Wide Fund For Nature) to tackle the issues of climate protection and responsible procurement of raw materials. As part of this collaboration, in close partnership with the WWF, concrete climate protection targets and measures are drawn up in accordance with the principles of the Science Based Targets initiative (SBTi) and the issue of responsibility in the supply chain is further developed in line with Germany's National Action Plan for Business and Human Rights.

## GRI 102-13

### Membership of associations

Schüco is a member of the following associations:

- AGPU (Working Group for PVC and the Environment)
- ASI (Aluminium Stewardship Initiative)
- A|U|F (Aluminium and the Environment in Window and Façade Construction)
- DENEFF (German Corporate Initiative for Energy Efficiency)
- DGNB (German Sustainable Building Council)
- EAA (European Aluminium Association)
- EPPA (European PVC Profiles And related Building Products Association)
- Foundation 2° (German businesses for climate protection)
- GDA (Aluminium Industry Association)
- ift Rosenheim (Test institute and product certification body)
- IBU (Institut Bauen und Umwelt e. V.)
- re!source Stiftung e. V. (Resource revolution in the construction and property industry)
- Rewindo (Recycling initiative of German PVC profile manufacturers)
- VFF (Window and Façade Association)



## GRI 102-14

### Statement from senior decision-maker

See foreword on page 3.

## GRI 102-16

### Values, principles, standards, and norms of behaviour

In its management policy on sustainability, Schüco focuses on four core values: quality, people, progress and sustainability. The values, principles and norms of behaviour of Schüco are laid out in detail in the Code of Conduct (CoC in German and English). Between 2016 and 2018, the CoC was published in French, Italian, Chinese and Russian. Additionally, standards and norms of behaviour are codified for Germany in so-called information sheets (1-11) on the basis of a risk analysis. There are also information sheets for Italy, Russia and India which have been adapted to the legal circumstances and specific risks of those

countries. Training is provided for new employees in introductory courses (four times a year for German employees, twice a year for international employees). Classroom-based courses and courses aimed at specific target groups are also run regularly. A company-wide agreement stipulates mandatory compliance e-learning for employees of Schüco International KG, according to which all staff of Schüco International KG and Schüco Polymer Technologies KG are obliged to complete either an e-learning or classroom-based course every 24 months. The United Kingdom also has mandatory e-learning. Compliance e-learning is

provided for employees in German, English, Italian, French, Russian, Chinese, Turkish and Brazilian Portuguese. Members of Group Management likewise receive classroom-based training every two years. Teamworknet, the intranet that can be accessed by all Schüco employees worldwide, has pages on compliance (for Germany, China, India, Italy, Russia and a group-wide site in English) which provide information on the principles and standards. A video message on compliance from the company's senior decisionmaker, Andreas Engelhardt, is also available there with subtitles for each language.

## GRI 102-17

### Mechanism for advice and concerns about ethics

There are various avenues to seek advice about ethical and legally compliant conduct. Consultants from Legal & Compliance advise their internal clients on questions relating to day-to-day business. The Compliance Office in Bielefeld is also available to answer general queries.

There is also the option to send an e-mail to [compliance@schueco.com](mailto:compliance@schueco.com) or contact the internal company Compliance hotline by phone or fax. These hotline contacts (address, telephone) can also be used to convey concerns about unethical and illegal activity, as well as concerns about the integrity of the organisation.

The respective Regional Compliance Officer provides advice for the international companies in the UK, France, Italy, China, Russia and India. This can take place either by written correspondence or telephone, and in all the international companies listed above there is also a Compliance e-mail address.

The hotline telephone number and address can be found on the last page of the CoC and also on the Schüco web page on which the CoC is available.

## GRI 102-18

### Governance structure

In 2018, some departments of Schüco were restructured. The new structure came into effect on 1 January 2019.

The "Group Management Board" is made up of Andreas Engelhardt as Managing Partner, Philipp Neuhaus as CFO and Dr Walter Stadlbauer as CTO/COO.

The newly established "Executive Management Board – Metal" (EMB-MB) makes decisions on company-relevant

issues as an extension of the Executive Management Board. The "Executive Management Board – Polymer" (EMB-Polymer) functions in the same way for the PVC-U division. Acting on an operational management level, these two boards form the Group Management together with "Group Corporate Functions". Schüco understands "Group Corporate Functions" to mean all of the other central functions of the Schüco Group that work

internationally with the Metal and PVC-U divisions and all subsidiaries of the Group with their respective specialist expertise to provide operational support, technical assistance and to set Group-wide guidelines.

The role of Head of Sustainability is also assigned to this group (cf. GRI 102-20). The Purchasing department was also restructured to take into account the increasing importance of a fully integrated supply chain.

## GRI 102-20

### Executive-level responsibility for economic, environmental and social topics

Schüco considers sustainability to be an integral, cross-disciplinary function which should be actively taken up by all areas of the business.

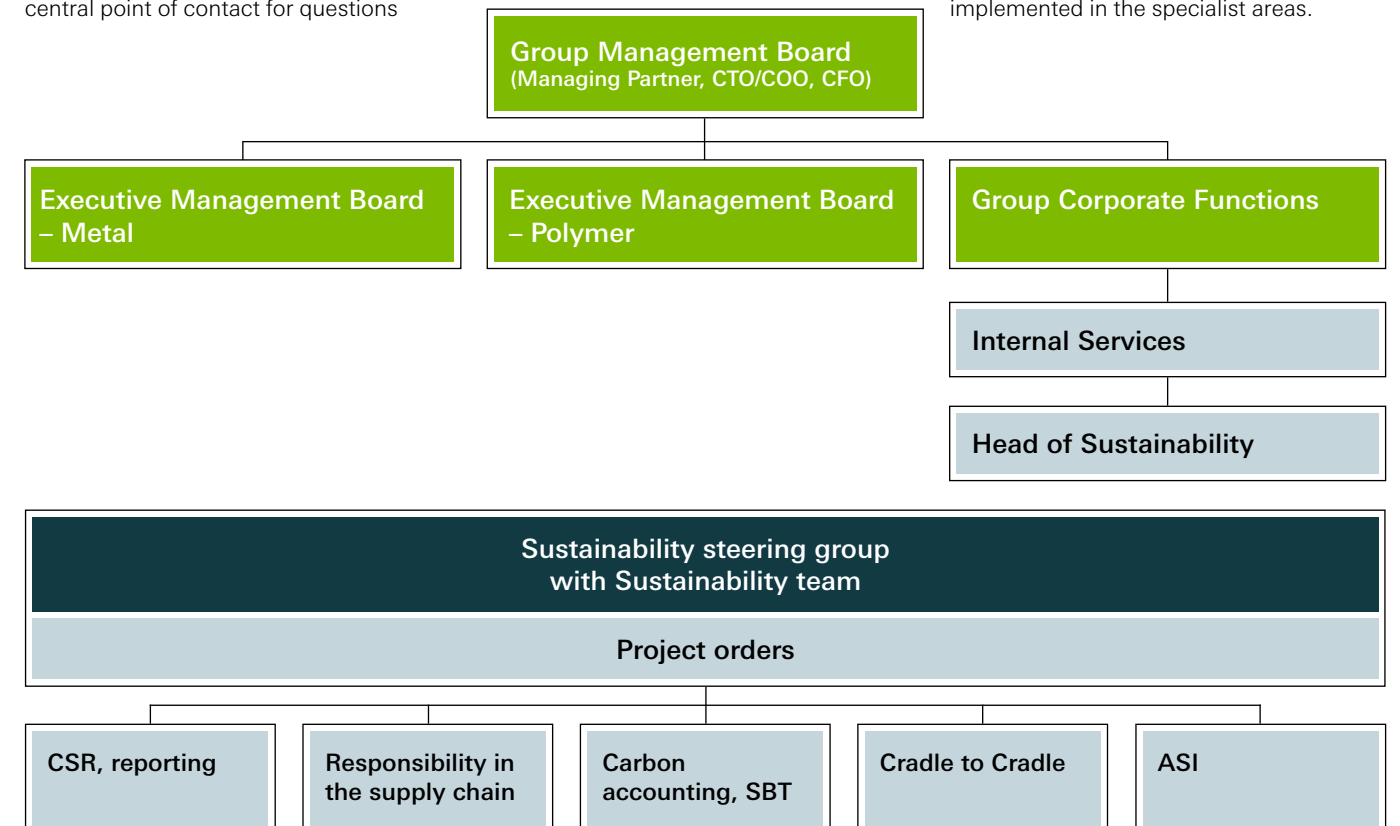
The following functions and committees support this process:

The Head of Sustainability highlights issues relevant to the company and the resultant need for action. They are the central point of contact for questions

regarding sustainability and represent Schüco externally in this area. Their tasks also include maintaining contact with key stakeholders and organisations.

At management level, the "Sustainability" steering committee, together with experts from the Sustainability team, are responsible for central functions. In project groups,

they drive forward various sustainability and climate protection topics, such as strategy and reporting, carbon accounting / science-based targets and Cradle to Cradle. Permanent members include the Company Spokesperson and the Head of Sustainability, as well as representatives from the Technical and Marketing departments. The concepts developed in the project groups are approved by the Executive Management Board and implemented in the specialist areas.



## GRI 102-40

### List of stakeholder groups

Stakeholders are an important reference group for Schüco. Internally, that includes our employees, whose hard work and motivation make a decisive contribution to our leading position in the market. Central external stakeholder groups are direct customers – fabricators from the metal, PVC-U window and electrical industries – as well as indirect clients: investors, architects and developers. It is equally

important to Schüco to maintain a dialogue with representatives in politics, which it does through active cooperation in associations, initiatives and networks. With our value added chain in mind, suppliers are also one of our key reference groups. Moreover, Schüco seeks to actively exchange ideas with various non-governmental organisations.

## GRI 102-41

### Collective bargaining agreements

The key to a consistently productive and pleasant working environment is a company culture characterised by appreciation, respect and fairness. These principles apply to Schüco worldwide. We meet the prerequisites for this with the collective

agreements at all German sites and the legal standards associated with them. It is not possible to provide an overview of conditions in this regard at international sites.

## GRI 102-42

### Identifying and selecting stakeholders

The list of stakeholders was drawn up by the responsible working group during the creation of the sustainability strategy in 2016. Priority was given according to the

relevance of the stakeholder groups for our economic success on the one hand and according to possible risks to our reputation on the other.

## GRI 102-43

### Approach to stakeholder engagement

Schüco continually engages with its stakeholders. Our key dialogue formats are:

#### Internal communication

Ideas are exchanged with our employees by means of continuous dialogue and regular feedback meetings with managers. Other channels include the employee

magazine and the intranet. In 2016, some sections of the latter were updated to include comment and feedback functions as further return channels. In 2018, a Global Expert Network for Sustainability was established on the intranet as a communications platform for all employees tackling issues of sustainability at Schüco sites.

#### Façade days

An important platform for dialogue are the annual Schüco façade days, during which Schüco invites around 200 architects and developers to Bielefeld. Here we foster the exchange of professional expertise with our stakeholders.

#### Metal Fabrication conference days

This event is aimed at fabricators. It includes workshops, presentations and live demonstrations, and has also been established as a platform for networking.

#### Exhibitions

Schüco regularly takes part in the leading global exhibition BAU in Munich and is also represented at around ten other exhibitions, including Fensterbau (Germany), Batimat (France), Fenestration (China) and Windows, Doors & Façades (Dubai).

#### Specialist consultancy

With specialist workshops for fabricators and consultancy services for architects and investors, we are in close professional contact with these reference groups central to us.

#### Online communication

Target group-specific information and contact options for fabricators, architects and investors can be found on the Schüco website.

#### Customer hotline

Commercial and private customers can contact us via a hotline to receive advice.

#### Visitor days

To supplement our appearance at university fairs, we regularly give applicants the opportunity to get to know our company personally and talk to employees from different specialist areas.

#### University conferences

In collaboration with colleges and universities, Schüco sets up specialist exchange forums for students.

## GRI 102-44

### Key topics and concerns raised

Continuous interaction with our stakeholders reinforces our view that the issues of climate protection and responsibility in the supply chain in particular are becoming increasingly important for our reference groups.

Schüco has spent a long time focusing on climate protection as a key challenge for both society and the economy. However, we are aware that it has since become increasingly relevant to the public dialogue as well. Most recently since the release of the latest IPCC (Intergovernmental Panel on Climate Change) special report "Global Warming" and the Fridays for Future

protests, which garnered a lot of attention around the world, these issues have come to the attention of the wider public and politicians. We have also noted an increased focus on the topic in the economy as well. The latest developments in reducing the CO<sub>2</sub> created during production of aluminium are being discussed within the industry under the buzzwords "low-carbon aluminium".

Responsibility in the supply chain, specifically in relation to aluminium, is also a highly relevant topic for Schüco, which has therefore been a committed member

of the ASI (Aluminium Stewardship Initiative) for several years. This commitment is reinforced by the German federal government's NAP initiative (National Action Plan for the Economy and Human Rights), where Schüco played an active role in the evaluation process for the NAP survey. Schüco has also agreed to cooperate with the World Wide Fund For Nature (WWF) to tackle these issues. The aim is to meet the climate protection targets set according to the Science Based Targets initiative (SBTi) by the end of this year.

## GRI 102-45

### Entities included in the consolidated financial statements

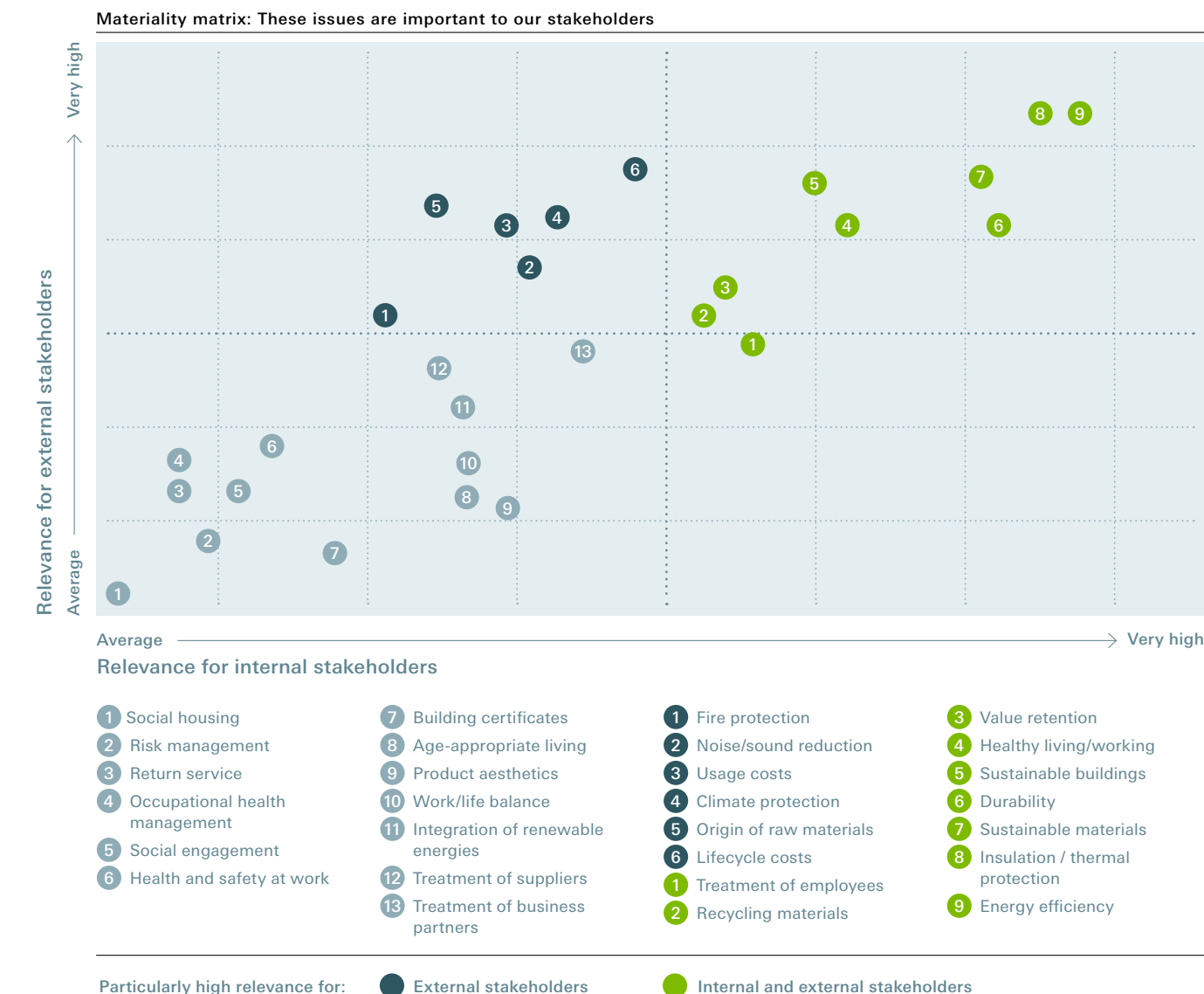
The consolidated financial statements encompass all companies and subsidiaries of Schüco International KG (the Schüco Group). As the legal form of Schüco means it is not required to make more detailed disclosures, no more detailed information is provided in this report.

## GRI 102-46

### Defining report content and topic boundaries

In this report, Schüco still refers to the results of an internal workshop by the CSR project group for the first sustainability report, which took place at the start of 2016. There we analysed our sustainability activities throughout the value chain and compared them against an online survey

of our stakeholders. In doing so, we ascertained the most important issues for our stakeholders, from which we in turn derived the key issues for Schüco. The central question when selecting the key issues was: what contribution can Schüco make to help promote this issue?



We have decided not to carry out any new analysis for the current report. Nevertheless, continuous communication with our stakeholders and practical

experience from our work shows it is sensible for Schüco to slightly amend the selection and allocation of its key issues (cf. GRI 102-47).

## GRI 102-47

### List of material topics

As part of its first sustainability report in 2015/16, Schüco defined five action areas in cooperation with its stakeholders: products, environment, employees, society and supply chain. From these, the following emerged as key issues for our company: sustainable building solutions, usage costs, lifecycle costs, sustainable materials, recycling, health, cooperative leadership culture, career opportunities, promotion of young scientists, commitment to climate protection and the origin of raw materials.

During the reporting period 2017/18, following communication with our stakeholders and practical experience from our work, we slightly amended the selection and allocation of key issues. The key issues for 2017/18 are therefore assigned as follows:

**Products:**

- Sustainable building solutions
- Usage costs
- Lifecycle costs

**Environment:**

- Sustainable materials
- Recycling
- Commitment to climate protection

**Employees:**

- Health
- Cooperative leadership culture
- Career opportunities

**Company:**

- Collaboration in committees and initiatives
- Responsibility to customers
- Promotion of young scientists

**Supply chain:**

- Transparency and risk analysis
- Origin of raw materials

## GRI 102-48

### Restatements of information

Schüco has changed the reporting format for the 2017/18 sustainability report. In this report, all relevant GRI standards are listed according to the requirements of the

Global Reporting Initiative (GRI). This has been done so that information can be found faster and more easily.

## GRI 102-49

### Changes in reporting

This 2017/18 sustainability report takes into account data from 2016, 2017 and 2018, as some data for 2016 was still not

fully available at the time of the 2015/16 sustainability report.

## GRI 102-50

### Reporting period

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The data and information presented are from the period 1 January 2016 to 31 December 2018.

## GRI 102-51

### Date of most recent report

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01.01.2017

## GRI 102-52

### Reporting cycle

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Every two years

## GRI 102-53

### Contact point for questions regarding the report

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Thomas Lauritzen, Head of Internal Services, [tlauritzen@schueco.com](mailto:tlauritzen@schueco.com)

## GRI 102-54

### Claims of reporting in accordance with the GRI standards

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This report was produced based on the GRI standards "Core" option.

## GRI 102-55

### GRI content index

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See page 55

## GRI 102-56

### External assurance

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The report has not been subject to any external assurance.





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## GRI 201

### ECONOMIC PERFORMANCE

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#### GRI 201-4

##### Financial assistance received from government

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The company does not receive any financial assistance from government.

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## GRI 202

### MARKET PRESENCE

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#### GRI 202-1

##### Ratios of standard entry level wage by gender compared to local minimum wage

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Schüco International KG has collective wage agreements with the responsible trade unions at all German sites. The workplaces are evaluated according to the relevant collective wage agreements and employees are graded according to their

qualifications, regardless of gender. The agreed entry-level wages or salaries at these sites are above the legal minimum wage. There is no standard entry-level salary at these Schüco sites.

#### GRI 202-2

##### Proportion of senior management hired from the local community

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In most subsidiaries and branches of Schüco International KG, the executives and the managers from the underlying hierarchy levels of the company, come

predominantly from the respective country. This includes the European countries in which Schüco has subsidiaries, Turkey, the United States, Russia and India.

## GRI 204 PROCUREMENT PRACTICES

### GRI 204-1 Proportion of spending on local suppliers

The proportion of spending on local suppliers varies between countries due to their respective conditions. In principle, regional procurement is in the interests of the company as a way to reduce transport costs and avoid customs duties.

## GRI 205 ANTI-CORRUPTION

### GRI 205-1 Operations assessed for risks related to corruption

Schüco commits to the rules of fair competition and the free market and does not tolerate corruption or the infringement of anti-trust laws. The company's Code of Conduct, agreed in 2014 and updated in 2016, forms the basis for the compliance programme. It defines the basic legal and ethical rules which Schüco undertakes to observe and applies to all Schüco Group employees worldwide. Internal Auditing, in agreement with the Executive Management Board, annually creates a risk-oriented

assessment plan which takes into account factors including turnover amount and growth, innovative products and organisational changes.

Standard questions relating to compliance (including questions on the level of training, specific challenges at international sites and the Code of Conduct) are generally investigated during internal audits. In addition, local compliance organisations which send quarterly reports to the

Compliance Officer of the Schüco Group have been put in place at six subsidiaries in six countries. The Auditing and Compliance teams cooperate closely with regards to the findings and their evaluation. In individual cases, this leads to specific recommendations for training and assessments, as well as appropriate measures.

## GRI 205-2 Communication and training about anti-corruption policies and procedures

In the Schüco Group, the Compliance Office offers classroom-based training on anti-corruption policies and procedures. Employees also have the opportunity to complete training via e-learning.

All members of the Executive Management Board have been made aware of the organisation's anti-corruption policies and procedures and have attended a corresponding training session.

Schüco additionally expects all of its business partners (including customers,

suppliers, advisers and distribution partners) to respect the principles set out in the company's Code of Conduct and to act accordingly. Framework contracts agreed with new suppliers also contain a corresponding compliance clause. No information on the business partners' awareness of anti-corruption policies and procedures is available, as this data is not systematically and comprehensively collected.

Employee training about anti-corruption policies and procedures

	2016	2017	2018
Number of employees trained	1596	1431	2226
Classroom training	843	687	850
E-training	753	744	1376

The figures relate to the Schüco Group.

## GRI 205-3 Confirmed incidents of corruption and actions taken

During the reporting period, separate public legal proceedings with links to corruption allegations began against two subsidiaries of Schüco International KG or

their employees. One of these proceedings has since ceased, while the other is still ongoing.

## GRI 206 ANTI-COMPETITIVE BEHAVIOUR

### GRI 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices

During the reporting period there were no pending relevant proceedings in which Schüco was one of the parties involved.

## GRI 301

### MATERIALS

#### GRI 301-1

##### Materials used by weight or volume

Aluminium alloys, other metals such as steel, and PVC-U (primarily thermoplastics and elastomers) are predominantly used for Schüco products. Details on the

proportion of individual materials in the total volume are not provided for competitive reasons.

#### GRI 301-2

##### Recycled input materials used

The proportion of recycled materials in construction products is generally limited by the amount of secondary material available on the market. In Schüco aluminium and PVC-U profiles, this proportion hovers at a level that is customary in the industry. For aluminium this is approximately 40%, and for PVC-U around 10%. This proportion has remained at the same level for years.

When it comes to its products, Schüco places great value in the recyclability of the materials used and, when designing them, pays increasing attention to their subsequent separability, so that the materials can be reused again without any loss in quality. The company helps to keep secondary material in the cycle through its support for industry recycling systems

(A|U|F for aluminium, Rewindo for PVC). In the European Aluminium Association (EAA) and the European PVC Window Profile and related Building Products Association (EPPA), Schüco encourages efforts to introduce similar systems in other countries. The aim is to increase the proportion of secondary material in the long term.

#### GRI 301-3

##### Reclaimed products and their packaging materials

Schüco itself does not take back its products and packaging materials. In Germany, the so-called dual systems exist for recycling packaging. At industry level, Schüco provides significant support for the A|U|F (aluminium) and Rewindo (PVC-U

windows etc.) recycling systems. The establishment of corresponding systems in other countries is encouraged across each industry association, for example through market research and pilot projects.

## GRI 302 ENERGY

### GRI 302-1

#### Energy consumption within the organisation

The data given covers all Schüco sites in Germany. The increasing carbon footprint is based on energy consumption levels (see also GRI 305). The consumption volumes were taken from the supplier/

utility company invoices. The calculation of the consumption volumes was also checked as part of the independent verification of the carbon footprint.

##### Energy consumption within the organisation

	2014	2015	2016	2017	2018
Total (in kWh)	88,345,066	83,082,937	87,233,520	<b>89,422,908</b>	<b>86,758,592</b>
Transport (vehicle fleet)	15,918,225	16,062,304	15,582,228	<b>15,900,599</b>	<b>16,107,281</b>
Stationary energy (total)	14,433,165	14,021,556	14,659,799	<b>14,716,752</b>	<b>13,305,429</b>
Heating oil	559,319	354,749	217,379	<b>809,589</b>	<b>949,756</b>
Natural gas	13,873,847	13,666,807	14,442,421	<b>13,907,163</b>	<b>12,355,674</b>
Power (total)	52,468,802	47,426,217	49,385,895	<b>49,445,134</b>	<b>49,969,484</b>
Power (conventional)	852,283	331,331	417,141	<b>438,360</b>	<b>816,507</b>
Power ("green")	51,616,519	47,094,886	48,968,754	<b>49,006,774</b>	<b>49,152,977</b>
District heating	5,523,288	5,572,717	7,605,512	<b>9,360,359</b>	<b>7,376,325</b>
Self-generated energy (photovoltaics)	1586	142	86	<b>64</b>	<b>72</b>

Standards in accordance with GHG Protocol. All measurements in kWh. The heating energy consumption level depicts the absolute numbers and is not weather-adjusted.

Since 2012 and throughout Germany, Schüco has almost exclusively purchased certified green electricity. Energy generated conventionally (grid mix) and heating oil are almost exclusively consumed in leased buildings in which Schüco has no influence on the source of heating energy or power. Fluctuations in these consumption levels

largely result from interim changes in the rental contracts. The aim is to also gradually record the energy consumption data for the larger Schüco sites outside Germany in accordance with the standard of the GHG Protocol, initially in France and the UK and then in Italy, Spain and possibly India.

### GRI 302-3

#### Energy intensity

The ratio compares the absolute energy consumption level with the number of full-time staff at Schüco Germany (kWh per full-time employee, FTE).

##### Energy intensity ratio for Schüco Germany

2014	2015	2016	2017	2018
28,234	27,375	28,387	<b>28,085</b>	<b>25,540</b>

Energy consumption levels from table "Energy consumption within the organisation". GRI302-1; standards as per GHG Protocol. All measurements are in kWh / FTE.

### GRI 302-4

#### Reduction of energy consumption

The energy intensity within Schüco Germany has decreased since 2016 (see GRI 302-1 and 302-3). However, no clear trend can be seen for the absolute energy consumption level. The fluctuations which emerge are due to the weather, among other things. Despite clear growth for the company in terms of turnover and number of employees,

consumption has not risen. This development can be put down to ongoing investments in technical building services, building renovations and energy-saving newbuilds, office equipment and vehicles. Schüco is making an additional contribution to reducing energy consumption with its plan to establish scientifically based

climate protection objectives in the company in 2020 in line with the principles of the Science Based Targets initiative (SBTi). The aim of this is for each area of the company to be involved in implementing the measures for achieving the objectives and to be motivated by corresponding target agreements.

### GRI 302-5

#### Reductions in energy requirements of products and services

Schüco strives to develop and market products and system solutions which pollute the environment as little as possible during production and that are carbon positive overall. Only Schüco products fitted with mechatronic systems directly consume energy during their service life. The potential energy transmission from inside the building to the outside plays a much more significant role in cold regions and vice versa in warm climates. In order

to minimise the energy required for heat recovery, Schüco continues to reduce the U value (thermal transmittance) of its products and offers ventilation systems with heat recovery. The company offers various sun shading systems to reduce the energy required to cool the room.

Schüco has no direct influence on the energy consumption levels required to produce the materials, in particular

aluminium and PVC-U, from which the products are fabricated.

One starting point for reducing energy consumption in the upstream product chain is to increase the proportion of recycled material. To achieve this, the company is committed to industry initiatives such as A|U|F for aluminium and Rewindo for PVC.



## GRI 303 WATER AND EFFLUENTS

### GRI 303-1 Water withdrawal by source

Water withdrawal for Schüco Germany

	2016	2017	2018
Ground water (estimated)	18,000	<b>18,000</b>	<b>18,000</b>
Drinking water	62,559	<b>67,503</b>	<b>75,098</b>

All measurements are in m³.

### GRI 303-2 Water sources significantly affected by withdrawal of water

The greatest proportion of water used by Schüco in Germany comes from the public drinking water network. The withdrawal of ground water has been approved to the specified extent following careful checking and does not impair the aquifer.

## GRI 304 BIODIVERSITY

### GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Most Schüco sites around the world are in dense/inner-city areas which do not border areas of high biodiversity value. conservation site. This site has a large warehouse and workshops and employs around 200 people in the areas of development, administration, sales and shipping. The particular location means that there are increased requirements for Schüco, including with regard to building development and ground water protection; these requirements are all met or exceeded.

## GRI 304-2 Significant impacts of activities, products, and services on biodiversity

The immediate business activity at the Schüco sites around the world does not affect biodiversity in a way that could be seen as significant. Schüco products also have no negative impact on biodiversity during the usage phase. The achievable energy saving, their durability, the virtual absence of pollutants as well as their recyclability all actually help to reduce damaging effects on nature.

However, Schüco is aware of the fact that obtaining and processing raw materials required to make the products can have a significant impact on biodiversity. The aluminium ore bauxite is extracted from mines in Australia, Brazil and Guinea in particular. As Schüco cannot directly influence raw material extraction, the

company makes a difference as a founding member of the Aluminium Stewardship Initiative (ASI), which has established central guidelines for the supply chain: the "ASI Performance Standard" as a catalogue of services for sustainable business activities and the "ASI Chain of Custody Standard" for material management. The „ASI Performance Standard“ stipulates clear requirements for bauxite mines to protect biodiversity during site preparation, operation and dismantling. In the relevant ASI working bodies, Schüco makes an active contribution to developing these requirements further and has been certified in line with the „ASI Performance Standard“ in Germany, France, Italy and the UK since October 2019.

### GRI 304-3 Habitats protected or restored

See GRI 304-1 and 304-2.

### GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

See GRI 304-1 and 304-2.

## GRI 305 EMISSIONS

### GRI 305-1 Direct GHG emissions (Scope 1)

The following table summarises the information required in accordance with GRI 305-1 to 305-3 for the Schüco sites in Germany.

#### GHG emissions at Schüco Germany

	2014	2015	2016	2017	2018
Scope 1	7444	7056	7086	7200	7045
Scope 2	814	523	714	843	865
Scope 3	21,464	20,973	20,088	22,253	24,020
All	29,722	28,552	27,888	30,295	31,930

All information in t CO<sub>2</sub>e.

Schüco Germany has been systematically recording the company's climate-related emissions since 2011: the so-called carbon footprint. The basis for the data generation is the TN-CC 020:2013 standard of the TÜV NORD CERT, which is based on the GHG Protocol and is aligned with the standard ISO 14064. Data from administration and production (energy consumption, water and waste water), transport logistics (internally and externally), business trips, journeys to and from work as well as paper consumption and printing is incorporated into the balance.

The numbers are verified by TÜV NORD CERT and confirmed by issuing a certificate.

Up until 2016, the total climate-related emissions sank to 27,888 tonnes of CO<sub>2</sub> equivalents. In 2017 and 2018, however, Schüco saw an increase for its German sites. The reason for this development is the expansion of the transport logistics associated with the company's growth as well as an increase in business trips due to a higher number of employees.

In order to define scientifically substantiated climate protection objectives in accordance

with the principles of the Science Based Targets initiative (SBTi), since 2017 Schüco has calculated the global emissions of the company. This incorporates the data from all key areas (Scope 1 and 2, all Scope 3 areas in accordance with GHG Protocol). Only a few smaller areas such as the procurement of office equipment and materials cannot be calculated yet. The largest proportion of climate-related emissions by far comes from the material procured, processed and sold by Schüco (Scope 3.1).

#### GHG emissions for Schüco worldwide

	2017	2018
Scope 1	11,759	11,705
Scope 2	5,019	5,557
Scope 3.1	1,570,582	1,549,542
Scope 3.2 ff.	225,655	240,312
All	1,813,015	1,807,115

Source: Schüco CCF database, standards in accordance with GHG Protocol. All information in t CO<sub>2</sub>e.

### GRI 305-2 Energy indirect (Scope 2) GHG emissions

The data required in this standard is recorded in the table under GRI 305-1.

### GRI 305-3 Other indirect (Scope 3) GHG emissions

The data required in this standard is recorded in the table under GRI 305-1.

### GRI 305-4 GHG emissions intensity

For the independently verified GHG emissions recorded at the German sites with narrower system limits, the number of full-time employees (as a full-time equivalent) is used as a reference value to determine the intensity.

The GHG emissions ratio compares the GHG emissions at the German sites (see above for sources considered) with the number of full-time staff at Schüco Germany (t CO<sub>2</sub>e per full-time equivalent, FTE).

For the entire GHG emissions at Schüco, which have been calculated/estimated extensively worldwide since 2017, the turnover of the group is used as a reference value.

#### GHG emission ratios at Schüco Germany

	2014	2015	2016	2017	2018
Scope 1	2.4	2.3	2.3	2.3	2.1
Scope 2	0.3	0.2	0.2	0.3	0.3
Scope 3	6.9	6.9	6.5	7.0	7.1
All	9.5	9.4	9.1	9.5	9.4

All information in t CO<sub>2</sub>e / FTE.

#### GHG emissions intensity for Schüco worldwide

	2017	2018
t CO <sub>2</sub> e	1,813,015	1,807,115
Intensity	1,147	1,082

All measurements are in t CO<sub>2</sub>e / million euros. Source: Schüco CCF database, standards in accordance with GHG Protocol.

## GRI 305-5

### Reduction of GHG emissions

Climate protection is a key issue for Schüco. The company is prepared internally and externally on various levels to reduce its energy consumption and hence also the CO<sub>2</sub> footprint. When it comes to new investments, for example, Schüco ensures that energy-saving equipment and vehicles are used, as well as environmentally friendly energy sources. This has led to a reduction in specific diesel consumption in the lorry fleet, and thereby the climate-related emissions by around five percent.

Since 2017, the company growth has meant that the absolute amount of emitted

greenhouse gases has started to rise again, despite a continuous relative reduction in emissions. The reason for this development is the expansion of the transport logistics associated with the company's growth as well as an increase in business trips due to a higher number of employees (see also GRI 305-1). This is insufficient to meet the need to shift to a climate-neutral approach to business in order to protect the climate within a few decades. Schüco wants to actively and consistently contribute to limiting global warming to a maximum of 1.5°C. The company therefore works in partnership

with the WWF in order to develop global climate protection goals for the entire group as part of the Science Based Targets initiative. The aims are to be decided at the end of 2019 and integrated in all areas of Schüco and in day-to-day business in 2020. The plan is to transfer responsibility for implementing measures for achieving the objectives to each area of the company and to motivate them through corresponding target agreements.

## GRI 305-6

### Emissions of ozone-depleting substances (ODS)

No ozone-depleting substances are emitted in normal business operations of the Schüco Group. In the company's own real estate, old air conditioning devices which were operated with R22 coolant are no longer used and the coolants used in the

current devices have no ozone-depleting potential. The company generally has no influence on the type of air-conditioning devices used in the rooms leased by Schüco.

## GRI 305-7

### Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions

Nitrogen oxides and sulphur oxides as well as other air emissions are emitted through the operation of real estate and by the means of transport used. All buildings operated by Schüco around the world adhere to the rules and limit values that apply in each case. These air emissions do not represent any substantial impact of the business activity and are therefore not considered significant. The company has

also made successful efforts for years to reduce emissions of these kinds of substances. In this way, for example, Schüco regularly ensures that the lorry fleet is up to date in terms of filter technology and reduced fuel consumption, and is gradually changing the heating to lower-emission fuels such as natural gas, district heating or green geothermal energy.

## GRI 306

### EFFLUENTS AND WASTE

## GRI 306-1

### Water discharge by quality and destination

Water discharge in Schüco Germany

	2016	2017	2018
Surface waters (estimated)	18,000	18,000	18,000
Effluents (sewer system)	70,353	65,020	61,701

All measurements are in m<sup>3</sup>.

The discharge of 18,000 m<sup>3</sup> of water in surface water is the ground water mentioned in GRI 303-1, which is fed into receiving water after use and extensive

cleaning with the required approval. The waste water fed into the public sewer system is largely of the same quality as domestic sewage. This is shown by means

of sampling. The oil/grease separators are connected upstream to the discharge points in the required places (lorry vehicle wash, canteens). These separators are maintained and checked regularly. The rainwater running off from the buildings and other sealed areas is fed into the public rainwater and combined sewage system, or into receiving water, depending on the local conditions and regulations. The quantity of rainwater that runs off cannot be specified in more detail due to the number of smaller and larger sites.

## GRI 306-5

### Water bodies affected by water discharges and/or runoff

At all Schüco sites around the world, in terms of quantity and substances, only water discharge or surface water is fed

into water bodies which meet the granted approvals. In this regard, the affected water bodies are not impacted negatively.

## GRI 307

### ENVIRONMENTAL COMPLIANCE

## GRI 307-1

### Non-compliance with environmental laws and regulations

Schüco is well aware of its corporate responsibility with regard to the protection of both the environment and climate. The environment management system implemented at the headquarters in Bielefeld and certified in accordance with ISO 14001 since 2014 is essentially based

on the energy efficiency and environmental compatibility of the products as well as on resource-saving production, logistics and administration. Schüco undertakes to always adhere to the legal provisions and official regulations. During this reporting period, no fines or non-monetary penalties

were incurred in Germany due to a failure to observe environmental laws or regulations. To determine the figures, the internal experts and water protection officers were questioned. There is currently no standardised method of gathering this information.

## GRI 401

### EMPLOYMENT

#### GRI 401-1

#### New employee hires and employee turnover

##### Total number of new employees

	2016	2017	2018
<b>New starters</b>	237	296	381
Number of men	183	235	285
Number of people under 30 / aged 30-50 / over 50	86 / 75 / 22	111 / 103 / 21	106 / 161 / 18
Number of women	54	61	96
Number of people under 30 / aged 30-50 / over 50	26 / 23 / 5	30 / 28 / 3	51 / 42 / 3

The information relates to Germany (all areas and sites). It includes all kinds of work contracts and employment relationships.

##### Fluctuation

	2016	2017	2018
<b>Total number of employees</b>	3197	3323	3531
Men / women	2465 / 732	2549 / 774	2703 / 828
Men under 30 / aged 30-50 / over 50	359 / 1250 / 856	379 / 1272 / 898	417 / 1334 / 952
Women under 30 / aged 30-50 / over 50	126 / 419 / 187	137 / 434 / 203	163 / 445 / 220
<b>People leaving the company</b>	161	160	204
<b>Fluctuation rate overall</b>	5.0 %	4.8 %	5.8 %
Number of men	127	126	160
Fluctuation rate for men overall	5.2 %	4.9 %	5.9 %
Number of people under 30 / aged 30-50 / over 50	23 / 60 / 44	29 / 43 / 54	46 / 64 / 50
Fluctuation rate for men by age	6.4 % / 4.8 % / 5.1 %	7.7 % / 3.4 % / 6.0 %	11.0 % / 4.8 % / 5.3 %
Number of women	34	34	44
Fluctuation rate for women overall	4.6 %	4.4 %	5.3 %
Number of people under 30 / aged 30-50 / over 50	6 / 21 / 7	7 / 18 / 9	8 / 26 / 10
Fluctuation rate for women by age	4.8 % / 5.0 % / 3.7 %	5.1 % / 4.1 % / 4.4 %	4.9 % / 5.8 % / 4.5 %

The information relates to Germany (all areas and sites). It includes all kinds of work contracts and employment relationships.  
The fluctuation rate is calculated by (people leaving the company / reference total number) \*100.



## GRI 401-2

### Benefits provided to full-time employees that are not provided to temporary or part-time employees

#### Benefits provided at main sites in Germany

	Bielefeld	Borgholzhausen	Wertingen	Weißenfels
Company pension scheme Financed by the company	X		X	X
Company pension subsidy Financed by the company	X	X	X	X
Extraordinary bonus (Company Christmas bonus)	X		X	X
AWO parents' service	X	X	X	
Childcare, children's camps	X	X	X	
Purchasing benefits	X	X	X	X
JobRad	X	X	X	X
Sports equipment	X	X	X	X
Company sport	X	X	X	X
Microsoft Home Use program	X	X	X	X

Schüco defines sites in Germany with over 100 employees as main business sites. These are Bielefeld, Borgholzhausen, Wertingen and Weißenfels.

Benefits are available to all employees with permanent contracts in Germany without restriction. The benefits on offer are not limited to full-time employees. Some of the

company agreements do not refer to all sites in Germany (see table). Individual benefits of a one-off or selective nature can also be claimed by temporary employees.

## GRI 401-3

### Parental leave

Parental leave entitlement is regulated by law in Germany. Statutory parental leave is granted to employees of Schüco regardless of gender.

Schüco offers family-friendly working hours and parental leave models and thereby allows employees in Germany to balance their family and career. The company provides information, checklists and personal support to prepare for

parental leave, potential part-time work and the subsequent return to work. The aim is to reach an individually suitable agreement with the employee. Within the framework of a company agreement, there is the option to work from home several times a month. Furthermore, Schüco in Bielefeld provides preferential places for the under-3s crèche at a neighbouring company, emergency childcare in the "Schüco Kids' Club" and holiday programmes for older children.

A return and retention rate within the meaning of the GRI standard cannot be calculated. However, the figures for finishing parental leave and thereby returning to work at Schüco – taking account of the inevitable overlap between the years – show that most employees return to work after taking parental leave.

#### Claimed parental leave

	2016	2017	2018
All employees (full and part time, temporary and permanent)	3197	3323	3531
Number of men	2465	2549	2703
Number of women	732	774	828
Men taking parental leave	83	88	93
Men finishing parental leave during the reporting period	80	76	97
Rate of men taking parental leave	3.4 %	3.5 %	3.4 %
Women taking parental leave	25	35	23
Women finishing parental leave during the reporting period	23	25	29
Rate of women taking parental leave	3.4 %	4.5 %	2.8 %
Claimed parental leave overall	108	123	116
Overall number of employees finishing parental leave during the reporting period	103	101	126

The information refers to all Schüco sites in Germany.

## GRI 403

### OCCUPATIONAL HEALTH AND SAFETY

#### GRI 403-1

### Workers representation in formal joint management-worker health and safety committees

The health and safety of employees at work is of utmost importance to Schüco. The company has made various formal company agreements with the whole works council and other works councils at the large sites in Germany. The aim of the agreements is to improve safety at work and promote the health of employees.

The existing health and safety committees at the individual sites in Germany are tasked with advising on matters regarding

occupational safety and accident prevention. To this end, the committees meet once per quarter. Depending on the operational circumstances, the committees discuss the following topics:

- Fundamental issues
- Priority programmes
- Current safety issues, for example serious accidents
- Assessment of accident statistics
- Establishment of measures for training, education and the promotion of safety

- Advising on safety and occupational health aspects in the introduction of new work processes or new work materials
- Identification of deficiencies and suggestions to eliminate them

The health and safety committees represent all Schüco employees in Germany and are made up of functionaries from different areas. This enables the consideration and discussion of individual topics from different perspectives.

## GRI 403-2

### Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities

#### Schüco International KG

		2016	2017	2018
Work and commuting accidents	Reportable	40	27	45
	Not reportable	74	55	40
Fatalities		0	0	0
Employees (FTE, cut-off date 31 December)		2372	2469	2584
Frequency of accidents per 1000 employees (FTE, reportable accidents)		16.9	10.9	17.4
Industry average (BGHW) of frequency of accidents per 1000 employees (FTE, reportable accidents)		27.8	28.1	28.2

#### Schüco Polymer Technologies

		2016	2017	2018
Work and commuting accidents	Reportable	4	7	8
	Not reportable	32	63	42
Fatalities		0	0	0
Employees (FTE, cut-off date 31 December)		315	321	354
Frequency of accidents per 1000 employees (FTE, reportable accidents)		12.7	21.8	22.6
Industry average (BGHW) of frequency of accidents per 1000 employees (FTE, reportable accidents)		27.8	28.1	28.2

#### Schüco PWS Produktion

		2016	2017	2018
Work and commuting accidents	Reportable	24	25	13
	Not reportable	97	95	98
Fatalities		0	0	0
Employees (FTE, cut-off date 31 December)		387	391	424
Frequency of accidents per 1000 employees (FTE, reportable accidents)		62.0	63.9	30.7
Industry average (BGHM) of frequency of accidents per 1000 employees (FTE, reportable accidents)		37.17	34.59	34.43

The information on the rate of days away from work refers to all employees at all Schüco sites in Germany. For the calculation, the days lost due to accident are divided by the target working days. Depending on the time of the accident, the day of the accident are also considered as a lost day.

The entire occupational safety system at Schüco is based on the principle of risk analysis. In order to classify risks correctly, Schüco reviews the accident occurrence and derives corresponding measures. Structured accident statistics are currently being compiled. The aim of these is to reveal accident black spots and develop protective measures, or to check their efficacy.

#### Rate of days away from work (days lost through accident/target working days)

	2016	2017	2018
Men	0.20 %	0.18 %	0.20 %
Women	0.06 %	0.12 %	0.09 %
All	0.17 %	0.17 %	0.17 %

## GRI 403-3

### Workers with high incidence or high risk of diseases related to their occupation

At Schüco, there are individual areas in which there is potentially a risk of occupational illness, specifically through noise or heavy lifting. Within the area of responsibility of the German occupational insurance organisation for trade and goods logistics (Berufsgenossenschaft Handel und Warenlogistik, BHGW) (all areas except Schüco PWS Produktions KG),

occupational illness was identified in five people during the reporting period. A further case is still being examined. The German occupational insurance organisation for wood and metal (Berufsgenossenschaft Holz und Metall, BGHM) (Schüco PWS Produktions KG) registered four people with occupational illnesses during the reporting period.

## GRI 403-4

### Health and safety topics covered in formal agreements with trade unions

There are several formal company agreements with the Schüco whole works council and the other works councils at the large sites in Germany which aim to increase occupational safety and the health of employees. They deal with the procedure for addiction-related illnesses, cooperative

behaviour at work, no smoking policy and health check-ups. At the headquarters in Bielefeld, there is a works council committee for occupational health and safety, which identifies areas for improvement through inspections and information from employees and instigates implementation with the employer.

## GRI 404 TRAINING AND EDUCATION

### GRI 404-1

#### Average hours of training per year per employee

Schüco only records the training figures for Germany. There is not yet a representation in employee categories; no distinction is made between temporary and permanent employees.

Generally, only internal training opportunities are assessed for the calculation of the average hourly cost for training, because

training with external service providers is always initiated directly by the individual companies and areas. A large part of training hours is therefore not considered in the evaluation. Internal events are offered by different areas. For this reason, the number of participants and the time required in each case are also dealt with decentrally and in accordance with different specifications.

Differentiated data collection by gender is only carried out for the training provided centrally by the Training department. These figures clearly show that an above-average number of women take up the training opportunities.

#### Take-up of courses offered by the Training department

	2016			2017			2018		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Participants	409	1302	1711	418	1324	1742	452	1301	1753
Total number of employees (temporary and permanent)	732	2465	3197	774	2549	3323	828	2703	3531
Percentage of total number of employees	22.9 %	77.1 %	-	23.3 %	76.7 %	-	23.4 %	76.6 %	-
Attendee percentage of total number of employees	55.9 %	52.8 %	53.5 %	54.0 %	51.9 %	52.4 %	54.6 %	48.1 %	49.6 %

The number of training events offered internally and taken up by employees fluctuates considerably from year to year. This is primarily down to extensive training campaigns which are offered by Schüco and which, for example, are provided as

exhibition preparation, for new launches of products or new software versions. The average annual outlay (internal training only) per employee was over three hours in 2016, just under three hours in 2017 and well over five hours in 2018.

### GRI 404-2

#### Programs for upgrading employee skills and transition assistance programs

##### Training and education

In its training rooms, Schüco offers all employees training sessions, workshops and seminars with internal and external trainers on technical subjects, methods such as time management or project management, language learning, communication and leadership.

There is a modular development programme for managers which is tailored to the requirements in lower, middle and upper management. Schüco has developed a specialist programme for experts which runs for two years. Furthermore, the company offers sales-oriented training courses at its in-house Sales Academy.

Schüco offers up to 15 trainee positions and up to eight courses of study across Germany. The places offered to students can always be filled. The demand is generally lower for the apprenticeships, and in some professions there are always unfilled apprenticeship places. This affects professional drivers in particular, as well as warehouse logistics specialists, process technicians and machinery and system operators. It is also harder to fill apprenticeship places in regions where Schüco is not known as a large employer.

##### Trainee positions, apprenticeships and courses of study

	2016		2017		2018	
	Offered	Cannot be filled	Offered	Cannot be filled	Offered	Cannot be filled
Trainee positions	15	1	13	1	12	1
Apprenticeships	43	10	49	10	44	8
Courses of study	5	0	8	0	5	0
Places for students	10	0	14	0	13	0

##### Transition assistance

At Schüco, there is no standardised programme for transition assistance to facilitate continued employability or support people leaving the company due to retirement or termination of employment. In individual cases, employees receive advice and coaching.

### GRI 404-3

#### Percentage of employees receiving regular performance and career development reviews

All employees should generally receive feedback on their performance and their career development once per year. Following a thorough revision in 2017, the so-called development dialogue has had a stronger focus on content and is aligned with the professional and personal development of employees. Managers

should offer the development dialogue once per year and inform the HR department whether or not they have conducted one. Around two thirds of managers at Schüco in Germany comply with this rule. The aim is to significantly increase this figure. Participation in the discussion is voluntary for employees.

## GRI 405

## DIVERSITY AND EQUAL OPPORTUNITY

## GRI 405-1

## Diversity of governance bodies and employees

Around 23% of the workforce at Schüco are women – and this is on the rise. The number of part-time workers is under 2% for men and 12% for women. In the age group of 30-50, the traditional family phase, this is lowest for men and highest

for women. Around half of Schüco employees belong to this age group, and around a third is over 50. The proportion of employees aged under 30 is rising slightly but continuously.

## Employees by gender, age and other diversity indicators

Age group	31.12.2016			31.12.2017			21.12.2018		
	Employees	FTE	Part-time	Employees	FTE	Part-time	Employees	FTE	Part-time
<b>Male</b>									
<b>Permanent</b>	2396	2362	1.42 %	2466	2427	1.60 %	2606	2567	1.51 %
Under 30	325	324	0.30 %	346	343	1.00 %	379	372	1.80 %
30-50	1224	1216	0.62 %	1234	1219	1.23 %	1286	1274	0.90 %
Over 50	847	822	3.00 %	886	865	2.34 %	941	920	2.21 %
<b>Fixed-term contract</b>	69	69	0.00 %	83	83	0.20 %	97	97	0.17 %
Under 30	34	34	0.00 %	33	33	0.00 %	38	38	0.00 %
30-50	26	26	0.00 %	38	38	0.00 %	48	48	0.00 %
Over 50	9	9	0.00 %	12	12	1.41 %	11	11	1.54 %
<b>Permanent + temporary</b>	2465	2431	1.38 %	2549	2509	1.55 %	2703	2664	1.46 %
<b>Percentage of total workforce</b>	77.1 %	79.1 %	-	76.7 %	78.8 %	-	76.6 %	78.4 %	-
Under 30	359	358	0.27 %	379	376	0.91 %	417	410	1.64 %
30-50	1,250	1242	0.61 %	1272	1257	1.19 %	1334	1322	0.87 %
Over 50	856	831	2.97 %	898	877	2.32 %	952	931	2.20 %
<b>Female</b>									
<b>Permanent</b>	700	612	12.59 %	752	653	13.17 %	802	708	11.74 %
Under 30	112	104	7.23 %	128	126	1.73 %	157	154	1.66 %
30-50	404	345	14.72 %	424	349	17.77 %	431	363	15.85 %
Over 50	184	163	11.18 %	200	179	10.74 %	214	191	10.86 %
<b>Fixed-term contract</b>	32	30	5.38 %	22	21	3.18 %	26	26	0.00 %
Under 30	14	13	7.14 %	9	9	2.22 %	6	6	0.00 %
30-50	15	14	4.81 %	10	10	5.00 %	14	14	0.00 %
Over 50	3	3	0.00 %	3	3	0.00 %	6	6	0.00 %

Age group	31.12.2016			31.12.2017			21.12.2018		
	Employees	FTE	Part-time	Employees	FTE	Part-time	Employees	FTE	Part-time
<b>Female</b>									
<b>Temp. + Perm.</b>	732	642	12.28 %	774	674	12.89 %	828	734	11.37 %
<b>Percentage of total workforce</b>	22.90 %	20.90 %	-	23.30 %	21.20 %	-	23.40 %	21.60 %	-
Under 30	126	117	7.20 %	137	135	1.80 %	163	160	1.60 %
30-50	419	359	14.40 %	434	358	17.50 %	445	377	15.40 %
Over 50	187	166	11.00 %	203	182	10.60 %	220	197	10.60 %

## Employees by age and employment contract

Age group	31.12.2016			31.12.2017			21.12.2018		
	Employees	FTE	Part-time	Employees	FTE	Part-time	Employees	FTE	Part-time
<b>Total workforce</b>	3197	3073	3.90 %	3323	3184	4.20 %	3531	3397	3.80 %
Under 30	485	475	2.10 %	516	510	1.10 %	580	571	1.60 %
<b>Percentage of total workforce</b>	15.20 %	15.50 %	-	15.50 %	16.00 %	-	16.40 %	16.80 %	-
30-50	1669	1601	4.10 %	1706	1615	5.30 %	1779	1699	4.50 %
<b>Percentage of total workforce</b>	52.20 %	52.10 %	-	51.30 %	50.70 %	-	50.40 %	50.00 %	-
Over 50	1043	997	4.40 %	1101	1059	3.80 %	1172	1128	3.80 %
<b>Percentage of total workforce</b>	32.60 %	32.40 %	-	33.10 %	33.30 %	-	33.20 %	33.20 %	-

There is no data available on the percentage of people in governance bodies by diversity category.



## GRI 406 NON-DISCRIMINATION

### GRI 406-1

#### Incidents of discrimination and corrective actions taken

Affected persons can report incidents of discrimination and seek corrective action by contacting a person of trust in the HR department and in the works council, or report violations of the leadership guidelines to the arbitration board. The work of the arbitration board aims to help ensure trusting working relationships between managers and employees. Composed equally of works councils, managers and HR representatives, the

board offers employees support and advice if they believe their manager is treating them unfairly (differential treatment, tone of voice etc.). Users of the arbitration board are guaranteed full confidentiality. The complainant can remain anonymous if they wish.

During the reporting period, four cases were processed by the arbitration board. However, the hurdles affected persons

need to clear during this process appear to be relatively high. For this reason, low-threshold feedback processes are being introduced for problems regarding management behaviour. In addition, one case of sexual harassment became known during the reporting period. The case was dealt with confidentially by the people involved, the HR department and the relevant managers. The person accused no longer works for Schüco.

## GRI 410 SECURITY PRACTICES

### GRI 410-1

#### Security personnel trained in human rights policies or procedures

At Schüco in Germany, only security personnel from service providers are used. It has not yet been possible to estimate the proportion of personnel who are trained in human rights policies and procedures. At the start of 2020, the contract for security

services is to be re-advertised for the Bielefeld headquarters. The tender will include express requirements with regard to the employment of security personnel who have been trained and checked as to human rights policies and procedures.

## GRI 411 RIGHTS OF INDIGENOUS PEOPLES

### GRI 411-1

#### Incidents of violations involving rights of indigenous peoples

The immediate business activity at the Schüco sites around the world does not come into conflict with the rights of indigenous peoples. However, Schüco is aware of the fact that the extraction of raw materials for its products, in particular the aluminium ore bauxite, may lead to conflicts culminating in human rights violations. As Schüco cannot directly influence raw material extraction, the company makes a difference as a founding member of the

Aluminium Stewardship Initiative (ASI). The „ASI Performance Standard“ stipulates clear regulations to protect the interests and rights of indigenous peoples. An internal steering committee has been set up within the ASI to deal with these issues: the IPAF (Indigenous Peoples Advisory Forum).

Since October 2019, Schüco certified in line with the „ASI Performance Standard“ in Germany, France, Italy and the UK.

## GRI 415 PUBLIC POLICY

### GRI 415-1

#### Political contributions

No donations are made to political parties.

## GRI 416

### CUSTOMER HEALTH AND SAFETY

#### GRI 416-1

##### Assessment of the health and safety impacts of product and service categories

All products developed and bought in for Schüco are run through the legally prescribed manufacturing process and subjected to a risk analysis during the early development phase. Multiple testing and approval stages ensure that all prescribed requirements are adhered to in the subsequent construction process. In

addition, Schüco offers extensive training to customers fabricating the company's products to make windows, doors and façades. This includes, for example, instructions on the safe handling of the material and fabrication machinery. Schüco thereby obviates negative effects on the health and safety of customers.

#### GRI 416-2

##### Incidents of non-compliance concerning the health and safety impacts of products and services

During this reporting period, Quality Management did not receive any reports stating that regulations and voluntary codes of conduct regarding product health and safety had not been followed.

## GRI 417

### MARKETING AND LABELING

#### GRI 417-1

##### Requirements for product and service information and labeling

Schüco uses various measures to ensure that its products are safe to use at all times during their service life.

Since July 2013, European construction products have to be uniformly tested, marked and supplied with corresponding documents in accordance with the specifications of the Construction Products Regulation. For windows, doors and façades, these are CE marking and Declarations of Performance which the end customer receives together with the safety instructions, maintenance instructions and instructions for use. As a systems supplier, Schüco is generally not responsible for product markings. We do however support our fabricators in meeting this obligation. To this end, we have the performance characteristics of our products tested by an external body. Our customers can find the test reports, order and fabrication manuals and guidelines for the Factory Production Control online. Moreover, it is possible to automatically create CE markings and Declarations of Performance for selected product systems using our SchüCal planning software.

In order to guarantee the traceability of our articles over the course of production and the path to the supplier, we mark our products with batch numbers, article numbers or signatures, depending on the type. In addition to the legally banned

substances and restrictions on use, we oblige our suppliers to adhere to Schüco standard SN 175. This stipulates which substances we exclude from application, allow to a limited extent, or treat as declarable in the Metal division. The Schüco standard also contains a list of substances which our products absolutely must not contain, including heavy metals and various flame retardants. This list was created as part of the Cradle-to-Cradle certifications. It is intended to ensure that all newly developed Schüco products are free from potentially dangerous substances – and should pave the way for further C2C certifications.

In this regard, Schüco uses systematic pollutant screening which helps to uncover and evaluate potential risks and take action accordingly. During the reporting period, screening has not uncovered any immediate dangers, but does show potential for improvement which is systematically taken into account during product development. For example, there are still products which contain flame retardants, as construction standards require this. In cases like these we replace the flame retardants we consider to be critical with safer alternatives.

In the area of PVC-U systems too, our suppliers are obliged in accordance with the legal regulations and provisions to adhere to bans on substances and refer to

the use of declarable substances. There were no reports of banned substances during the reporting period. As a matter of principle, we have not used additives containing lead and cadmium in our calcium/zinc-stabilised window profiles since 2009. Recovered PVC-U window profiles represent a special case, whereby Schüco processes the recycled material in the internal core of new profiles. Contained in this recycled waste material are small amounts of heavy metals which must be marked in accordance with the REACH regulation. Schüco supports the position that the closed cycle idea for substances which cannot be released and are therefore hygienically safe is to be ranked higher than the alternative of incinerating or dumping old profiles. We actively support this line of argument in the corresponding national and international industry associations such as the Working Group for PVC and the Environment (AGPU), the recycling initiative Rewindo or the political association EPPA. The aim is to use closed material cycles to make a significant contribution to the sustainability of PVC-U profile systems. For products subject to a marking, such as the above recycled profiles, we have established a process which takes effect from the product launch through to the documentation of proof. Substances which are subject to corresponding regulations in their application are not used here.

## GRI 417-2

### Incidents of non-compliance concerning product and service information and labeling

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During the reporting period, there have been no known incidents of non-compliance concerning product and service information and labeling.

## GRI 417-3

### Incidents of non-compliance concerning marketing communications

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During the reporting period, there have been no known incidents of non-compliance concerning marketing communications.

## GRI 418

### CUSTOMER PRIVACY

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## GRI 418-1

### Substantiated complaints concerning breaches of customer privacy and losses of customer data

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During the reporting period, there have been no known incidents of complaints concerning the handling of customer data.



## GRI content index

GRI Standard	Details	Page	Status	Omission / comment
<b>GENERAL GRI STANDARDS</b>				
GRI 102	General disclosures	11		
<b>ORGANISATIONAL PROFILE</b>				
GRI 102-1	Name of the organisation	11	●	
GRI 102-2	Activities, brands, products, and services	11	●	
GRI 103-3	Location of headquarters	11	●	
GRI 102-4	Location of operations	12	●	
GRI 102-5	Ownership and legal form	12	●	
GRI 102-6	Markets served	12	●	
GRI 102-7	Scale of the organisation	12	●	
GRI 102-8	Information on employees and other workers	13	●	
GRI 102-9	Supply chain	14	◐	No complete survey system
GRI 102-10	Significant changes to the organisation and its supply chain	14	●	
GRI 102-11	Precautionary principle or approach	14	●	
GRI 102-12	External initiatives	15	●	
GRI 102-13	Membership of associations	15	●	
<b>STRATEGY</b>				
GRI 102-14	Statement from senior decision-maker	16	●	
<b>ETHICS AND INTEGRITY</b>				
GRI 102-16	Values, principles, standards, and norms of behaviour	16	●	
GRI 102-17	Mechanism for advice and concerns about ethics	16	●	
<b>GOVERNANCE</b>				
GRI 102-18	Governance structure	17	●	
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	17	●	
<b>STAKEHOLDER ENGAGEMENT</b>				
GRI 102-40	List of stakeholder groups	18	●	
GRI 102-41	Collective bargaining agreements	18	◐	Only possible to comment on the standard for the German sites
GRI 102-42	Identifying and selecting stakeholders	18	●	
GRI 102-43	Approach to stakeholder engagement	18	●	
GRI 102-44	Key topics and concerns raised	19	●	

Schüco evaluates the status of the reporting on the individual GRI Standards using the following system:  
 ○ = no entry      ◐ = partially reported      ● = fully reported

## GRI content index and glossary

## GRI content index

GRI Standard	Details	Page	Status	Omission / comment
<b>REPORTING PRACTICE</b>				
GRI 102-45	Entities included in the consolidated financial statements	19	○	No specific statements can be made for competitive reasons
GRI 102-46	Defining report content and topic boundaries	20	●	
GRI 102-47	List of material topics	21	●	
GRI 102-48	Restatements of information	21	●	
GRI 102-49	Changes in reporting	21	●	
GRI 102-50	Reporting period	22	●	
GRI 102-51	Date of most recent report	22	●	
GRI 102-52	Reporting cycle	22	●	
GRI 102-53	Contact point for questions regarding the report	22	●	
GRI 102-54	Claims of reporting in accordance with the GRI standards	22	●	
GRI 102-55	GRI content index	22	●	
GRI 102-56	External assurance	23	●	The content of the report was not checked by an independent third party. This check is not mandatory.
<b>TOPIC-SPECIFIC DISCLOSURES</b>				
<b>ECONOMIC</b>				
GRI 201	Economic performance	25		
GRI 201-4	Financial assistance received from government	25	●	
GRI 202	Market presence	25		
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	25	◐	Only possible to comment on the standard for the German sites
GRI 202-2	Proportion of senior management hired from the local community	25	◐	No complete survey system
GRI 204	Procurement practices	26		
GRI 204-1	Proportion of spending on local suppliers	26	◐	No complete survey system
GRI 205	Anti-corruption	26		
GRI 205-1	Operations assessed for risks related to corruption	26	◐	No complete survey system
GRI 205-2	Communication and training about anti-corruption policies and procedures	27	◐	No complete survey system
GRI 205-3	Confirmed incidents of corruption and actions taken	27	●	
GRI 206	Anti-competitive behaviour	27		
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	27	●	
<b>ENVIRONMENTAL</b>				
GRI 301	Materials – management approach	4 – 9		

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## GRI content index

GRI Standard	Details	Page	Status	Omission / comment
GRI 301-1	Materials used by weight or volume	29	◐	No specific statements can be made for competitive reasons
GRI 301-2	Recycled input materials used	29	◐	No complete survey system
GRI 301-3	Reclaimed products and their packaging materials	29	●	
GRI 302	Energy – management approach	4 – 9		
GRI 302-1	Energy consumption within the organisation	30	◐	Only possible to comment on the standard for the German sites
GRI 302-3	Energy intensity	31	◐	Only possible to comment on the standard for the German sites
GRI 302-4	Reduction of energy consumption	31	◐	Only possible to comment on the standard for the German sites
GRI 302-5	Reductions in energy requirements of products and services	31	◐	No specific statements possible
GRI 303	Water and effluents	32		
GRI 303-1	Water withdrawal by source	32	◐	Only possible to comment on the standard for the German sites
GRI 303-2	Water sources significantly affected by withdrawal of water	32	◐	Only possible to comment on the standard for the German sites
GRI 304	Biodiversity	32		
GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	32	●	
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	33	●	
GRI 304-3	Habitats protected or restored	33	●	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	33	●	
GRI 305	Emissions – management approach	4 – 9		
GRI 305-1	Direct (Scope 1) GHG emissions	34	●	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	35	●	
GRI 305-3	Other indirect (Scope 3) GHG emissions	35	●	
GRI 305-4	GHG emissions intensity	35	●	
GRI 305-5	Reduction of GHG emissions	36	●	
GRI 305-6	Emissions of ozone-depleting substances (ODS)	36	●	
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	36	◐	No complete survey system
GRI 306	Effluents and waste	37		
GRI 306-1	Water discharge by quality and destination	37	◐	Only possible to comment on the standard for the German sites
GRI 306-5	Water bodies affected by water discharges and/or runoff	37	◐	Only possible to comment on the standard for the German sites
GRI 307	Environmental compliance	37		
GRI 307-1	Non-compliance with environmental laws and regulations	37	◐	No complete survey system
<b>SOCIAL</b>				
GRI 401	Employment – management approach	4 – 9		

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## GRI content index

GRI Standard	Details	Page	Status	Omission / comment
GRI 401-1	New employee hires and employee turnover	39	◐	Only possible to comment on the standard for the German sites
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	40	◐	Only possible to comment on the standard for the German sites
GRI 401-3	Parental leave	40	◐	Only possible to comment on the standard for the German sites
GRI 403	Occupational Health and Safety – management approach	4 – 9		
GRI 403-1	Workers representation in formal joint management-worker health and safety committees	41	◐	Only possible to comment on the standard for the German sites
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	42	●	
GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation	43	●	
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	43	●	
GRI 404	Training and education – management approach	4 – 9		
GRI 404-1	Average hours of training per year per employee	44	◐	No complete survey system
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	45	●	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	45	◐	No complete survey system
GRI 405	Diversity and Equal Opportunity	46		
GRI 405-1	Diversity of governance bodies and employees	46	◐	Only possible to comment on the standard for the German sites
GRI 406	Non-discrimination	48		
GRI 406-1	Incidents of discrimination and corrective actions taken	48	●	
GRI 410	Security Practices	48		
GRI 410-1	Security personnel trained in human rights policies or procedures	48	○	Complete survey system does not exist
GRI 411	Rights of Indigenous Peoples	49		
GRI 411-1	Incidents of violations involving rights of indigenous peoples	49	●	
GRI 415	Public Policy	49		
GRI 415-1	Political contributions	49	●	
GRI 416	Customer Health and Safety – management approach	4 – 9		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	50	◐	No specific statements possible
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	50	●	
GRI 417	Marketing and Labeling – management approach	4 – 9		
GRI 417-1	Requirements for product and service information and labeling	51	●	
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	52	●	
GRI 417-3	Incidents of non-compliance concerning marketing communications	52	●	
GRI 418	Customer privacy	52		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	52	●	

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## Glossary

### A

#### AGPU

The Working Group for PVC and the Environment (Arbeitsgemeinschaft PVC und Umwelt e.V.) is a network of around 60 member companies which focuses on material cycles that conserve resources in the use of PVC.

#### ASA

Health and safety committees at the Schüco sites. The committees are composed of different specialists and managers in the company as per the provisions of the German occupational health and safety act (Arbeitsschutzgesetz). The representative body for severely disabled employees, the fire officer and the head of the company fire brigade are also involved.

#### ASI

The Aluminium Stewardship Initiative (ASI) is a multi-stakeholder organisation and develops standards on a voluntary basis for a sustainable aluminium industry. The ASI is a member of ISEAL and adopts the requirements of the initiative for its standard.

#### A|U|F

The purpose of this registered association for Aluminium and the Environment in Window and Façade Construction (Aluminium und Umwelt im Fenster- und Fassadenbau) is the sustained promotion of product-specific recycling. This applies in particular to the processing and re-use of scrap aluminium and old aluminium in the construction industry.

### B

#### BIM

Building Information Modelling is a method which supports the universal use of digital building blocks and efficiently links everyone involved in the planning, construction, and operation of buildings. At its heart is a digital data model, with which the planned construction project is realised in virtual form before any actual building work takes place. The Building Information Modeling tools enable information to be exchanged and shared between the partners involved. Schüco supports users of the BIM method with planning modules and interfaces. These are continuously developed and regularly adapted to correspond with the state of the art.

#### Biodiversity

Biodiversity originally meant the diversity in species of a biotope. In general discourse, the term is used to describe the preservation of diverse species on earth.

#### BREEAM

The British sustainability certification BREEAM (Building Research Establishment Environmental Assessment Methodology) is an assessment method for sustainable building used widely in Europe.

### C

#### Carbon footprint

The carbon footprint refers to the greenhouse gas emissions that occur for a product over its entire lifecycle or caused by

the business activities of a company. In both instances, the greenhouse gas emissions are given in CO<sub>2</sub> equivalents (CO<sub>2</sub>e).

#### CE marking

The CE marking certifies that a product satisfies the applicable harmonised standards in Europe.

#### CO<sub>2</sub> equivalents

CO<sub>2</sub> equivalents are a measurement unit for harmonising the impact different greenhouse gases have on the climate.

#### Code of Conduct

A Code of Conduct is a set of rules which companies follow. As part of a voluntary commitment, fundamental recommendations for behaviour are formulated for all employees in order to encourage desirable conduct and avoid undesirable actions.

#### Compliance

Compliance means adhering to the law and within the company includes the establishment, implementation and monitoring of a valid set of rules in order to ensure that all statutory requirements are met.

#### Corporate Social Responsibility (CSR)

Describes the social responsibility of a company to act sustainably from an economic, ecological and social perspective. The wide range of companies means there is an equally wide range of interpretations of CSR. Generally, however, it is defined as a holistic corporate concept which comprises all aspects of sustainability, going beyond adherence to statutory compliance provisions.

#### Cradle to Cradle (C2C)

An innovative design and quality concept. Products are designed so that, following their use, they can be continuously recycled as the same product without any loss of quality. The materials are environmentally friendly and are manufactured using regenerative energy. C2C allows a waste-free, circular value chain to be created. Resources and energy are used effectively. C2C products can be certified.

### D

#### DENEFF

The German Corporate Initiative for Energy Efficiency (Deutsche Unternehmensinitiative Energieeffizienz) is an independent, cross-sector network of companies and organisations who advocate an effective energy efficiency policy.

#### DGNB

The German Sustainable Building Council (Deutsche Gesellschaft für Nachhaltiges Bauen e.V.) is a non-profit and non-governmental organisation with the aim of promoting sustainability across the entire value added chain in the construction and property industry. It awards the DGNB Quality Seal to sustainable, certified buildings.

## Glossary

### Diversity

In a corporate context, diversity means that deliberate attention is paid to heterogeneity in terms of gender or background when filling job positions, for example.

### E

#### EAA

The European Aluminium Association is a consortium of around 80 member companies in the aluminium fabrication industry.

#### EPD

An Environmental Product Declaration (EPD) is a document which a company uses to disclose quantified information regarding the environmental impact of a product over its entire life cycle. In the construction industry, it is an important basis for green building evaluation. In this way, products with identical functions can be compared objectively and on the basis of data. Essential components of an EPD are the life cycle inventory analysis, which includes details of resource consumption and emissions, as well as the assessment of the impact of the consequences for the environment which is based on that information. EPDs are reviewed, verified and registered externally. The system, which is used around the world, is based on international standards (ISO 14025; ISO 14040 ff.) as well as the European standard DIN EN 15804, thereby allowing a global comparison of environmental performance.

#### EPPA

The European PVC Window Profile and related Building Products Association is a political association of the European PVC window profile industry based in Brussels. The EPPA encourages efforts to expand the recycling of PVC profiles.

### F

#### FTE

FTE stands for full-time equivalent and is a parameter for calculating work time. It is defined as the number of worked hours in a company divided by the standard working hours of a full-time employee.

#### Foundation 2°

The Foundation 2° aims to support political decision makers in establishing the market economy framework conditions for climate protection.

### G

#### GDA

The Joint German Occupational Safety and Health Strategy (Gemeinsame Deutsche Arbeitsschutzstrategie) is an initiative by the German government, the federal states and the accident insurance institutions. With this alliance, the parties undertake to coordinate their accident prevention policies in the field of occupational health and safety. To this end, they have developed common occupational health and safety objectives and advocate for transparent and practical regulations.

### GHG emissions

The abbreviation GHG stands for greenhouse gas. GHG emissions denote the relevant greenhouse gas emissions recorded by a company. They are used as the basis for determining the carbon footprint.

#### GHG Protocol

GHG Protocol stands for Greenhouse Gas Protocol. It is a transnational series of standards for reporting company greenhouse gas emissions. The development of the GHG Protocol is coordinated by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

#### Global Building Excellence

The Schüco Global Building Excellence specialist department acts as an instigator for the development of new subject and business areas. Within the Building Excellence Network, this department works closely with research facilities, universities, design offices and the other departments at Schüco. One of their focus areas is the development of sustainable building envelopes.

#### Global Reporting Initiative (GRI)

The Global Reporting Initiative develops globally applicable standards for the creation of sustainability reports. For this, they provide a framework made up of indicators, on the basis of which the reporting companies, organisations and governments can disclose and quantify their sustainability activities. The aim is to create more transparency and a greater degree of comparability, thereby serving as a guide to investors, governments, employers and the public.

### I

#### ISEAL

The International Social and Environmental Accreditation and Labelling Alliance (ISEAL) is an international association of sustainability initiatives and stakeholders for environmental issues. It coordinates member initiatives and sets quality requirements for its standards and processes. It thereby ensures legitimacy and credibility.

#### ISO 9001

The ISO 9001 standard sets out the requirements that the Quality Management department of a company must fulfil in order to meet the standard. Responsibilities and work procedures are presented transparently, the framework for which is provided by ISO 9001. Since its revision in October 2015, the standard has been aligned to the High Level Structure. This is derived from the basic structure for management system standards which is defined in the ISO directives.

#### ISO 14001

The international environmental management standard ISO 14001 helps organisations to develop and implement an environmental management system and the corresponding sustainability objectives. The standard focuses on the continuous improvement process in accordance with the "Plan-Do-Check-Act" (PDCA) model, in order to achieve the specified environmental objectives and ongoing improvements.

## Glossary

### L

Life-cycle assessment

A life-cycle assessment (LCA) is a systematic analysis of the environmental impact of products throughout their entire life cycle. The life-cycle assessment analyses environmental impact during production, the usage phase, recycling and/or disposal of the product, as well as the associated upstream and downstream processes (e.g. production of raw, auxiliary and operating materials). The environmental impact includes all environmentally relevant extractions from the environment (e.g. ores, crude oil) as well as the emissions into the environment (e.g. waste, carbon dioxide emissions). The life-cycle assessment forms the basis of the EPDs.

Life Cycle Costing

Life Cycle Costing is an analysis of the costs incurred over the entire life cycle of a product, from manufacture and usage right through to recycling. With the help of this comprehensive approach, acquisitions can be compared objectively with regard to overall profitability.

LEED

The Leadership in Energy and Environmental Design Certificate, LEED for short, is a certification system for sustainable buildings which is used all over the world.

### M

Materiality matrix

The materiality matrix shows the main issues for the key stakeholders in a company with regard to sustainability. It is used in surveys or workshops to determine the significant sustainability issues for the stakeholders.

### O

OHSAS 18001

The Occupational Health and Safety Assessment Series (OHSAS 18001) is an international, cross-industry standard for the assessment and certification of occupational health and safety management systems. The system is recognised in more than 80 countries and is therefore one of the most widely used standards for occupational health and safety management systems worldwide. A management system certified in accordance with OHSAS 18001 should help to reduce occupational health and safety risks for employees, but also for visitors or customers. The new standard ISO 45001 will replace OHSAS 18001.

### N

NAP

NAP stands for the National Action Plan for the Implementation of the UN Guiding Principles on Business and Human Rights and is an initiative of the German federal government in order to improve the human rights situation along the value creation and supply chain in companies.

### P

Plan.One

Plan.One is an interactive search and comparison platform for architects and developers. It enables you to quickly find and compare building products from all manufacturers, thereby bridging the digital gap between developers and manufacturers in the construction industry. Additionally, product details and technical planning information can be copied over directly into standard BIM planning software. Plan.One also supports the digital transformation of the industry with the latest industry information, consultancy services and a partner network.

### R

REACH regulation

The REACH regulation is an EU regulation on the registration, evaluation, authorisation and restriction of chemical substances. It is one of the strictest chemical regulations worldwide. The aim of REACH is to ensure the protection of human health and the environment, and to safeguard the free movement of chemicals on the European single market. Manufacturers and importers wishing to bring a substance onto the market must register it in advance.

Renovation calculator

The Schüco renovation calculator enables clients to quickly and easily assess the economic effects of a renovation before planning begins. To do this, it uses empirical studies which determine the efficiency of the measure while taking account of factors such as the building size or the year it was constructed.

re!source Stiftung e.V.

Founded in 2018, the association campaigns for the resource revolution in the construction and property industry and is an independent alliance from the fields of economics, science, society and politics. The re!source foundation develops common objectives and processes for resource conservation and communicates them to relevant target groups. It seeks to achieve sustainable usage of resources by implementing true circular value creation in the construction and property industry and to contribute to the communication of information about this issue in business and society.

Rewindo

The window recycling service Rewindo is an initiative of the leading German PVC-U profile manufacturers. Its aim is to recycle dismantled windows, roller shutters and PVC-U doors, thereby encouraging economic practices which conserve resources.

Risk assessment

The risk assessment forms the basis of systematic health and safety management in the workplace. Employers are obligated to produce a risk assessment, to document the results, to define occupational health and safety measures and to monitor the progress of those measures. Responsibility for carrying out the risk assessment and the subsequent checks lies with the employer.

## Glossary

### S

SBTi

The Science Based Targets initiative (SBTi) is a collaboration of international non-profit organisation CDP, the United Nations Global Compact (UNGC), the World Resource Institute (WRI) and the World Wide Fund For Nature (WWF). The independent organisation checks and validates companies' objectives to reduce emissions based on current climate research findings. Established objectives to reduce greenhouse gas emissions are considered to be science-based when they are in harmony with the aims of the Paris Agreement. This seeks to limit global warming to less than 2° and ideally to a maximum of 1.5° compared to pre-industrial levels.

SchüCal

The Schüco planning and calculation software provides support when planning sustainable building solutions. It covers the conditions of the Environmental Product Declarations (EPDs), allows automatic CE marking for selected product systems and creates Cradle-to-Cradle verifications.

Schüco Technology Center (TC)

The Schüco Technology Center is a test centre for the building envelope where tests are carried out for customer orders. When beginning to develop products, Schüco can also use the Technology Center to fabricate, test and improve new systems, individual components or special solutions, and validate the results on an ongoing basis. Component and material tests, as well as a wide variety of environmental simulations, are key to being able to reliably deal with conditions in the different climate zones. The Technology Center is accredited as an independent manufacturing laboratory in nine areas by the national accreditation body for the Federal Republic of Germany (DAkkS).

Stationary energy

This term originates from the GHG Protocol and denotes the primary fossil fuels used locally (stationary).

### T

Tier

A term from supply management, and particularly the automotive industry, which describes the position of the supplier in the supply chain. It is used in combination with a number (tier 1, tier 2), from direct suppliers (tier 1) through to raw material suppliers (tier n). The cascading supplier relationships are often shown in the form of a supplier pyramid.

### U

Usage costs

The usage costs of a building refer to the costs which are incurred directly in relation to the building installations and the corresponding plots of land. For this, both regularly recurring and one-time costs are included in the calculation. In accordance with DIN 18960 "Utilisation costs in building construction", building and maintenance costs but also administrative and operating costs are included.

U value

Thermal transmittance, also referred to as the U value, is the term given to the flow of heat through a building component depending on the temperature differential. The thermal insulation properties can be derived from the U value. The lower the value, the better the level of insulation. Specifications regarding maximum values for different building components can be found in the German energy saving regulations (EnEV).

### V

Value added chain

The value added chain represents the activities of a company for manufacturing a product. It comprises important steps such as extraction, manufacture and transport, production, use, dismantling and recycling of the product.

VFF

The German Window & Façade Association (Verband Fenster + Fassade) is the specialist association for producers of windows, façades and doors and their trade partners.

VinylPlus

The VinylPlus® label marks the voluntary commitment of the European PVC industry to improve the sustainability performance of PVC. The VinylPlus® product label was developed for PVC construction products in order to verify the sustainability performance of products in accordance with its standard. All Schüco window, door and sliding systems made from PVC-U carry the VinylPlus certificate.

### W

WWF

The World Wide Fund For Nature (WWF) is an international environmental protection organisation. During the reporting period, Schüco entered into a partnership with the WWF to tackle the issues of climate protection and responsible procurement of raw materials. As part of this collaboration, in close partnership with the WWF, concrete climate protection targets and measures are drawn up in accordance with the principles of the Science Based Targets initiative (SBTi) and the issue of responsibility in the supply chain is further developed in line with Germany's National Action Plan for Business and Human Rights.

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