

SCHIEDERWERK

ENVIRONMENTAL POLICY

Objective of the Policy

Our company plans, develops, manufactures, and delivers a wide range of customized power supplies. Satisfied customers are essential for a secure position in the competition and for expanding market share, thus contributing to securing our jobs.

By considering ecological aspects and incorporating technical advancements in the design of our products and manufacturing processes, we take environmental protection requirements into account. We are committed to avoiding unnecessary environmental impacts and complying with applicable environmental regulations. Continuous improvement of our environmental protection efforts is self-evident to us.

By signing the UN Global Compact, we have further emphasized our commitment to environmental protection. This agreement requires us to systematically apply the precautionary principle in environmental matters and to take initiatives that increase our environmental responsibility.

Therefore, we ensure that in all our decisions, we consider pollution not only directly but also in its overall dimensions (pollution, safety, etc.) across all areas and strive for complete transparency in communicating energy/water consumption and pollutant emissions.

Schiederwerk GmbH has a certified Integrated Management System that covers global rules, standards, and processes for safety, health protection, and environmental protection throughout the entire value chain and ensures compliance with legal requirements.

- DIN EN ISO 9001 (Quality)
- DIN EN ISO 14001 (Environmental)
- DIN EN ISO 16247 (Energy Audit)

We aim to give greater importance to the environmental compatibility of our activities. As a company, we align business and investment decisions with our commitment to a clean environment.

To ensure measurability, each quality and environmental goal is defined using the SMART criteria. Additionally, the goals are defined, scheduled, and communicated within the organization so that they are known to all employees and can be achieved within the set timeframe using the established processes and available resources.

Scope

This policy applies to the entire organization of Schiederwerk GmbH, Neuburger Str. 40, 90451 Nuremberg.

Energy and Greenhouse Gases

We are committed to continuously improving our environmental performance. To achieve this, we fulfill all binding obligations, steadily increase energy efficiency, and enhance environmental protection as well as our environmental management system as part of our Integrated Management System.

Schiederwerk aims to sustainably reduce greenhouse gas (GHG) emissions by continuously optimizing the manufacturing process, introducing innovative technologies, and implementing resource-efficient procedures:

- We aim to reduce our greenhouse gas emissions by 30% by 2030 compared to the year 2021.

- Annual reduction of GHG1 and 2 (absolute) by -3%; in relation to sales: -3%
- Annual reduction of GHG3 (absolute) by -2%; in relation to sales: -2%
- Monitoring & reduction of direct & indirect CO2 emissions (GHG1, GHG2 & GHG3)

Waste Management | Raw Materials | Hazardous Substances

We aim to reduce the ecological impact of our products while simultaneously considering economically sustainable feasibility. This includes, among other things, that Schiederwerk GmbH only uses components that are proven to be RoHS and REACH compliant.

Schiederwerk is committed to minimizing the negative impact of chemicals on the environment and the health of employees, while conserving natural resources. The handling of hazardous substances is clearly regulated in the work instruction "AA-UM-0002." The ordering of hazardous substances, such as those that are toxic or carcinogenic, is explicitly prohibited. When procuring hazardous substances, the search for environmentally friendly alternatives takes priority.

We have defined clear measures in our procurement policy to ensure that conflict minerals are not used at any stage of our supply chain. We confirm that PFAS chemicals are neither used in our manufacturing process nor in our products.

In our code of conduct, we emphasize the central importance of environmental protection and the responsible use of resources.

Schiederwerk aims to reduce waste generation:

- Annual reduction of total waste by -3%.
- Annual reduction of recyclable materials by -3%.
- Annual reduction of hazardous waste by -3%.

Water Management

Schiederwerk only uses social water and does not use water in our manufacturing process. Our goal is to continue raising awareness among employees and stabilize water consumption at <6 m³ per employee per year.

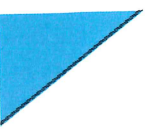
If water is required for the manufacturing process, the quality of the water is tested through pH analyses. Since the company exclusively uses social water and no additional water is involved in the manufacturing process, there is no need to check wastewater for heavy metals or other pollutants.

Further goals include:

- Monitoring water consumption.
- Expanding eco-design guidelines in product development.

Product Use | End of Life

To reduce our ecological footprint, we rely on our innovative strength and tackle the associated challenges throughout the entire lifecycle of our products.



Our products and offerings aim to help our customers reduce their ecological footprint, thereby contributing significantly to maintaining our competitiveness and securing employment.

We pursue a lifecycle-based approach with our products to reduce environmental risks and seize opportunities for environmental protection.

Through a defined take-back process, Schiederwerk GmbH complies with the requirements of the German Electrical and Electronic Equipment Act (ElektroG) for the take-back of electrical and electronic devices in B2B business. Among other things, Schiederwerk GmbH only works with certified disposal partners to ensure the legally compliant disposal of old equipment.

Goal:

- 100% of our products will be developed according to eco-design guidelines before 2030.
- Primarily sustainable supply chains, resource efficiency, and continuous improvement of energy efficiency in our products.

Customer Health

Health protection at Schiederwerk GmbH not only includes the protection of our employees but also extends to the protection of our customers.

To ensure the safety of our customers and employees, Schiederwerk is committed to a comprehensive 100% review of all manufactured products regarding defined product safety requirements. We also ensure that all applicable safety standards are consistently adhered to during product development.

Goal: [Reference year 2021]

- 100% of our products meet the standards for functionality, safety, and health, with verification carried out by accredited laboratories.
- Product safety according to international and national standards.
- All products comply with RoHS & REACH.

Responsibilities

The responsibility for complying with the rules and standards within the company lies with the management of Schiederwerk GmbH. The management regularly reviews the goals and effectiveness of all activities in the areas of safety, health protection, and environmental protection. This includes both Schiederwerk employees and our partners who work with and for Schiederwerk.

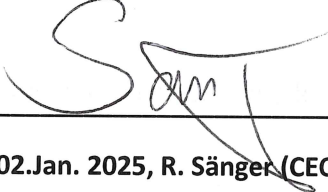
To monitor and enforce the QSGU goals (Quality, Safety, Health, and Environmental Protection) and measures, the management has appointed responsible individuals. These appointees take on the legal monitoring (legal register) and oversee compliance with legal requirements and environmental performance through regular training and internal inspections. The close-knit system of internal audits ensures that legal regulations regarding the significant environmental impacts of the company are complied with and continually improved.

As a responsible company, Schiederwerk GmbH maintains transparent and open dialogue with its stakeholders and derives commitments for its actions from this dialogue.

Schiederwerk GmbH has appointed the following individuals:

- Diversity Manager
- Waste Manager
- Quality Management Representative
- Environmental Management Representative
- Disability Representative
- Hazardous Goods Representative
- Data Protection Officer
- Representative for Shelves, Ladders, and Steps
- Safety Specialist
- Safety Officer
- Compliance Officer (Group Legris)
- First Aider
- Fire Protection Assistant

The achievement of goals is evaluated annually by the senior management.



02.Jan. 2025, R. Sanger (CEO)