

# SCHIEDERWERK

## ENVIRONMENTAL POLICY

### **Purpose of the Policy**

By taking ecological considerations into account and employing technical advances in the design of our products and manufacturing processes, we address the requirements of environmental protection. We are committed to avoiding unnecessary environmental burdens and complying with applicable environmental regulations. We continually work to enhance our environmental protection efforts.

We have set ourselves the goal of giving greater importance to the environmental compatibility of our activities. As a company, we place our business and investment decisions at the service of our commitment to a clean environment. By signing the UN Global Compact at group level, 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 sense of responsibility for environmental issues.

We therefore ensure that, in all our decisions, environmental pollution is considered across all departments, not only directly but also in its overall dimension (pollution, safety, etc.), and we strive for complete transparency in communication regarding energy and water consumption and pollutant emissions.

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

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

To ensure quantifiability, each quality and environmental objective is assigned a target value and a key figure as a measurement parameter. Furthermore, the objectives are defined, scheduled, and communicated within the organisation so that all employees are aware of them and can achieve them within the specified timeframe through established processes and available resources.

### **Scope & Assessment Coverage**

This environmental policy applies to the entire organization of Schiederwerk GmbH, Neuburger Str. 40, 90451 Nuremberg. The scope of assessment particularly includes energy and water consumption, waste management, the use of resources, and relevant environmental processes within the company.

### **Energy and Greenhouse Gases**

We are committed to continuously improving our environmental performance. To this end, we fulfil all binding obligations, continually increase energy efficiency, and improve environmental protection as well as our environmental management system as part of our Integrated Management System.

Since 2024, Schiederwerk has systematically recorded its greenhouse gas emissions using the Aktio tool. Calculations are carried out in accordance with GHG Protocol guidelines to ensure transparency and comparability, and to provide a basis for future climate targets and reduction measures.

### **Schiederwerk aims for an annual reduction of GHG emissions compared to the reference year 2024:**

- Annual reduction of GHG 1 & 2 (absolute): -3%; relative to sales: -3%
- Reduction of GHG 1 & 2 (relative to sales): 30% before 2030

- Annual reduction of GHG 3 (absolute): -2%; relative to sales: -2%
- Monitoring & reduction of direct & indirect CO2 emissions (GHG 1, GHG 2 & GHG 3)
- Consistent further development of SCM and manufacturing processes towards even more efficient production

## **Raw Materials, Chemicals & Waste**

We strive to reduce the ecological impact of our products while ensuring economically sustainable feasibility. Among other things, this includes that Schiederwerk GmbH only uses components that are proven to be RoHS and REACH compliant.

Schiederwerk is committed to minimizing negative impacts on the environment and the health of employees in its handling of chemicals and to conserving natural resources.

Our Code of Conduct highlights the central importance of environmental protection and responsible resource management. Furthermore, our procurement policy defines clear measures to ensure that conflict minerals are not used at any stage of our supply chain.

### **Schiederwerk aims to reduce the volume of waste:**

- Annual reduction of total waste volume by -3%
- Reduction of material usage through continuous process optimization
- Reduction of recyclable materials by -3%
- Reduction of hazardous waste by -3%

## **Water**

We recognize water as a valuable and limited resource and are committed to its responsible, economical, and sustainable use. Since 2025, Schiederwerk has used process water in addition to drinking and social water. For cleaning stencils in assembly, distilled water is used. This water is evaporated in a closed cleaning system, resulting in zero wastewater.

### **Our goal is:**

- Employees are continuously sensitised to the efficient use of water.
- Schiederwerk is committed to continuously monitoring water consumption and utilizing optimization potential to achieve further reductions.
- Social water: Based on the baseline year 2023, social water consumption is to be stabilized at  $\leq 6$  m3 per employee/year by 2030.
- Process water: No reduction target has yet been set for process water, as consumption has only been tracked since 2025.

## **Product Use & End of Product Life**

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

Our products and services are designed to help our customers reduce their ecological footprint, thereby significantly contributing to the preservation of our competitiveness and job security.

We follow a life cycle-based approach with our products to reduce environmental risks and seize opportunities for environmental protection.

Through a defined take-back process, Schiederwerk GmbH meets the requirements of the ElektroG for the take-back of electrical & electronic devices in B2B business. Among other things, Schiederwerk GmbH works only with certified disposal companies to ensure the legal disposal of old devices.

**Our goal is:**

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

**Customer Health and Safety**

Schiederwerk GmbH is committed to comprehensively protecting the health and safety of all customers who use our products. Our devices are designed and manufactured in accordance with all relevant safety and material regulations. All products undergo 100% functional and safety testing prior to delivery to ensure their safe performance.

We provide our customers with clear technical data sheets and safety information to enable correct installation and safe handling. Customer feedback and safety-relevant notes are promptly reviewed and considered as part of our continuous improvement process. Through these measures, Schiederwerk ensures that risks to customer safety are proactively prevented, monitored, and managed.

**Our goal is:**

- Ensuring that all products continue to be developed and manufactured in accordance with current safety standards
- Provision of complete technical data sheets and safety information for 100% of products
- Maintaining 0 cases of serious non-conformities in customer health and safety per year
- Our goal is to ensure that 100% of products are RoHS and REACH compliant and meet country-specific environmental requirements

**Responsibilities**

Responsibility for compliance with the established rules and standards in the areas of environmental, health, and occupational safety lies with the management of Schiederwerk GmbH. The management regularly reviews the achievement of objectives and the effectiveness of all activities in the areas of quality, safety, health protection, and environmental protection (QSGU). This includes both Schiederwerk GmbH employees and external partners who work at and for Schiederwerk.

To implement and monitor QSGU objectives and measures, the management has appointed responsible people. These representatives are, among other things, responsible for legislative monitoring (legal register) as well as for monitoring compliance with legal requirements and internal standards.

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

**Schiederwerk GmbH has appointed the following representatives:**

- Diversity Manager
- Person responsible for waste
- Person responsible for quality Management
- Person responsible for environmental Management
- Person responsible for disabled persons
- Person responsible for hazardous materials

- Person responsible for data protection
- Person responsible for shelves, ladders, and steps
- Safety specialist
- Safety officer
- Person responsible for compliance (Group Legris)
- First aider
- Fire safety helper

### **Review and Effectiveness Control**

The review and enforcement of QSGU objectives and measures are carried out through regular training, internal inspections, and an internal audit program. Internal audits ensure that relevant legal regulations regarding the essential environmental impacts of the company are complied with and continuously improved.

The management ensures the regular review of the environmental policy and is professionally supported in this by the environmental officer.

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**01.12.2025, R. Sängler (CEO)**