

Dialogue. Responsibility. Future.

Sustainability Report 2020

Updates to the
Sustainability Report 2018
for reporting period
2019 and 2020

Updates

Sas per 31.12.2020

- Page 0** **About this report** -> Contact person for queries and notifications: Thomas Dähn, Sustainability Coordinator, t.daehn@emco.de
Additional award Zukunftsfest
- Page 2** **Doing the right thing**
-> *First line:* The emco Group has been a successful, independent family-run company for over 75 years
- Page 4-5** **The emco Group at a glance**
--> Key figures on the size of the company in € million (group-wide)
- | | |
|---------------------|-------|
| Sales | 152.1 |
| Equity | 40.4 |
| Equity ratio | 49.8% |
| Total capital | 74.1 |
| Liabilities | 33.7 |
| Capital expenditure | 6.0 |
- > Total staff by region at production plants (country)
- | | |
|---|------|
| Germany | 726 |
| Czech Republic | 270 |
| China (emco China, Novus China, emco EET) | 190 |
| Turkey | 5 |
| France (Bau and Novus) | 50 |
| Total | 1241 |
- including trainees and excluding temporary staff
- Page 6-7** **Company profile** -> *5th line from above:* In the reporting year, we can look back over more than 75 years of company history.
- Page 11** **Corporate culture and compliance** -> *14th line:* In this regard, we set up a whistleblower system in 2019, which can be used by employees who want to provide confidential information anonymously on suspicious cases.
- Page 13** **Strategic goals / Actions** --> Photo, bottom right:
Now Thomas Dähn, Head of Safety, Health, Environment, Quality (SHEQ)
- Page 14** **Products** -> > *3rd line and 12th line:*
DIN EN ISO 9001:2015, line 16: DIN EN ISO 14001:2015
- Page 16-17** **Innovations and environmentally-friendly products**
emco Bau division: In financial year 2020, Project ECONYL® was launched, involving a highly innovative industrial research and innovation process, which will lessen the burden on the environment for the long term.

Nylon waste such as fishing nets that can no longer be used, scraps of carpet and fabric remnants that would otherwise go to waste is collected and transformed into new yarn. ECONYL® regenerated nylon offers exactly the same properties as newly manufactured nylon, but also achieves success by advancing sustainability.

- Waste material is not thrown away but is recovered
- Ideal for waste management, effective against climate change
- Reduces the greenhouse effect of nylon by up to 90% compared to material made from oil
- Positive energy footprint thanks to recycled materials
- Reduced electricity and water usage, lower CO2 emissions
- Nylon waste becomes regenerated ECONYL® yarn
- OEKO-TEX-certified yarn

emco bathroom division: In financial year 2020, a new aluminium processing centre was commissioned. This has led to increased energy efficiency and a reduction in scrap and offcuts.

Novus Dahle division: In financial year 2020, a cheque for 10,000 euros worth of donations was handed over to the “One Earth - One Ocean e.V.” environmental organisation which is using it to finance educational and awareness projects in schools. The money comes from a donation campaign, which accompanied the product launch of the Novus re+new range in 2019. Novus re+new staplers and hole punches consist of up to 95% recycled plastics.

Page 18 **Lieferanten und Wertschöpfungskette** -> rechte Spalte/ 3. Zeile:

Als Maßnahme führten wir 2019 einen Supplier Code of Conduct ein. Dieser sogenannten SCoC beinhaltet einen Vertragszusatz mit einer Selbstverpflichtung, nachhaltig zu wirtschaften. Er soll Sorge dafür tragen, dass die gesetzlichen Bestimmungen eingehalten werden. So stehen hier die Verhinderung von Korruption und kartellrechtswidrige Absprachen sowie die Bekämpfung der Kinder – und Zwangsarbeit im Vordergrund. Der Themenbereich Compliance ist für die emco Group sehr relevant und wurde sowohl in die allgemeinen als auch in die Einkaufsrichtlinien aufgenommen und bildet somit die Basis für alle Einkaufsprozesse.

Page 21 **Actions** -> Right-hand block / first line: Introduction of an environmental management system at all production sites and continuous certification to DIN EN ISO 14001:2015

Page 23 **Management approaches - international** -> lines 1 - 3:

Our environmental management system ensures that our production sites have as little impact on the environment as possible.

-> Lines 14 to 18:

With our production sites in Germany, the Czech Republic and China being certified according to the DIN EN ISO 9001:2015 quality management system and the DIN EN ISO 14001:2015 environmental management system, our high standards are regularly confirmed by independent experts.

-> Lines 24-26: We consider all production sites to be relevant. The sales sites are not relevant.

Page 24 **Energy and climate** -> line 10:

kWh of electricity consumed by emco at its Lingen site in 2020 4,031,750 kWh of electricity consumed by emco at its Rödental site in 2020 323,558

Wide range of energy-saving measures -> first line: Around 80% of all lighting at the Lingen sites has been converted to LED.

Use of materials and preservation of resources -> **lines 17-18:** In financial year 2020, the volume of waste at the main site in Lingen amounted to 1,025 tonnes.

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Key figures on waste

| Waste at the Lingen (Ems) site | Total (t) | of which for recycling |
|--|--------------|------------------------|
| Hazardous waste | 36 | 14 |
| Non-hazardous waste | 60 | |
| Commercial waste for thermal recycling | 74 | |
| Metals | 359 | 359 |
| <i>Other separately collected waste (100% for recycling)</i> | | |
| Plastics from the construction industry | 161 | |
| Glass | 10 | 10 |
| Wood | 84 | 84 |
| Paper/cardboard | 159 | 159 |
| Foil | 37 | 37 |
| Other waste | 45 | 45 |
| Total waste | 1,025 | 694 |

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Health and work-life balance -> lines 1-16:

Under normal circumstances, health promotion at the emco Group includes company sports and the emcofit company fitness programme. However, the coronavirus pandemic has had far-reaching effects here as in all other areas. Instead of promotion, safeguarding health took centre stage in 2020: right at the beginning of the crisis, business trips were limited to an absolute minimum, meetings were held virtually, disinfection dispensers were set up and free masks were distributed. Much was achieved together: employees stopped using their time and attendance accounts and worked from home whenever possible. The short-time working phase from the middle of April to the end of July also helped to implement distancing rules until compulsory masks when leaving work areas ensured the protection of employees from September onwards.

The long-term goal is to allow every employee to participate in an extensive company sports programme again as soon as COVID-19 allows it once again.

Right-hand block -> Company welfare counselling -> **line 5**

In the reporting year 2020, seven employees contacted the SKM seeking advice.

Right-hand block -> Family-friendly business -> **line 3**

In 2020, the emco Group was successfully re-certified.

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Protection and safety -> lines 5-11:

The number of reportable accidents at work in the reporting year was six (Lingen site), five of which were commuting accidents. After each accident, the cause is investigated in order to be able to take action and avoid repeat incidents. Our safety experts are present in all our plants to help and advise on all questions regarding occupational safety and accident prevention at work.

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Actions

-> **Lines 6-7:** It has no longer been possible to support the Kulturforum St. Michael since 2019 because the venue is no longer available. The former church building was allocated a new use as a kindergarten by the owner and the local authority.

-> **Lines 8-9:** The youth culture prize no longer exists either due to the loss of the venue.

> Bottom left photo Willenbrock: Erwin Müller GmbH has been a successful family business for over 75 years.

Page 38 **Apprenticeships and educational programmes**

> *Line 15:* four dual students

Page 39 **Promoting culture**

It has no longer been possible to support the Kulturforum St. Michael since 2019 because the venue is no longer available. This note also applies to the interview on page 40, *Line 19*.

Page 42 Overview of key figures

Total staff by region (country)

| | |
|--|-----|
| Germany | 726 |
| Czech Republic | 270 |
| China (emco China, Novus China, emco EET) | 190 |
| Turkey 5 France (emco Bau and Novus) | 50 |
| including trainees and excluding temporary staff (see below) | |

Key figures on personnel structure (Germany)

| | |
|--|-----|
| Total number of employees | 726 |
| of which women | 228 |
| of which men | 498 |
| Breakdown of employees by type of employment | |
| of which commercial | 404 |
| of which industrial | 298 |
| temporary workers (not incl.) | 20 |
| of which trainees | 24 |

Breakdown of employees by working time model

| | |
|------------------|-----|
| part-time | 88 |
| of which women | 73 |
| of which men | 15 |
| full-time | 638 |
| of which women | 155 |
| of which men | 483 |

Key figures on parental and care leave* (Germany)

| | |
|--|---|
| Number of employees on parental/care leave | 4 |
| of which women | 3 |
| of which men | 1 |

Age, length of service

| | |
|------------------------------------|-------|
| Average length of service in years | 16.36 |
| Average age of employees in years | 45.95 |
| Age structure under 30 years old | 96 |
| 30-50 years old | 272 |
| over 50 years old | 358 |

Fluctuation in Germany

| | |
|---|------|
| Fluctuation rate = leavers/average number of employees 2018 | 10%* |
|---|------|

| | |
|----------------------------------|-----|
| Average number of employees 2020 | 759 |
| Leavers 2020 | 77 |

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Architecture

Worklife

Mobility

