



20  
19

SUSTAINABILITY REPORT

20  
20

Published by  
Schüco International KG  
Karolinenstraße 1–15  
33609 Bielefeld, Germany

[www.schueco.com](http://www.schueco.com)

**SCHÜCO**

# At a glance

The Schüco Group 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 align ourselves with 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. We also provide our customers with advice about dismantling and recycling.

**Founded**  
**1951**

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

**Network**  
**30,000**

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

**Countries**  
**43**

Schüco sets standards with pioneering products and outstanding service, with offices in 43 countries.

	Changes from previous year in %	2020	2019	2018	2017
Total turnover in EUR (millions)	-3.1	1,696	1,751	1,670	1,579
Of which					
– Metal fabrication turnover	-4.3	1,416	1,480	1,403	1,320
– PVC-U turnover	3.3	280	271	267	259
Investments in EUR (millions)	7.2	57.8	53.9	92.1	50.4
Equity ratio in %	-4.9	64.1	67.4	66.8	60.4
Employees worldwide	0.1	5,649	5,641	5,440	4,961

For the sake of clarity and to make it as easy as possible to find the relevant information, we are making this sustainability report available as a linked PDF.



Link to external page  
e.g. [www.schueco.com/de-en/company/sustainability](http://www.schueco.com/de-en/company/sustainability)



Reference to a page in the report

## Dear Readers,

Two years ago, it was still mainly young people who were hitting the streets to demand more climate and environmental protection as part of Fridays For Future. Today, sustainability is one of the most important issues of our time and is unavoidable, even for politicians. Whether it's CO<sub>2</sub> taxation, the European Green Deal or the "climate ruling" of the German Federal Constitutional Court for a Climate Protection Act that is fair to all generations – sustainability as a global challenge has never been more at the forefront of people's minds, not least (and entirely justifiably) in terms of legislation.

As a founding member of Foundation 2°, Schüco supports this development because international climate policy needs to be more ambitious, faster and more reliable. We must ensure that our environment and therefore also our financial livelihood returns to a balanced state – this is the task for my generation and all those that come after. Effective climate protection prevents disruptions in global supply chains and reduces the risk of new pandemics. Coronavirus has clearly shown us how important that is. The European Green Deal, which aims to achieve a sustainable European economy linked to climate objectives, is an important step towards climate protection and the conservation of resources. However, we now need to quickly agree on concrete tools and measures so that action can finally be taken, rather than just more discussion. In Germany, this particularly applies to the building sector, which must reduce its CO<sub>2</sub> emissions by almost 50 percent over the next ten years. We can make an effective contribution to this with energy-efficient system solutions for windows, doors and façades that are adapted to changes in the climate.

The aim of our "Emission Zero" project is to develop and implement effective measures for CO<sub>2</sub> reduction in order to achieve climate neutrality by 2040. We established our long-term climate objective together with the World Wide Fund for Nature (WWF) in 2019, with its scientific basis confirmed by the Science Based Target initiative (SBTi). In order to meet our objective, we want to reduce our CO<sub>2</sub> emissions along the value chain by 30 percent by 2025 compared to 2018 as the reference year. This is an ambitious target and we will need to reduce our carbon footprint at various different levels in order to achieve it. The past two years have shown that our efficiency measures to date are not enough. In future, we need to work much harder to break

We want to focus on people at Schüco, understanding you as an individual, regardless of gender, sexual orientation, age, social background, ethnicity, religion or disability. For this reason, we have avoided the generic masculine form in this sustainability report and used gender-neutral formulations.



the link between our corporate success and our consumption of resources. This happened in 2020, the year of the pandemic, where fewer truck transports, fewer business trips and less travel time resulted in a remarkable drop in our absolute emissions in these areas. We will analyse these effects in detail in order to reduce our carbon footprint even more effectively in future. In order to achieve our climate protection objectives, we also need the cooperation of our partners along the entire supply chain, who must implement their own measures to contribute to this success. We will approach this in a cooperative and constructive way. Suppliers who do not want to tread this path with us cannot be our strategic partners.

We consider our products to be crucial leverage. We restructured our portfolio of energy-saving, recyclable aluminium and PVC-U products during the reporting period. As a successful business enterprise, we are now responsible for driving changes forward and are prepared to be measured by our development of future-orientated products and concepts. In this way, we can reinforce our foundations in order to survive global crises like the current coronavirus pandemic as a reliable employer and business partner. At the same time, we don't want to neglect the social side of sustainability and are aligning ourselves with the Sustainable Development Goals (SDGs) of the United Nations, among others.

This sustainability report discusses the targets we have set ourselves at Schüco and how we want to meet them. We are still only at the start of our transformation process in some areas. One reason for publishing this report is to be transparent about this. We want to show what we have already achieved and where we could make further improvements in terms of sustainability. Thanks for your interest.

Best wishes,

**Andreas Engelhardt**  
Managing Partner  
Schüco International KG

## SUSTAINABILITY AT SCHÜCO

**Acting in a sustainable way is both a duty and a motivation for us – our "Motivation Green".**

### Our understanding

Buildings are among the most long-lasting products that we humans make. They determine where we live and work for decades. This means that the construction industry has a major influence on the life of current and future generations. This concept forms the basis for our sustainability strategy.

### Our aspirations

We want to be a trailblazer for effective sustainability in the construction sector. We use everything we have to achieve this objective – our competence, our understanding of quality and our enthusiasm for outstanding buildings. We offer our customers products and services that are cutting-edge in terms of comfort, durability and energy efficiency. But we're not satisfied with that. We think deeper about sustainability: from reusable raw materials to recyclable products and the development of new types of solutions, right up to dismantling and recycling.

Our aim is to systematically increase our success with sustainable products. This focus is complemented by our aspiration to push on with making the construction industry environmentally and socially responsible and linking social awareness to sustainable building and living concepts.

Beyond climate protection and the conservation of resources, the social side of sustainability also plays a central role for us: we take a clear stand against any form of discrimination and are actively committed to treating all our employees fairly regardless of gender, age or background and to open up their own individual career paths. We are also committed to equal opportunities outside our company, particularly the protection of labour and human rights along the supply chain.

As part of our comprehensive commitment to sustainability, we also support initiatives and projects that promote the common good and contribute to great co-existence at a local level.

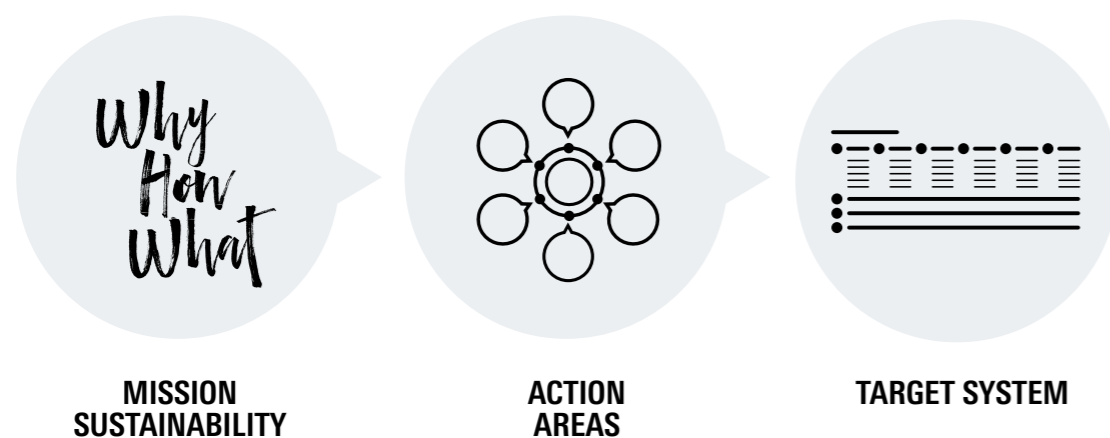
### Our approach

Our understanding of sustainability has come from the action areas and subjects areas that we defined in 2016 together with internal and external stakeholders and that we have continuously developed ever since. In 2020, we created a target system that incorporates the requirements of various sustainability indices. In this way, we can expand our action areas and back up all action options with quality and quantity indicators. As part of this review, we identified a new action area at the beginning of 2021: "Business Development". As we are currently working on our management approach to this, the action area is not considered in detail in this report. We have also defined six focus projects to be embedded across the entire company by means of ambitious targets and which are currently being implemented at department level. For more details about our key issues and focus projects, please see → page 6 onwards.



### What drives us

We want people to have a good standard of living – in buildings and beyond. Across the generations. With sustainable products and manufacturing procedures, we help make cities more sustainable and inclusive in line with the Sustainable Development Goals (SDGs). For more details about our contribution to the SDGs, please see → page 32 onwards.



### OUR MATERIAL TOPICS

Action area	Material topics	Assigned GRI aspects
<b>Environment</b>	Sustainable materials Recycling Commitment to climate protection	Materials Energy Emissions
<b>Products</b>	Sustainable building solutions	Materials Customer health and safety Marketing and labelling
<b>Business development</b>	In progress	In progress
<b>Supply chain</b>	Transparency and risk analysis Origin of raw materials	Supply chain Materials
<b>Employees</b>	Health Cooperative leadership culture Career opportunities	Occupational health and safety Employment Training and education
<b>Society</b>	Collaboration in initiatives and committees Responsibility to customers Promotion of young scientists	Stakeholder engagement Customer health and safety Marketing and labelling

MANAGEMENT APPROACHES



**Action areas for sustainability**

For us, sustainability is a task that we address every day in each of our six defined action areas. The following management approaches forms the framework for our commitment.

As we are currently working on our management approach for the new "Business Development" action area, this action area is not considered in detail in this report.

**Environment**

Climate protection and responsible handling of resources are integrated as central objectives in our sustainability strategy. In cooperation with the World Wide Fund for Nature (WWF), we have developed science-based climate protection targets that match the decarbonisation level needed to comply with the 1.5 degree limit, according to the Science Based Targets initiative (SBTi). By 2025, we want to reduce our absolute CO<sub>2</sub> emissions by 30 percent compared to 2018 as the reference year. The overarching aim is for our company to be climate-neutral – in the sense of zero emissions – by 2040. In order to meet our climate protection targets, we are currently working with the individual company areas to develop effective reduction measures.

The CO<sub>2</sub> savings are covered in three areas or so-called scopes. Scope 1 relates to the company's own sources of emissions, such as CO<sub>2</sub> emissions from boilers or the vehicle fleet. Scope 2 relates to the energy we use, such as the electricity we need for our production processes or IT technology. Scope 3 is the most challenging area, as it relates to the lifecycle of our products. This includes the entire supply chain, as well as the fabrication, use and disposal of our products.

Overall, around 99 percent of emissions fall under scope 3. We work closely with our suppliers in order to save CO<sub>2</sub> in particular in the upstream value chain. Schüco Deutschland has been systematically calculating its own carbon footprint since 2011. The data calculations are based on the GHG Protocol and the ISO 14064 standard. Schüco uses almost 100 percent certified green electricity across Germany and the production site in Weißenfels also complies with the requirements of the international standard for energy management, DIN EN ISO 50001. The Schüco environmental management system is also DIN EN ISO 14001 certified for "Development and sale of aluminium systems and project solutions".

To further reduce our consumption of energy and resources, we are actively driving the transition from linear to circular product development. However, a consistent circular economy also requires more collection and recovery systems. Schüco has therefore already been committed to the sector initiatives A/U/F and Rewindo for years, in order to close off the material cycles for aluminium and PVC-U.

## Products

Just short of 40 percent of total CO<sub>2</sub> emissions worldwide come from the building sector. A more environmentally friendly way of building is urgently required so that we don't put our own financial livelihood and lives at risk. Schüco can play a major part here: firstly, we contribute to more efficient building use with our products, such as systems with particularly low heat transfer and high impermeability. Secondly, we also place particular emphasis on high quality in the design of our products, in order to ensure the longest possible service life, recyclability and responsible handling of materials.

In this way, we help ensure that climate protection targets can be reached around the world and that building is more resource-friendly in future.

Environmentally certified testing is just as much part of our portfolio as window, door and façade systems that can be recovered in the material cycle entirely, without problems or loss of quality, once their useful life ends. Schüco has provided customers with element-specific lifecycle assessment information since 2009 in the form of an externally verified Environmental Product Declaration (EPD). To further reduce our products' consumption of energy and resources, we are also actively driving the transition from linear to circular construction. For example, we are pioneers in the implementation of the Cradle to Cradle (C2C) principle in the building sector. Our C2C-certified aluminium systems can be recycled in such a way that entails no loss of quality when they are reused.

The materials used in our products are environmentally friendly and manufacturing uses renewable energy. Our PVC-U products also meet high requirements for recyclability and the reduction of emissions, as confirmed by the awarding of the VinylPlus product label. Furthermore, Schüco is actively driving the continuous improvement of quality and environmental aspects, supported by the framework of certified quality and environmental management systems.

## Supply chain

As a developer and provider of system solutions for windows, doors and façades, Schüco is reliant upon natural resources and materials such as metals and engineering plastics. Our focus here is primarily on aluminium, our most important material in metal fabrication. A good environmental balance here in the usage and recycling phase is countered by the social and ecological challenges at the start of the supply chain. The production of primary aluminium currently involves a lot of energy input and a high carbon footprint. In addition, there are potential environmental risks and conflicts about land use rights in mining countries such as Australia, Guinea and Brazil, such as the issues caused by wide-scale

rainforest clearing. With around 300 product-related direct suppliers in the metal fabrication sector, implementing an environmentally and socially responsible aluminium supply chain is a huge challenge. At the same time, we consider it our responsibility as part of the value chain to focus on increasing the proportion of aluminium that is certified in accordance with sustainability criteria.

We consider there to be direct leverage in a procurement strategy that takes sustainability criteria into consideration. We are currently working in particular on increasing our use of low-CO<sub>2</sub> materials. We also cooperated with the WWF in 2019 on the development of an extensive Supplier Code of Conduct that obliges our business partners to comply with rules on human rights, fair working conditions, ethical business conduct and environmental protection. This Supplier Code of Conduct has been gradually sent to all our suppliers since 2020 and discussed in personal meetings. Using the internal Schüco standard SN 175, we also oblige our suppliers not to use a defined list of potentially risky materials or to declare such use accordingly.

Aspects that are beyond our control, such as compliance with human rights upstream in the value chain, are covered by cooperations: among other things, we are committed to establishing internationally valid and certifiable sustainability standards in the aluminium supply chain as a founding member of the Aluminium Stewardship Initiative (ASI).

Our PVC-U division, with its 60 product-related direct suppliers, also stands up for sustainable handling of PVC along the value chain. The focus is on measures to reduce the carbon footprint of PVC, promote the sustainable use of additives and increase the annual proportion of recycling. As part of VinylPlus, the sustainability program in the European PVC sector, Schüco Polymer Technologies meets the standards for sustainable raw materials procurement and undertakes to comply with high sustainability standards when purchasing raw materials. We also review the effectiveness of our supply chain measures in coopera-

tion with the WWF as our critical partner. In this way, we ensure that our work is consistently solution-orientated and targeted.

## Employees

Our aim is not only to attract the best employees to Schüco, but also to keep them with the company in the long term. We focus on a cooperative and collaborative leadership culture in a pleasant working environment, a good work/life balance and individual career development.

Schüco takes responsibility for the occupational health and 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 also actively support our employees in staying healthy, including measures such as regular flu vaccinations, free coronavirus tests and vaccinations, a company doctor, discounted memberships for various fitness studios and video tutorials for keeping active in your home office space.

Our leadership culture guidelines and strategic position "Focusing on the people" provide a clear framework for orientation and define how we live out our values and principles in everyday company life. In the event of infringements against the leadership guidelines, employees can contact the arbitration board at any time. Great cooperation with our works councils and further control mechanisms such as targeted employee surveys or health and safety committees (ASA) at the German Schüco sites guarantee the effectiveness of our measures and ensure that we offer

our employees a working environment in which they feel comfortable. Schüco is also going to develop a diversity index in the future based on gender, internationality and employment period quotas, focusing clearly on diversity and equal opportunities. In order to make even better use of the potential of female leaders, we are not only promoting our own talents but also providing leadership training and mentoring specifically for women as a member of the ANNA+CIE program. A range of different training offers, such as soft skills or languages, also give all employees the opportunity for individual further development.

## Society

Our understanding of social engagement is based on the idea of "corporate citizenship": we consider ourselves to be part of society and want to make an active contribution to a good community, as well as being a driver of sustainable transformation. This is why we have been involved in various initiatives and selected associations for years.

Among others, Schüco is active in Foundation 2° (Renamed in 2021: KlimaWirtschaft Foundation), 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. We are a founding member of the Aluminium Stewardship Initiative (ASI), which works to establish environmental and human rights standards along the aluminium value chain across all sectors as a global multi-stakeholder association.

We are also a founding member of re!source Stiftung, an independent alliance with members from the fields of economics, science, society and politics, which campaigns for the resource turnaround in the construction and property industry. As part of our collaboration with the WWF, we support projects to conserve biodiversity

in the Brazilian rainforest and drive our own sustainability activities forward. We also strongly support young scientists and, together with Goldbeck, we set up the "Digital Building" endowed professorship at the OWL University of Applied Sciences in 2020. All of these aspects are important building blocks in our social engagement. For a list of all initiatives and associations to which Schüco belongs, please see → page 20.

We want to align our social commitment with our sustainability strategy even further in future, in order to bundle our resources and work with like minds in harmony with the Sustainable Development Goals to help solve urgent social challenges such as climate change (SDG 13), lack of resources (SDG 12) and the implementation of equal opportunities and participation (SDG 10). And we want our employees to be more involved in this in particular.

We are currently developing a corporate citizenship strategy. It will build on our commitment so far and look at how Schüco can add sustainable value for the company while integrating the interests of its social stakeholder groups. This will be based on KPIs that we want to use to make it possible for our engagement to be measured and assessed transparently. The first step for strategy implementation will be pilot projects, with the resultant findings being used as the basis for the continuous further development and adjustment of our social engagement.

## About this report

The 2019/20 Sustainability Report from Schüco International KG is the third sustainability report produced by the company, published on 29 November 2021 and was produced based on the GRI standards "Core" option. All information relates to the reporting period from 1 January 2019 to 31 December 2020.

## GENERAL DISCLOSURES

We developed a target system in 2019 and 2020 and revised our action areas, in order to give consideration to the increasing significance of innovative business models among other things. For more information, please see → page 26 onwards.

## GRI 102 GENERAL DISCLOSURES

GRI 102-1

### Name of the organisation

Schüco International KG

GRI 102-2

### Activities, brands, products and services

Schüco develops and sells system solutions for windows, doors and façades. With around 5,650 employees worldwide, we strive to be the technology and service leader in the industry. In order to achieve this goal, we consistently align ourselves with 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 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 business areas of metal fabrication – aluminium and steel – and PVC-U. 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 43 countries: Armenia, Azerbaijan, Belarus, Belgium, Brazil, China, Czech Republic, Denmark, Egypt, Estonia, Finland, France, Georgia, Germany, Greece, India, Indonesia, Israel, Italy, Japan, Kazakhstan, Korean, Latvia, Lithuania, Morocco, the Netherlands, Norway, Poland, Portugal, Russia, Senegal,

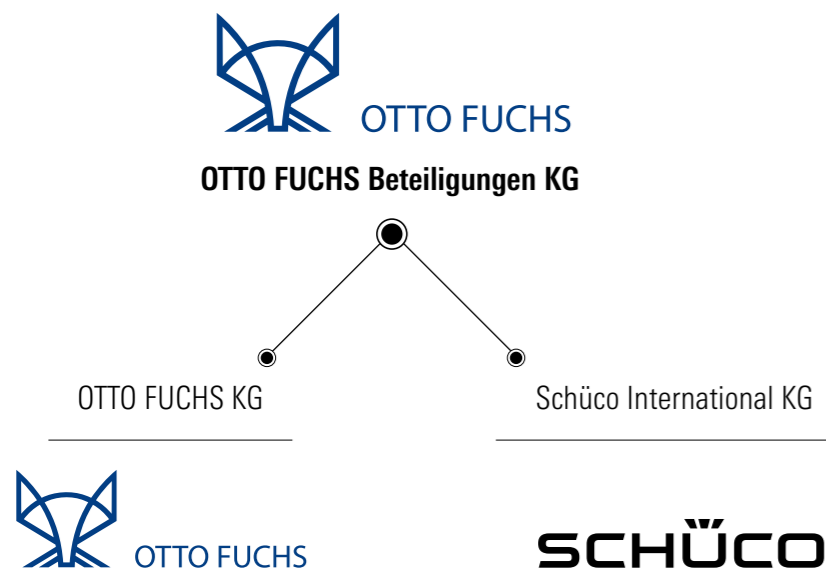
Singapore, Slovakia, Spain, Sweden, Thailand, Turkey, Ukraine, the United Arab Emirates, the UK, the USA, Uzbekistan and Vietnam.

GRI 102-5

### Ownership and legal form

Since 1964, Schüco International KG has belonged to Otto Fuchs Kommanditgesellschaft, a company of the Otto Fuchs Group. Otto Fuchs KG was renamed Otto Fuchs Beteiligungen KG with effect as of 1 December 2020. The operational busi-

ness of Otto Fuchs Beteiligungen KG was hived off into a newly established company with the name Otto Fuchs KG and has since been a subsidiary of Otto Fuchs Beteiligungen KG, like Schüco.



GRI 102-6

### Markets served

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

GRI 102-7

### Scale of the organisation

In Germany, Schüco operates 15 sites. Worldwide, we have over 50 companies, plus various showrooms and representatives.

With the two start-ups Plan.One GmbH and PlanToBuild GmbH, Schüco is actively driving forward the further digitalisation of the value chain in the construction industry. During the reporting period, as part of our growth strategy, Schüco acquired a majority share in Sälzer GmbH (high-security systems), SOREG AG (barrier-free sliding systems) and EPS Systems KG (textile façade cladding). The company portfolio is rounded off with various strategic partnerships: in the smart building sector, Schüco has been cooperating with Gira Giersiepen GmbH & Co. KG since 2019 and the Loxone Group since 2020. We also have product-related cooperation with Renson (2019) in the ventilation concepts sector. Schüco has been working with Kuka AG on automation solutions since 2019. The company

has been working with air-lux Technik AG on the development of high-density sliding systems since 2020. Schüco Japan K.K. was also founded in the reporting period as a wholly owned subsidiary.

Schüco PreFab Solutions KG, Bielefeld, was entered in the commercial register in 2019. The subsidiary's business field covers the prefabrication of kits for design sliding units. Schueco Korea Ltd. was also founded in Seoul in 2020 to reinforce and further develop local market recognition and sales reach.

The Schüco Group offers around 500 series of system solutions for windows, doors, façades, sliding systems, sun shading, ventilation and fire protection. 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.

	Changes from previous year in %	2020	2019	2018	2017
<b>Employees worldwide*</b>	<b>0.1</b>	<b>5,649</b>	<b>5,641</b>	<b>5,440</b>	<b>4,961</b>
Of which EU and EFTA*	-0.5	4,680	4,704	4,579	4,195
Of which outside EU and EFTA*	3.4	969	937	861	766
Of which Germany	-0.6	3,745	3,769	3,656	3,339
Schüco International KG	0.9	4,238	4,200	4,104	3,787
Schüco Polymer Technologies	0.5	388	386	366	332
Schüco PWS Produktions KG	2.9	458	445	432	402
Plan.One GmbH	-8.5	43	47	35	3
PlanToBuild GmbH	-12.5	7	8	0	0

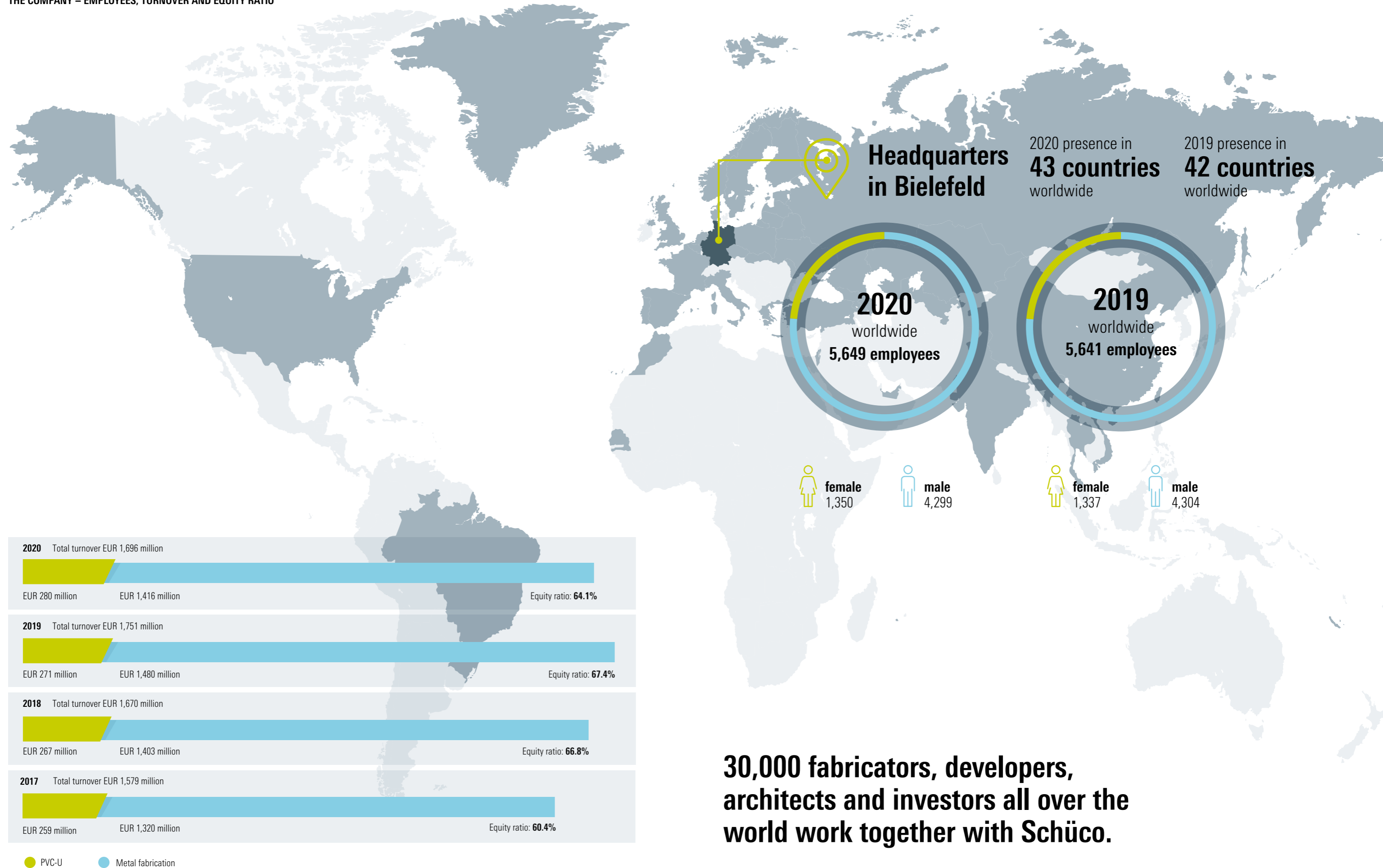
\*Numbers include Sälzer GmbH and EPS Systems KG.  
 \*\*EFTA (European Free Trade Association) consists of Iceland, Liechtenstein, Norway and Switzerland.

The data provided was retrieved from our staff 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. During the reporting period, there were no significant fluctuations in the number of employees.



THE COMPANY – EMPLOYEES, TURNOVER AND EQUITY RATIO





GRI 102-8



## Information on employees and other workers

The following information refers to all Schüco sites worldwide.

### TEMPORARY EMPLOYMENT CONTRACTS (RATIO TO THE NUMBER OF PERMANENT CONTRACTS)

	2020	2019	2018	2017
<b>Temporary employment contracts</b>	<b>1.8</b>	<b>2.4</b>	<b>2.7</b>	<b>2.2</b>
 Temporary, women	1.5	2.0	2.7	2.0
 Temporary, men	1.9	2.5	2.7	2.2

### PART-TIME EMPLOYMENT CONTRACTS, PERCENT

	2020	2019	2018	2017
<b>Part-time employment contracts</b>	<b>7.0</b>	<b>6.9</b>	<b>6.3</b>	<b>6.2</b>
 Part-time, women	22.3	21.8	20.0	19.5
 Part-time, men	2.2	2.3	2.1	1.8

GRI 102-9

## Supply chain

Schüco has more than 1,000 products in its portfolio, with components from national and international suppliers. Procurement in Germany lists approx. 360 product-relevant direct suppliers for the Metal and PVC-U divisions, including manufacturers of aluminium and PVC profiles, fittings and safety technology. We have no direct relationship with the commodities trade; we exclusively purchase semi-finished and finished goods.

We have no figures for our indirect suppliers. However, we aim to use our direct influence

along the supply chain to maintain transparency, quality and sustainability standards. This is why we are part of the Aluminium Stewardship Initiative (ASI) and a member of the Vinyl Plus sector initiative. Schüco values long-term business relationships shaped by collaborative cooperation. In this way, we can ensure that the quality of our products remains at the same high level. Regionality is a further procurement criterion that forms part of our sustainable orientation, with one target being to reduce major transport-related

emissions. In future, we want to buy two-thirds of our purchasing volume locally in our main markets. Regional positioning and great contact with product-specific suppliers during the coronavirus pandemic proved to be an advantage, as there were no supply bottlenecks.

GRI 102-10

## Significant changes to the organisation and its supply chain

There were no significant changes in the size and structure of the supply chain 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. We also consider our ambitious climate protection targets, which we have developed together with the WWF, to be part of active risk management.

In extraordinary times, Schüco also relies on an interdisciplinary committee that has three fixed members. The team evaluates

the situation regularly and makes forward-looking decisions to ensure the well-being of all employees and minimise possible damage and risks for the company. This type of crisis management has proved to be reliable and effective during the coronavirus pandemic.

### 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 greatly values targeted engagement in external initiatives in order to actively drive sustainability issues forward in the construction industry and beyond.

### ASI – Aluminium Stewardship Initiative

Schüco is a founding member of the ASI. The ASI is set up as a multi-stakeholder initiative in accordance with 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 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.

### AIUIF e.V.

AIUIF e.V. organises the sustainable disposal and processing of dismantled aluminium construction components and profiles in Germany and Europe. The aim of the recycling initiative and its 200+ members is to actively promote the

environmentally- and resource-friendly re-use of aluminium as a recyclable material. Schüco is a founding member of AIUIF and its support helps increase the proportion of recycling aluminium available on the market.

### re!source

The re!source foundation is an independent alliance of members from the fields of economics, science, society and politics, campaigning for the sustainable use of resources through the implementation of circular added value in the construction and property industry. re!source has been developing targets and processes for the conservation of resources since 2018 and communicates these to the relevant target groups.

### Rewindo GmbH

Rewindo is a collective of leading German PVC profile manufacturers, aiming to increase the recycling of dismantled PVC windows, shutters and doors and promote the conduction of resource-efficient business. Schüco is a founding member and partner of Rewindo and is committed to better recycling of PVC profiles.

### 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 Celsius. Aside from Schüco, 28 other companies from different branches of industry are members of Foundation 2°.

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.

### WWF – World Wide Fund For Nature

Since 2018, Schüco and the WWF have been working together in a partnership to make an effective contribution to more sustainability in the construction industry. As part of this collaboration that focuses on climate protection and responsible procurement of raw materials, concrete climate protection targets and measures have been drawn up in accordance with the principles of the Science Based Targets initiative (SBTi) and activities to implement a responsible supply chain have been further developed in line with Germany's National Action Plan for Business and Human Rights.

GRI 102-13

## Membership of associations

Schüco's social engagement includes membership of the following select associations:

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

GRI 102-14

## Statement from senior decision-maker

See foreword on → page 3

GRI 102-16

## Values, principles, standards and norms of behaviour

The company culture at Schüco is based on a comprehensive understanding of responsibility, partnership, excellence and innovations. This applies both to how we communicate with one another in everyday company life and to our quality aspirations and the way we handle resources. We have defined our own aspirations in our "Principles for the Future": we want to be the best by far. Our "2025 company strategy" lays out how we will implement these principles.

Our management policy complements our company culture. It is best summarised as follows:

Schüco implements active quality, environmental, energy and occupational safety management along the entire value chain. In terms of long-term success, the company considers the specifications of international standards to only be minimum requirements and these should be exceeded wherever possible. In close collaboration with business partners, Schüco works to continuously improve existing systems, work procedures and processes, in order to increase the quality of products and services. The health and safety of employees and customers and respect for human rights are essential components of the management policy, as are environmental protection and efficient handling of natural resources. The management ensures that all information and resources needed to achieve the desired objectives are made available.

The values, principles and norms of behaviour of Schüco are also laid out in detail in the Code of Conduct (CoC) in German, English, French, Italian, Chinese and Russian. Additionally, standards and norms of behaviour are codified for Germany in documents known as fact sheets (1–11).

These fact sheets are also available in English and apply worldwide as Group guidelines unless different country regulations are published. Alongside Italy, Russia and India, fact sheets have been published for the UK and China that 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, Schüco Polymer Technologies KG, Schüco PWS Produktions KG and Schüco PWS Kaschierungs KG. Employees are obliged to complete either an e-learning or classroom-based course every 24 months. The United Kingdom also has mandatory e-learning. The program is provided for employees in German, English, Italian, French, Russian, Chinese, Turkish and Brazilian Portuguese, with Spanish added in 2020.

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 which provide information on the principles and standards. Country-specific information is available for Germany, China, India, Italy, the United Kingdom and Russia and there is also a Group-wide site in English. A video message on compliance from the company's managing partner, Andreas Engelhardt, is also available there with subtitles for each language.

GRI 102-17

### Mechanism for advice and concerns about ethics

Schüco provides a range of options for seeking advice about ethical and legally compliant conduct. The Compliance Office plays a central role as part of "Legal, Compliance & Data Protection". It controls and coordinates the implementation of Group guidelines throughout the entire organisation. The head of the department is also the Chief Compliance Officer (CCO) and reports directly to the management of Schüco International KG.

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 e-mail or telephone; in all the international companies listed above, there is also a Compliance e-mail address. In countries without their own Compliance Office, there is also the option to send an e-mail to the Compliance Office in Germany or to contact the internal company Compliance

hotline by phone or fax. These hotline contacts can also be used to convey concerns about unethical and illegal activity, as well as concerns about the integrity of the organisation. The hotline telephone number and e-mail address can be found in the Code of Conduct online and on the Schüco website.

GRI 102-18

### Governance structure

The Group Management Board at Schüco International KG comprises Andreas Engelhardt as the Managing Partner, Philipp Neuhaus (Chief Financial Officer) and Dr. Walter Stadlbauer (Chief Operating Officer/ Chief Technology Officer). The Executive Management Board Metal (EMB-MB) is included as a decision-making committee for company-related issues as an extended management team. Similarly, the Executive Management Board Polymer (EMB-Polymer) is part of the PVC-U division.

These two committees that act at operational management level form the Group Management team along with Group Corporate Functions. The central officers act as support for all Schüco divisions and holdings worldwide with specialist expertise. They also prepare Group-wide guidelines. The Sustainability department is also part of Group Corporate Functions (see GRI 102-20).

GRI 102-20

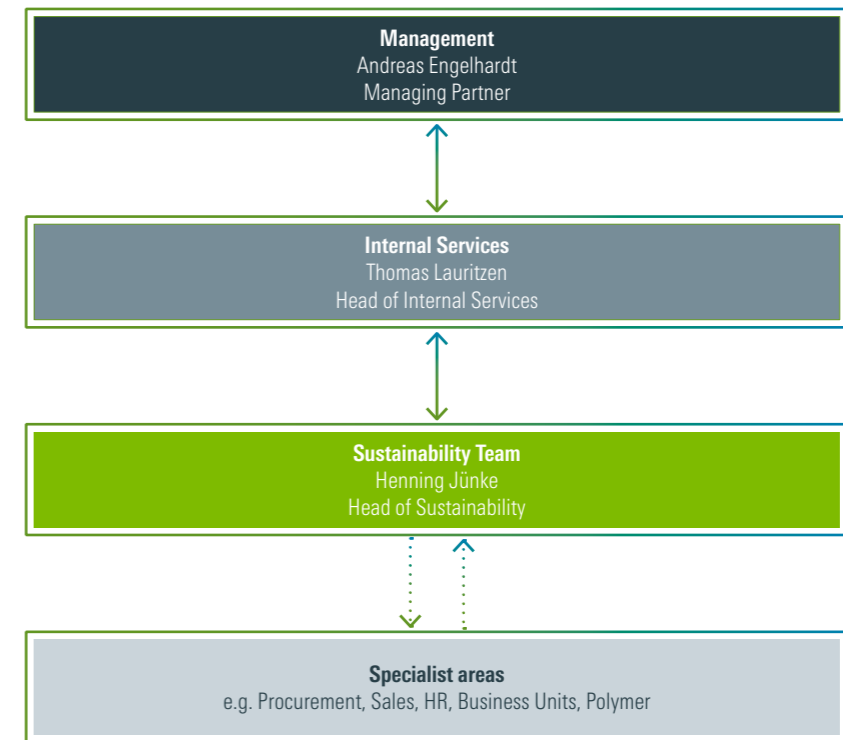
### Executive-level responsibility for economic, environmental and social topics

The Sustainability department was reorganised in 2020, with due consideration given to the strategic importance of the issue for Schüco.

reporting period. Their task was to drive forward various sustainability issues and focus projects across all our action areas.

A separate department has been set up from the Sustainability working group, continuing to report to Internal Services. A new Head of Sustainability was appointed in the reporting period. The newly established team defines the relevant issues for the company and regularly reviews the need for action. The Sustainability department consisted of two experts and the Head of Sustainability during the

Furthermore, Schüco considers sustainability to be an integral, cross-disciplinary function which should be integrated throughout the company. This is why the Sustainability department is in constant contact with the individual specialist areas and the national and international Schüco sites. The objective is to work together to define effective concepts and measures to be approved by the management and implemented by the specialist areas.



GRI 102-40

### List of stakeholder groups

Schüco is in close contact with various stakeholder groups. Internally, our most important stakeholders include 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 and fabricators from the metal, PVC-U window and electrical industries, as well as indirect customers, investors, architects and developers.

It is equally important to us to maintain a regular dialogue with representatives in politics, which we do through active cooperation in associations, initiatives and networks. With our value 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 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 through compliance with legal standards around the world and

the use of the respective collective agreements available. For example, at our sites in Germany, we use the NRW wholesale and export trade collective agreements, the NRW metal and electrical industry collective agreements and the wood and plastics industry collective agreements.

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 and was reviewed in the reporting period.

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. Even though a lot of in-person events had to be cancelled in 2020 due to the coronavirus pandemic, we replaced them with online events and therefore managed to maintain regular contact with our 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 important channels include the Schüco intranet and the integrated CEO blog with comment and feedback options. Short surveys are also sent out several times a year to take a snapshot of the mood of employees.

### 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. In 2020, the Metal Fabrication conference days took place digitally in 130 online events, reaching almost 2000 fabricators worldwide.

### 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). In 2020, participation in many of the exhibitions was digital or in the form of alternative communications such as the publication of a web special on Fensterbau Frontale. Schüco has also developed the "Innovation Now" digital format, which allows customers and partners to find out more about our new products and services online in live webinars among other things. Innovation Now started in January 2021.

### 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. Most of these events were held online during the coronavirus pandemic.

### Website

Target group-specific information and contact options for fabricators, architects and investors can be found on the Schüco website. The sustainability website was revised during the reporting period in order to highlight our comprehensive understanding of sustainability and provide transparent information about our activities.

### Customer hotline

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

### Visitor days

To supplement our appearance at university and school fairs, we regularly give applicants the opportunity to get to know our company personally and talk to employees from different specialist areas. We maintained contact with our future employees during the coronavirus pandemic with digital careers days.

### University conferences

In collaboration with colleges and universities, Schüco sets up specialist exchange forums for students. For example, during the reporting period, Schüco sponsored a series of lectures at the Detmolder School of Architecture and Interior Architecture and also participated in a range of different workshops at the OWL University of Applied Sciences.

GRI 102-44

## Key topics and concerns raised

Sustainability issues are becoming increasingly important for our stakeholders. Major steps have already been taken for more sustainability in the economy with CO<sub>2</sub> pricing and the Supply Chain Act. Schüco took early action to reduce its CO<sub>2</sub> emissions and protect environmental and human rights in its supply chains. For example, in the reporting period, we worked with the WWF to develop a Supplier Code of Conduct and adopt science-based climate protection targets.

Our customers and principals are also increasingly interested in the sustainability performance of construction products. This is made particularly clear to us through rising demand for Cradle to Cradle-certified systems or low-CO<sub>2</sub> aluminium profiles. Schüco has reacted to this and expanded its Cradle to Cradle portfolio from 46 to 55 systems in 2020 alone, for example.

The coronavirus pandemic has shown how important determined action on climate protection is for business too: experts believe that climate change will increase the risk of further zoonoses (pathogens that jump from animals to humans) and this will affect the stability of global supply chains. 2020 was also an uncertain time for our partners and customers, with worries about their own financial situations. As a family business, Schüco aims to act in a responsible and precautionary way even in times of crisis. Thanks to smart cost management, we remained at the side of our fabricators, architects and suppliers as a steady partner during the coronavirus pandemic.

Various national and international initiatives and non-governmental organisations such as Foundation 2° (Renamed in 2021:

KlimaWirtschaft Foundation) or the Science Based Targets initiative have actively advocated for financial aid during the coronavirus pandemic, which is also consistent with an ambitious climate policy. Schüco has not only publicly supported this appeal, but also pursues its own ambitious climate protection objectives that contribute to the aim of limiting global warming to 1.5°, in harmony with the aims of the Paris Agreement.

The coronavirus pandemic was also incredibly challenging for our employees and company management: short-time work, fear of infection, changing to working from home and the associated technical challenges alongside family pressures were all issues that our employees faced in 2020. It was therefore even more important to us to support our employees wherever possible and to take their worries seriously. Our Crisis Committee kept our workforce informed about coronavirus measures at work transparently and as early as possible via e-mail or the intranet.

We also sent out two internal surveys to judge the general mood of our employees, which allowed us to identify any need for action and to implement corresponding measures quickly. This included the comprehensive provision of sanitiser products and masks and free tests offered internally. We did all we could to faithfully and comprehensively safeguard the health and safety of our employees during this challenging time.

GRI 102-45

## Entities included in the consolidated financial statements

The consolidated financial statements encompass all companies and subsidiaries of Schüco International KG. 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

We work out the key issues for our company and reporting in a continuous process (see diagram). The core of this is our sustainability issues bundled into action areas, which we determined in a materiality analysis in 2016 and comprehensively reviewed in 2020. The result is a target system that covers all the relevant sustainability issues for our company and incorporates indicators.

### The target system is based on the following influencing factors:

- Our company strategy, values and sustainability principles, which we have used to develop our general understanding of sustainability (see [www.schueco.com/de-en/company/sustainability](http://www.schueco.com/de-en/company/sustainability))
- External influences such as megatrends, ESG and GRI criteria, the principle of economy for the common good (ECG), the Sustainable Development Goals and the German Sustainability Index
- Internal criteria such as proximity to core business, urgency and available leverage
- Stakeholder dialogue in the form of regular internal and external discussion formats, external consultancy and surveys

Based on the target system, we defined focus projects in 2020 that reflect Schüco's sustainability focuses and further delimit our material topics (see GRI 102-47). In this way, we can ensure that our work focuses on effectively implementing our sustainability strategy. Our understanding of materiality as a continuous dialogue allows us to regularly make adjustments to our action areas and issues.

As part of this continuous review, we identified a need for a sixth action area, "Business development", during the reporting period and this was incorporated into the sustainability strategy in early 2021. The action area complements our core business by adding business models and innovative products with a clear sustainability focus, as well as promoting research and development for our products and materials. This means we can react to the progress of climate change, which requires new types of solutions and a fundamental rethink. We are also making it clear that a sustainable transformation of the construction industry is not just a challenge, but should also be seen as a major opportunity.

During the reporting period, we also ran a multi-level workshop to align our target system and actions areas with the requirements of the Sustainable Development Goals (SDGs). Orientation to global sustainability targets helps us assign ambitious targets and effective KPIs to the issues we have identified as essential for our company. Through close communication with our stakeholders, we can also constantly prioritise sustainability issues with an eye on our core business and with all due consideration of current market-related issues.



[www.schueco.com/de-en/company/sustainability](http://www.schueco.com/de-en/company/sustainability)

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 additions and changes over the last few years, the following have emerged as material topics for our company: sustainable building solutions, sustainable materials, recycling, commitment to climate protection, health, cooperative

leadership culture, career opportunities, collaboration in committees and initiatives, responsibility to customers, promotion of young scientists, transparency, risk analysis and the origin of raw materials.

During the reporting period, we defined focus projects that flesh out these material topics even further.



### "Emission Zero"

(Action area: Environment)

Our targets for reducing CO<sub>2</sub> aim to help limit global warming to a maximum of 1.5° Celsius, in harmony with the Paris Agreement. We want to reduce our total emissions by 30 percent by 2025 compared to 2018 as the reference year and to stop all climate-damaging emissions by 2040. We have worked out these ambitious targets together with the WWF and their effectiveness has been confirmed by the Science Based Targets initiative (SBTi).



### "Go Circular"

(Action area: Products)

Buildings are the raw materials stock of the future. This is why we are actively driving forward the transition from linear to circular construction, i.e. closed recycling processes. We want to steadily increase the number of our products that can be fed back into the recycling process without problems once their useful life is over. We are working on the development of a circular economy and promote the responsible handling of valuable resources.



### "Responsible Sourcing"

(Action area: Supply chain)

The construction industry is reliant on resources and materials such as aluminium and PVC. We critically analyse every step of our supply chain in order to ensure our materials are handled in an environmentally and socially responsible way. We want to ensure the protection of human rights and the environment and implement responsible supply chain management in close collaboration with our direct suppliers.



### "Fair Company"

(Action area: Employees)

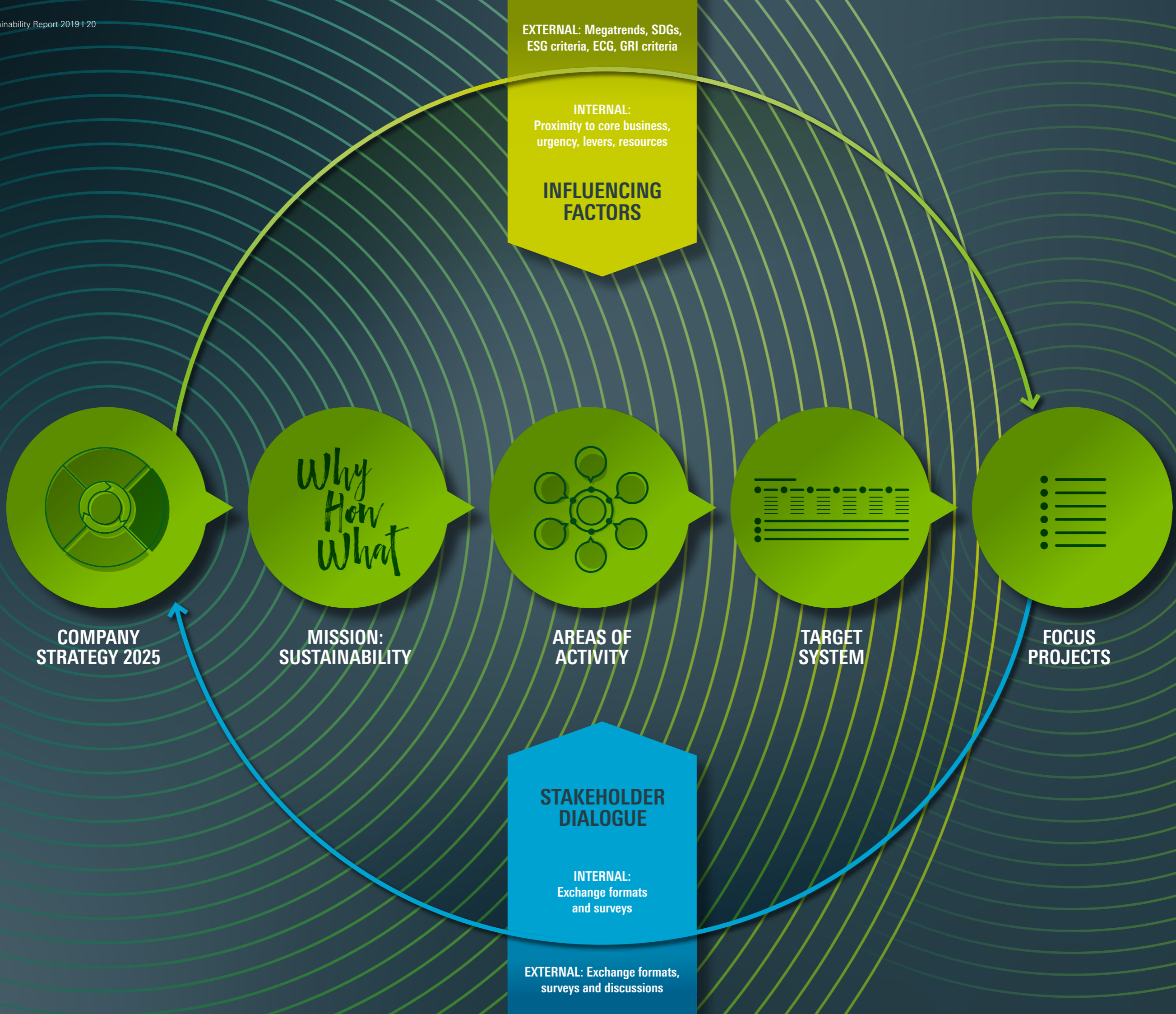
As an employer, we want to ensure a safe workplace and guarantee fair, equal treatment for our employees – these are the foundations of a fair company for us. We take a clear stand against any form of discrimination for whatever reason and advocate for diversity and heterogeneity in our workforce. This is why we are developing a diversity index, which we use to derive concrete targets and measures.



### "Good Citizen"

(Action area: Society)

As part of our "Good Citizen" focus project, we want to shoulder our full responsibility, which goes beyond creating and maintaining a valuable and safe workplace, and contribute as a company to creating a great community. This includes the promotion of social initiatives, engagement with select associations and commitment to social purposes. We want to refine these measures with the development of a corporate citizenship strategy.



**EXTERNAL:** Megatrends, SDGs, ESG criteria, ECG, GRI criteria

**INTERNAL:** Proximity to core business, urgency, levers, resources

**INFLUENCING FACTORS**

**STAKEHOLDER DIALOGUE**

**INTERNAL:** Exchange formats and surveys

**EXTERNAL:** Exchange formats, surveys and discussions



**COMPANY STRATEGY 2025**



**MISSION: SUSTAINABILITY**



**AREAS OF ACTIVITY**



**TARGET SYSTEM**



**FOCUS PROJECTS**

GRI 102-48

## Restatements of information

---

There have been no relevant restatements of information compared to the previous sustainability report.

GRI 102-49

## Changes in reporting

---

There were no significant changes in reporting in the reporting period.

GRI 102-50

## Reporting period

---

The data and information presented are from the period 1 January 2019 to 31 December 2020. The report was published on 29/11/2021.

GRI 102-51

## Date of most recent report

---

Published: 15 November 2019

GRI 102-52

## Reporting cycle

---

Every two years

GRI 102-53

## Contact point for questions regarding the report

---

Henning Jünke, Head of Sustainability, [hjuenke@schueco.com](mailto:hjuenke@schueco.com)

GRI 102-54

## Claims of reporting in accordance with the GRI standards

---

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

GRI 102-55

## GRI content index

---

See → page 74

GRI 102-56

## External assurance

---

The report has not been subject to any external assurance.



## OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

As a construction industry company, we want people to have a good standard of living – in buildings and beyond. Across the generations. For us, the key to this is sustainability. This is why we use the Sustainable Development Goals (SDGs) of the United Nations as the basis for our understanding of sustainability. We focused intensively on the 17 SDGs and their 169 targets during the reporting period. Based on this, we have defined 13 SDGs that are relevant for Schüco and have identified five of these as the global sustainability targets on which we can have the most impact.



Outstanding buildings are our passion. We want to make cities and communities more inclusive, safer, more resilient and more sustainable with our products and services. SDG 11 "Sustainable cities and communities" is therefore one of our guiding principles. As part of the construction industry, we believe it is our responsibility to make urbanisation more sustainable (Target 11.3) and to reduce the environmental impact of cities per capita (Target 11.6). We make a central contribution to this in our core business, by reviewing and gradually optimising our products and services in terms of their contribution to sustainable new builds and renovations. In concrete terms, our system solutions increase the energy efficiency of buildings and support construction methods that conserve resources.

SDGs 8,10,12 and 13 are not only an active part of our guiding principles, but are also among the targets that we can influence the most through our business activities – which is why we give them particular priority.

Climate protection is one of the most important tasks facing the global community and is a fixed part of our sustainability strategy in line with SDG 13. We want to implement effective measures and reduce our CO<sub>2</sub> emissions in order to become climate neutral as a company by 2040. Through gradually optimised energy consumption in the manufacturing and usage phase, our products contribute towards reaching global climate protection targets. They also increase adaptive capacity to climate-related changes (Target 13.1). We are also promoting the provision of information about and awareness of the consequences of climate change by supporting initiatives that focus on sustainability (Target 13.3).

Global consumption of finite resources will lead to increasing shortages in raw materials in the decades to come and the economy will be faced with major challenges. Schüco is therefore making an active contribution to more efficient use of resources

(Target 12.2) and the development of a circular economy (Target 12.5). Our growing portfolio of recyclable Cradle to Cradle products is proof of this. Our engagement in sector initiatives also encourages other companies to adopt sustainable processes or products and to integrate sustainability aspects into their reporting (Target 12.6).

As a company, we are responsible for all our employees and therefore aim to ensure good working conditions. We therefore ensure that working conditions are safe and fair (Target 8.5) and that the long-term health of our employees is safeguarded through occupational health and safety and risk minimisation (Target 8.8). We also consider sustainability to be an opportunity for innovative business developments and want to add new types of products and services with a clear sustainability focus to our core business, in order to remain successful in the long term (Target 8.2).

As a company, we have great leverage to fight against inequalities (SDG 10). We work to ensure equal opportunities for our employees, regardless of age, gender, disability, ethnicity, background, religion or other status markers. Protection against discrimination and the promotion of an open, diverse company culture are important values for us (Target 10.3).

The five selected SDGs match up with our focus projects and support us in concentrating on our commitment to sustainability (for more information about our focus projects, please see → page 27). In future, Schüco intends to provide transparent reporting on contributions to the achievement of the prioritised SDGs.



**Process for determining the relevant SDGs**

During the reporting period, we ran a multi-level workshop in which we aligned our sustainability targets and main action areas with the requirements for sustainable development at global level. In this way, we ensured that the SDGs relevant to us are embedded in our sustainability strategy and target system.

**OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS**

SDG	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Environment	●	●	○	●	●	●	●	●	●	●	●	●	●	●	○	●	●
Products	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Business development	●	●	●	○	●	●	●	●	●	●	●	●	●	○	●	●	●
Supply chain	●	●	●	●	●	●	●	○	●	●	●	●	●	●	●	●	●
Employees	●	●	●	○	●	●	●	●	●	●	●	●	●	●	●	●	●
Society	●	●	●	○	●	●	●	●	●	○	●	●	●	●	●	●	●
<b>Total contribution to SDG</b>			●	○	●		●	●	●	●	●	●	●	○	○	●	●

○ Low contribution   ● Medium contribution   ● High contribution

We looked at the 17 SDGs at target level during the workshop and analysed their relevance for Schüco. Initially, we looked at the negative and positive impacts of our company actions in the context of global development targets. The decisive factors for prioritising the SDGs relevant for

Schüco were: assessments of the quantity and quality of our value contribution, direct and indirect potential influences and the realisation of opportunities in terms of our business model. The result was 13 SDGs to which Schüco could contribute as part of its sustainability strategy.

- Good health and well-being
- Quality education
- Gender equality
- Affordable and clean energy
- Decent work and economic growth
- Reduced inequalities
- Sustainable cities and communities

- Responsible consumption and production
- Climate action
- Life below water
- Life on land
- Peace, justice and strong institutions
- Partnerships for the goals



## ECONOMY

The coronavirus pandemic showed us that we can only remain successful in business in the long term in an intact environment. We're taking precautions – with ambitious climate protection targets and global crisis management. With forward-looking hygiene and test concepts, the latter has helped us maintain our operations at our sites without long-term interruptions and to keep our turnover constant even during the crisis-hit year that was 2020.

## GRI 201 ECONOMIC PERFORMANCE

GRI 201-1

### Direct economic value generated and distributed

Global growth in 2020 was extremely challenging due to the coronavirus pandemic and the resultant measures and restrictions. Nevertheless, the construction industry managed to expand and turnover figures for the Schüco Group in the 2020 financial year remained only just below the previous

year's figures despite the difficult economic situation around the world. The central KPIs for the economic performance of the Schüco Group over time are published on → page 2. See the German Federal Gazette for a detailed breakdown of the financial KPIs.

GRI 201-2

### Financial implications and other risks and opportunities due to climate change

Current political decisions and discussions at national and international level, such as higher CO<sub>2</sub> pricing and the European Green Deal, show that further regulations for better climate protection will be necessary in future for the economy. We consider the decisions being made in Brussels and in our markets outside Europe to be a great opportunity to contribute to a good life in buildings and beyond with our products and services.

In particular, increasing energy efficiency in the construction sector is likely to become more and more relevant. One clear sign of this is the "Renovation Wave" initiative, launched by the European Commission as part of the European Green Deal and aiming to renovate 35 million buildings and create up to 160,000 additional green jobs in the construction industry. Energy-efficient windows, façades and doors make a major contribution to the energy revolution in the buildings sector and allow drastic reductions in the energy required by buildings. With its energy-saving products, Schüco sees this as a great opportunity to make an essential contribution to achieving the European climate protection goals.

New opportunities for more ecological

business and sustainable growth are also opening up in the construction sector through the promotion and use of digital technologies. With Building Information Modelling (BIM), Schüco offers innovative databases and applications that simplify the design and construction process for fabricators and developers and optimise costs, conserve resources and reduce emissions in building projects. Schüco will also drive digital innovations forward in future in order to accelerate the transformation into sustainable (circular) business and open up new business models.

Global consumption of finite resources will lead to increasing shortages in raw materials in the decades to come. In order to counteract the resultant price risks for the company, Schüco will focus increasingly on recyclable products. We also expect the price for CO<sub>2</sub> emissions to continue rising in future and for higher CO<sub>2</sub> charges to apply. In order to minimise the associated financial risks for Schüco, we are actively working on achieving our ambitious CO<sub>2</sub> reduction targets. As a global company with international links, global trade is vital for Schüco. This means that our supply chains may be affected by climate consequences in other world regions.

Extreme weather events such as the flood disaster in Germany in Summer 2021 could damage buildings, facilities and much more in future, impacting the entire supply chain. They could also be a risk for our employees, partners and suppliers. We will therefore address this in more depth in future with corresponding risk management to preemptively minimise the impact of climate consequences on our supply chains.

The major impact that the Coronavirus had on the global economy and global supply chains has made it clear that climate protection is also becoming increasingly important from an economic point of view. Experts believe that climate change will increase the risk of further zoonoses (pathogens that jump from animals to humans). Why? Deforestation, the destruction of the environment and the spreading of agriculture are bringing humans and wild animals closer together. Schüco counters the associated risks with structured crisis management, which has proved its worth during the pandemic.

This exceptional situation has also shown us once again that our commitment to ambitious climate targets and the resultant measures are making an important contribution to economic sustainability.

The success of the global "Fridays for Future" movement clearly demonstrates that the future generation of architects, civil engineers and qualified employees prefers to work with companies with a proven track record of sustainable action. We will only achieve success in the long term if we treat sustainability not as a trend, but as a clear position and measure our own actions and the development of future-oriented products and systems accordingly. We believe the sustainable transformation of our sector to be a challenge – but also a great opportunity for new business models.

---

## GRI 202 MARKET PRESENCE

---

GRI 202-1

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

---

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

---

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 com-

pany as a way to reduce transport costs and avoid customs duties, as well as to avoid CO<sub>2</sub> emissions.

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, formulates our requirements for fair, legally-compliant and ethical conduct in everyday business. It forms the basis for the company-wide compliance programme, which also includes mandatory training and reporting.

Internal Auditing, in agreement with the Executive Management Board, annually creates a risk-orientated 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 train-

ing, 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. 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. For example, in the reporting period, exclusive training sessions were run for the Schüco Brazil management team and the employee handbook was reviewed in terms of compliance.

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. Participation in compliance training that looks at anti-corruption policies and procedures is mandatory for employees of Schüco International KG, Schüco Polymer Technologies KG, Schüco PWS Produktions KG and Schüco PWS Kaschierungs KG. Participants usually complete the e-learning program. Since 2019, the six local Compliance Officers have also documented the number of participants in compliance training (see table).

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. Since 2020, Schüco has also obliged its suppliers to comply with a Supplier Code of Conduct on ethical business conduct, in line with all relevant rules and regulations.

**OVERVIEW OF PARTICIPANTS IN COMPLIANCE TRAINING**

	2020	2019	2018	2019
<b>Participants</b>	<b>2,002</b>	<b>2,378</b>	<b>2,226</b>	<b>1,431</b>
Of which in Germany	1,611	1,972	-	-
Of which in China	28	31	-	-
Of which in United Kingdom	206	199	-	-
Of which in France	13	11	-	-
Of which in India	134	19	-	-
Of which in Italy	0	32	-	-
Of which in Russia	10	114	-	-

GRI 205-3

**Confirmed incidents of corruption and actions taken**

During the reporting period, public legal proceedings with links to corruption allegations were ongoing against one local subsidiary of Schüco International KG.

GRI 206 **ANTI-COMPETITIVE BEHAVIOUR**

GRI 206-1

**Legal actions for anti-competitive behaviour, anti-trust and monopoly practices**

During the reporting period, Schüco was not involved in any relevant proceedings.



## ECOLOGY

Together with the World Wide Fund for Nature (WWF) we have defined our path towards CO<sub>2</sub> neutrality: by 2025, we want to reduce our absolute CO<sub>2</sub> emissions by 30 percent compared to 2018 as the reference year. Our vision is to stop all climate-damaging emissions by 2040. For more information about the current status of our CO<sub>2</sub> management, please see → page 48 onwards.

## 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 pro-

portion 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. In Germany, we support the sector-specific recycling systems A|U|F (for aluminium) and Rewindo (for PVC-U). This helps keep secondary materials in circulation. Within the European Aluminium Association (EA) and the European PVC Window Profile and related Building Products Association (EPPA), Schüco encourages efforts to introduce similar systems outside Germany. The aim is to increase the proportion of secondary material in the long term.

## GRI 302 ENERGY

Unless otherwise specified, the energy figures relate to the German sites in the Schüco Group. They are the basis for the company's carbon footprint, recorded from 2011 onwards (see GRI 305). The consumption volumes were taken from

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

GRI 302-1

### Energy consumption within the organisation

in kWh	Changes from previous year in %	2020	2019	2018	2017
Transport (vehicle fleet)	-10,0	14,047,473	15,612,684	16,104,286	15,900,599
Heating oil	24,4	1,200,639	965,116	949,756	809,589
Natural gas	-6,8	11,111,372	11,926,096	12,355,674	13,907,163
Power (conventional)	19,2	891,645	747,740	816,507	438,360
Power (renewable energies)	-0,3	45,435,924	45,555,302	49,152,977	49,006,774
District heating	-6,6	7,071,436	7,569,090	7,376,325	9,360,359
Self-generated energy (photovoltaics)	-9,5	57	63	72	64
<b>Total energy consumption</b>	<b>-3,2</b>	<b>79,758,546</b>	<b>82,376,090</b>	<b>86,755,597</b>	<b>89,422,908</b>

#### TOTAL ENERGY CONSUMPTION IN KWH



Efficiency measures in our own truck fleet were a contributory factor in the fall in transport-related energy consumption from 2019 onwards (see also GRI 305-5). Schüco has also gradually converted its own buildings to low-emission heating concepts such as district heating in order to reduce CO<sub>2</sub> emissions from heating and power supply. We also almost exclusively purchase certified green electricity.

Energy generated conventionally, heating oil or natural gas are consumed in leased buildings in which we have no influence on the source of energy. Fluctuations in these areas largely result from changes in the rental contracts or weather-related influences. Furthermore, employee power consumption was attributed to conventional energy in home offices during the coronavirus pandemic.

GRI 302-2

### Energy intensity

The ratio compares the absolute energy consumption level with the number of full-time employees (FTE) at Schüco Germany.

#### ENERGY CONSUMPTION IN KWH PER EMPLOYEE



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 leave a positive carbon footprint overall. Only 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.

chain is to increase the proportion of recycled materials. To achieve this, we are committed to industry initiatives such as A|U|F for aluminium and Rewindo for PVC.

In 2020, Schüco also worked with the WWF to develop a Supplier Code of Conduct and started sending it out, obliging business partners to comply with specific sustainability requirements. Joint workshops were also held with major partners from the press plants to define specific potentials for CO<sub>2</sub> reduction.

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 value

---

## 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. The Schüco site in France, south-west of Paris, borders a designated nature conservation site. This site has a large warehouse and workshops and employs around 200 people in the ar-

reas 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" 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. The company has been certified in line with the "ASI Performance Standard" for its sites in Germany, France, Italy and the UK since October 2019.

The main Schüco sites will also be certified in line with the "ASI Chain of Custody Standard" at the beginning of 2022. This is a prerequisite for trading with ASI-certified materials and developing a consistent responsible supply chain.

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

Schüco has been systematically recording the climate-related emissions of its German sites since 2011. Calculations for carbon footprint are based on the GHG Protocol and the ISO 14064 standard. 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.

In order to define scientifically substantiated climate protection objectives, Schüco has also calculated the global emissions of the company since 2017.

This is also based on the key areas defined by the GHG Protocol. The data records are based on consumption bills and purchasing data. Where this is not possible, we use projections based on employee numbers and the fabrication operations. Only a few smaller areas such as the procurement of office equipment and materials cannot be calculated.

GRI 305-1

### Direct GHG emissions (Scope 1)

GRI 305-2

### Energy indirect GHG emissions (Scope 2)

GRI 305-3

### Other indirect GHG emissions (Scope 3)

Scope 1 covers emissions sources within the company, such as the heating, vehicle fleet or coolants used. Scope 2 emissions are based on the consumption of purchased energy for heating and power. Scope 3 covers any other emissions caused by the company's activities.

Schüco records the carbon footprint of purchased materials in this category. Scope 3 also covers GHG emissions from upstream transport, business trips and journeys to and from work and disposal of sold products after their active usage phase.

#### GHG EMISSIONS WORLDWIDE

in t CO <sub>2</sub> e	Changes from previous year in %	2020	2019	2018	2017
Scope 1	-10,0	9,794	10,879	11,705	11,759
Scope 2	-0,3	3,898	3,910	5,557	5,019
Scope 3 (total)	-5,8	1,779,546	1,888,578	1,789,853	1,796,237
Total emissions	-5,8	1,793,238	1,903,367	1,807,115	1,813,015

#### GHG EMISSIONS IN GERMANY

in t CO <sub>2</sub> e	Changes from previous year in %	2020	2019	2018	2017
Scope 1	-10,1	7,919	8,804	7,045	7,200
Scope 2	2,5	847	826	865	843
Scope 3 (total)	-31,5	15,801	23,072	24,020	22,253
Total emissions	-23,7	24,567	32,202	31,930	30,295

GRI 305-4

### GHG emissions intensity

#### GHG EMISSIONS INTENSITY WORLDWIDE

	Changes from previous year in %	2020	2019	2018	2017
in t CO <sub>2</sub> e	-5,8	1,793,238	1,903,367	1,807,115	1,813,015
Intensity (in t CO <sub>2</sub> e per EUR million)	-2,8	1,057	1,087	1,082	1,148

The ratio compares the global CO<sub>2</sub> equivalents (Scope 1, 2 and 3) with turnover.

#### GHG EMISSIONS INTENSITY IN GERMANY

	Changes from previous year in %	2020	2019	2018	2017
Scope 1	-8,7	2.1	2.3	1.9	2.2
Scope 2	0	0.2	0.2	0.2	0.3
Scope 3 (total)	-31,1	4.2	6.1	6.6	6.7
Total intensity (in t CO <sub>2</sub> e per employee)	-22,4	6.6	8.5	8.7	9.1

The ratio compares the CO<sub>2</sub> equivalents across Germany with the number of full-time employees (FTE).

The absolute volume of GHGs emitted in Germany between 2017 and 2019 rose across all scopes despite a trend towards falling energy intensity. This development was primarily the result of the expansion of transport logistics due to company expansion, as well as an increase in business travel due to the increased number of employees. There was an opposite trend in 2020 as a result of the coronavirus pandemic: in particular, there was a fall in business trips by the sales force (Scope 1), as well as business travel and work kilometres driven (Scope 3). Although emissions fell significantly compared to the previous year, this did not apply to turnover, which only experienced a slight downturn of 3.4%.

Furthermore, in global terms, the exact calculation basis that Schüco introduced as part of the determination of science-based climate targets has had an impact on the volume of absolute GHG emissions since 2019. Instead of using European average values from EPDs ("literature data"), we have been using the actual emissions data ("primary data") for aluminium profiles provided by the major press plants. These are at least slightly and sometimes much higher than the average values previously used. Conversion in the PVC area has resulted in the opposite development. Given the far higher recycling quota, the actual figures there are below the average values, resulting in a reduction in calculated GHG emissions.

GRI 305-5

## Reduction of GHG emissions

During the reporting period, Schüco took various small steps towards reducing emissions of climate-related gases. The purchasing of new efficient trucks in 2019 reduced diesel consumption and therefore climate-affecting emissions in the company's own vehicle fleet by at least 5%. Reusable pallets have also been increasingly collected in bundles since 2020.

The exchange of data with press plants, as reported above, have helped us work with suppliers to identify potentials for CO<sub>2</sub> reduction. Initial workshops on this took place at the end of 2020 and will gradually be expanded. In the PVC sector, there have also been initial discussions about more climate-friendly raw materials.

We still face a major challenge in the need to break the link between company growth and CO<sub>2</sub> emissions. We need to quickly adopt and implement area-specific measures in order to meet our climate target of reducing our GHG emissions by 30% by 2025 compared to 2018 as the reference year. Shaped by the coronavirus pandemic, the 2020 financial year provided us with some great initial ideas for leverage here with falling transport figures and work kilometres driven while turnover remained largely stable.

## 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 the 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 308 SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 308-2

### Negative environmental impacts in the supply chain and actions taken

During the reporting period, Schüco has driven forward various measures to reduce energy consumption and therefore also the carbon footprint upstream and downstream in the value chain.

This includes the development of a Supplier Code of Conduct that obliges our business partners to comply with specific sustainability requirements. Developed together with the WWF, the Supplier Code of Conduct is based on the OECD Guidelines for Multinational Enterprises, the Dodd-Frank Act and the EU Conflict Minerals Regulation. In line with the new Supply Chain Act, the Code of Conduct should also help protect human and environmental rights outside our direct business relationships. The Supplier Code of Conduct has been gradually sent to all our suppliers since 2020 and discussed in personal meetings.

Additionally, we began sounding out potential for CO<sub>2</sub> reduction along with our suppliers in 2020. One of the first steps was to set up sustainability workshops with our partners in press plants. In the PVC sector, there have also been initial

discussions about more climate-friendly raw materials. We are also providing our sales teams with specific information and communication documents to enable them to focus more on sustainability issues in consultations.

In order to minimise negative environmental impacts along the entire supply chain, we are committed to the Aluminium Stewardship Initiative and the Vinyl Plus sector initiative. One of our aims is to develop low carbon strategies and commit to rolling them out.

We will also run risk mapping in future with the aim of keeping a systematic eye on ecological and social challenges along the supply chain. We are planning on expanding our regular audits to take sustainability aspects into consideration. Our suppliers are obliged to report possible violations of the Supplier Code of Conduct to the Compliance Office. Schüco investigates any violation, calls for remedial action where necessary and reserves the right to end cooperation if no such action is taken.

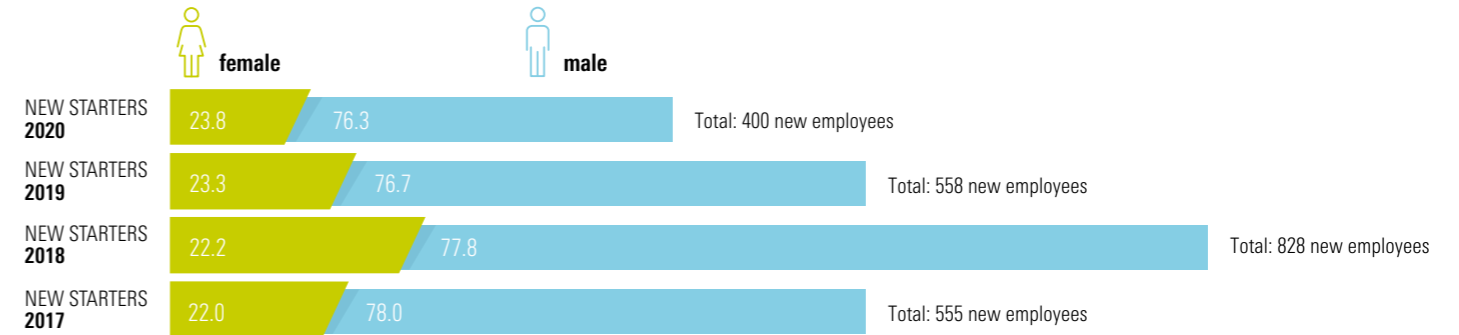
The new process was introduced in 2020. So far, we have not had any reports of violations of environmental requirements.

GRI 401 EMPLOYMENT

GRI 401-1

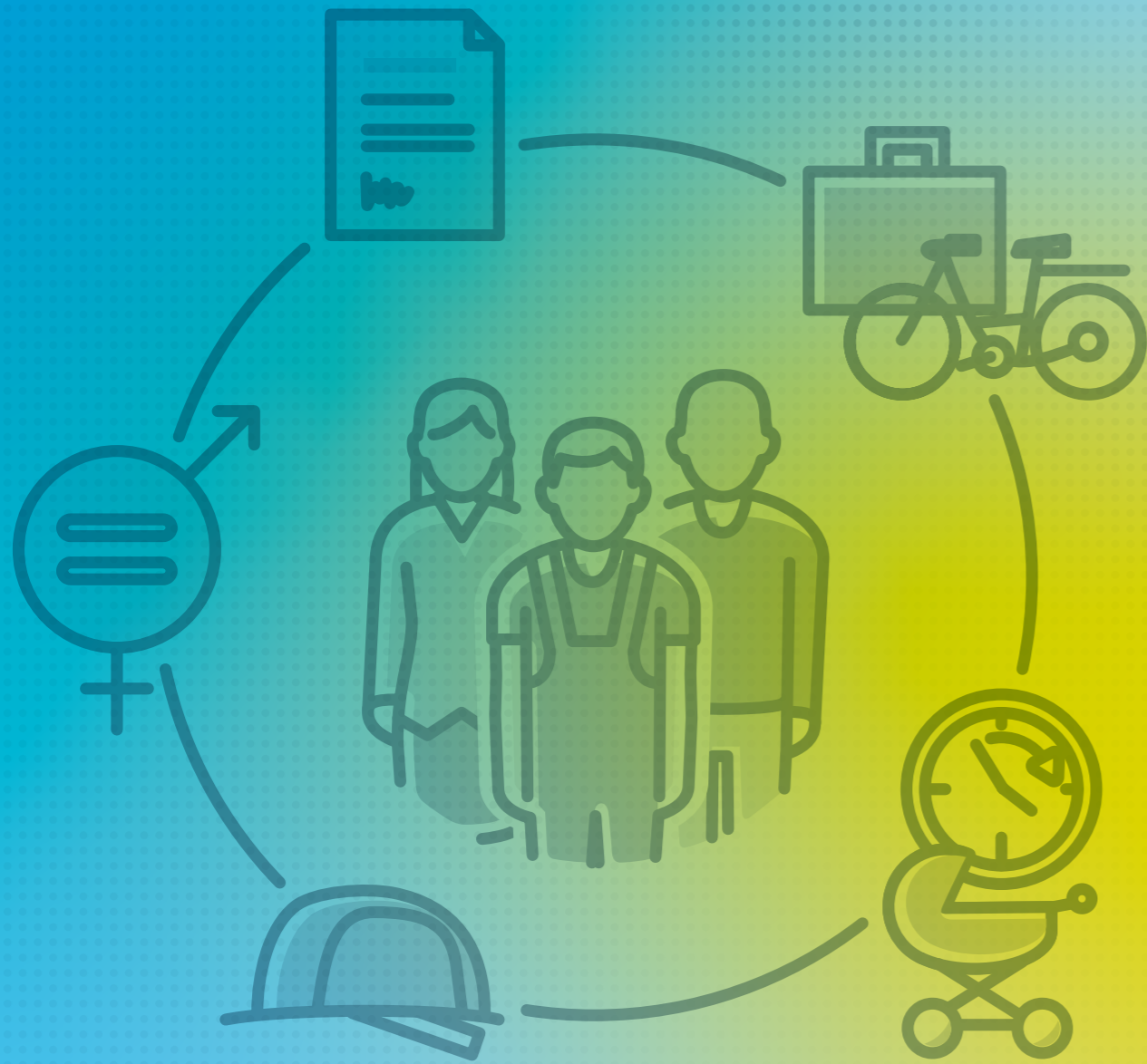
New employee hires and employee turnover

TOTAL NUMBER OF NEW EMPLOYEES IN %



FLUCTUATION RATE BY AGE IN %

	2020	2019	2018	2017
<b>Total</b>	7.4	6.3	7.4	7.6
Among employees under 30	13.3	10.5	11.9	12.7
Among employees aged 30-50	6.1	5.6	6.8	6.5
Among employees over 50	6.9	5.4	6.0	6.9



**SOCIAL**

A strong message of diversity and equal opportunities: Schüco is currently developing a diversity index and will be applying fixed gender, internationality and employment period quotas in future. For more information, please see → page 63 onwards.

GRI 401-2

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

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.

#### BENEFITS PROVIDED AT MAIN SITES IN GERMANY

	Bielefeld	Borgholzhausen	Wertingen	Weißenfels
Company pension scheme, financed by the company	●	●	●	●
Company pension subsidy, financed by the company	●	●	●	●
Extraordinary bonus (company Christmas bonus)	●	●	●	●
AWO parents' service	●	●	●	●
Childcare, children's camps	●	●	●	●
Purchasing benefits	●	●	●	●
JobRad	●	●	●	●
Sports equipment	●	●	●	●
Company sport	●	●	●	●
PC program to fund technical equipment for employees	●	●	●	●
Microsoft Home Use program	●	●	●	●
Sabbatical	●	●	●	●

GRI 401-3



### Parental leave

Parental leave entitlement is regulated by law in Germany. Statutory parental leave is granted to employees of Schüco in Germany, regardless of gender. Schüco offers family-friendly working hours and parental leave models and thereby allows employee in Germany to balance their family and career.

The company provides information, check-lists 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 also the option to work from home several times a month.

During the coronavirus pandemic, employees were instructed to work from home either all the time or as often as possible. The experience gathered during this period resulted in Schüco taking an intensive look at the opportunities for virtual collaboration. Options for carrying out suitable activities virtually in any location will be developed in future. 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.

### CLAIMED PARENTAL LEAVE

	2020	2019	2018	2017
Number of employees on parental leave	129	163	123	124
 Rate of men taking parental leave, ratio to total male employees	3.4	4.5	3.5	3.4
 Rate of women taking parental leave, ratio to total female employees	3.6	3.8	2.8	4.6

The splitting of parental leave (e.g. four weeks in January and four weeks in June of the same year) in data records leads to double counting. This primarily affects the rate of men taking parental leave, as they tend to split their parental leave more frequently. This means their rate of taking parental leave may be slightly higher. The employee return and retention rate after parental leave is not recorded, as the cost of this outweighs its usefulness.

Outside Germany, parental leave is often less requested for cultural reasons. Many countries are also lacking standardised statutory regulations on parental leave and appropriate financial support. The composition and age structure of the workforce also plays a major role in the taking of parental leave: many sites have employees who have been there for years and whose children are already grown-up.

## GRI 403 OCCUPATIONAL HEALTH AND SAFETY

GRI 403-1

### Management system for occupational health and safety

The health, safety and well-being 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 ensure a high level of safety at work in all respects and promote the health of employees.

The existing health and safety committees (ASA) at the individual sites in Germany are tasked with advising on matters regarding occupational safety and accident prevention. The committee is 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 and the fire officer are also involved, with the head of the company fire brigade also involved until March 2020.

The committees meet once per quarter. Depending on the operational circumstances, the committees discuss current safety challenges and advise on education, training and promotion measures. They evaluate accident statistics, identify deficiencies and discuss proposals to eliminate them. The ASA are also responsible for developing priority programmes.

The "Health Safety Environment" staff unit provides support for all issues relating to company-wide occupational health and safety and fire protection. It also ensures

the smooth running of occupational health and safety processes and links further responsibilities together.

In terms of occupational health and safety, Schüco follows the legal guidelines on Occupational Health & Safety and the regulations of the Joint German Occupational Safety and Health Strategy (GDA). We consider the respective national, statutory and regulatory provisions to only be minimum requirements that we should aim to exceed for our employees.

GRI 403-2

## Hazard identification, risk assessment and incident investigation

The occupational safety system at Schüco is based on the principle of risk analysis. In order to classify risks correctly, the accident is investigated within 14 days and corresponding measures are taken. This is the responsibility of the management, an occupational safety expert, the Safety Officer, the works council and the company doctor. In future, structured accident statistics should make it easier to reveal accident black spots and develop protective measures, or check their effectiveness.

However, safe behaviour is not just determined by compliance with rules and regulations. It is vital that employees, particularly managers, lead by example. Some also carry out direct occupational health and safety tasks. Their duties include performing internal occupational health and safety audits once a year and instructing

employees about occupational health and safety. They also produce risk assessments and check that work is carried out in line with safety guidelines. In the event of a work accident, the occupational safety expert creates a report that summarises the results of the investigation and includes accident prevention measures and information on the elimination of the hazard sources. This report is made available to those involved and the management. Current inspections and measures are reported regularly during ASA meetings. In the event of serious accidents, cross-site preventative and protective measures are agreed and communicated to the relevant areas.

GRI 403-3

## Occupational health services

Preventative occupational health care protects against work-related health risks and allows occupational illnesses to be detected early on. This is why we offer medical advice at our main sites, as well as compulsory, recommended and elective preventive care from the company doctor, e.g. focusing on "screen-based activities" or in the form of flu vaccinations. At some

sites, the company doctors have also introduced regular internal surgeries. The management team is responsible for ensuring that employees can attend appointments and are kept informed about current options.

GRI 403-4

## Worker participation, consultation and communication on occupational health and safety

The health and safety committees specified under GRI 403-1, meeting quarterly, represent all employees in Germany and consist of officers from various different departments. This means that the individual issues can be considered and discussed

from different points of view. In terms of accident prevention, all employees across all sites will be notified digitally or on notice boards about protection measures taken for accidents that are particularly severe or frequent.

GRI 403-5

## Worker training on occupational health and safety

All employees receive annual occupational health and safety training. They can also take part in regular training sessions and e-tutorials. This is meant to raise awareness of possible health risks and highlight the importance of a preventative lifestyle. Training covers cross-department issues such as hazards in the office, reporting obligations, fire safety or first aid measures,

as well as area-specific content such as special driving safety training for car and truck drivers. Training sessions are carried out by managers, supported by internal and external experts. Schüco also offers special training sessions on fire safety and for evacuation and first aid assistance, as well as for safety officers.

GRI 403-6

## Promotion of worker health

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. Among other things, they deal with the procedure for addiction-related illnesses, cooperative behaviour at work, no smoking policy and health check-ups.

Movement is also an important component of our preventative healthcare: we therefore provide our employees with an extensive range of company sports options. The program includes five different sports: badminton, football, running, table tennis and volleyball. Around 170 employees and guests took part in our company sports in 2019. There were significant restrictions for sports activities in 2020 due to the coronavirus pandemic. This also affected our company sports program. As an alter-

native, employees were encouraged to do something active at home with video tutorials.

The "JobRad" project has also been implemented since 2015, on the initiative of our employees. They can convert part of their salary to finance new bicycles and e-bikes. A total of 585 JobRad contracts were concluded during the reporting period, with this figure reaching 1,460 by the end of 2020.

Joint participation in company races and sporting events across the world, initiated by Schüco, is yet another element in our promotion of a healthy lifestyle (for more details, see our best practice page → 72).

GRI 403-7

## Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

We want to contribute to healthy building, living and working with our products.

And that starts with the fabrication of our systems: by carrying out individual consultations and training sessions for metal fabrication customers and architects, we ensure that our products can be used safely. In turn, our end customers receive window, door and façade systems that have the CE marking required by law and that have therefore been subject to standardised testing. Responsibility for CE marking lies with the fabricators, who we provide with test reports for our products and guidelines for internal production control.

All products developed by Schüco are subjected to a risk analysis early on. Various testing and approval processes then ensure that all prescribed requirements are adhered to in the subsequent construction process. There are also

clear regulations about handling materials that are subject to labelling. This also applies to our suppliers, who we oblige to refrain from using certain materials or to declare such use in line with Schüco standard SN 175.

Our products should contribute to health and well-being during their useful life. For example, we develop solutions such as self-regulating ventilation systems, antibacterial surface finishes or high-quality sound insulation.

GRI 403-8

## Workers covered by an occupational health and safety management system

The occupational health and safety processes and responsibilities described under GRI 403-1 also relate to our German

sites. Worldwide, Schüco complies strictly with the respective national statutory provisions.

GRI 403-9

## Work-related injuries

The data collected relates solely to the German sites of Schüco International KG. In order for reports to GRI-compliant, the calculation basis for the specified quotas was

changed in 2019 and relates to planned working hours. This means that the data from 2017 and 2018 cannot be used for comparison purposes.

### WORK-RELATED INJURIES – SCHÜCO INTERNATIONAL KG

		2020	2019
Work accidents	reportable	54	54
	not reportable	14	25
Fatalities		0	0
Frequency of accidents per 1,000,000 planned working hours (reportable)		10.4	10.2
Industry average (BGHW)		14.6	15.2
Frequency of accidents per 1,000,000 planned working hours (not reportable)		2.7	4.7

### WORK-RELATED INJURIES – SCHÜCO POLYMER TECHNOLOGIES KG

		2020	2019
Work accidents	reportable	20	18
	not reportable	11	22
Fatalities		0	0
Frequency of accidents per 1,000,000 planned working hours (reportable)		12.9	11.5
Industry average (BGHW)		14.6	15.2
Frequency of accidents per 1,000,000 planned working hours (not reportable)		7.1	14.1

### WORK-RELATED INJURIES - SCHÜCO PWS PRODUKTIONS KG

		2020	2019
Work accidents	reportable	8	8
	not reportable	6	12
Fatalities		0	0
Frequency of accidents per 1,000,000 planned working hours (reportable)		14.3	10.9
Industry average (BGHW)		20.7	21.2
Frequency of accidents per 1,000,000 planned working hours (not reportable)		10.7	16.4

## GRI 404 TRAINING AND EDUCATION

We aspire to give our employees the perspective they need to make full use of all their potential. We do so through systematic career development, access to excellent training and further education options and an established feedback culture.

### Training

Schüco offers up to 20 trainee positions and up to eight courses of study across Germany. The places offered to students

can almost 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. However, despite a greater number of spaces on offer in recent years, the number of unfilled apprenticeship spaces has gradually fallen.

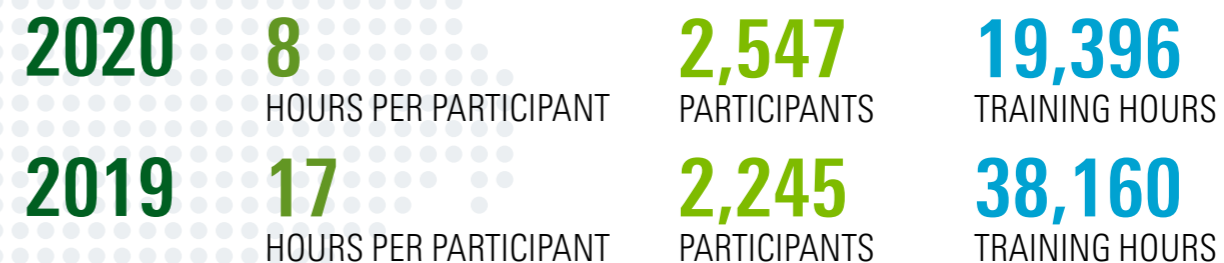
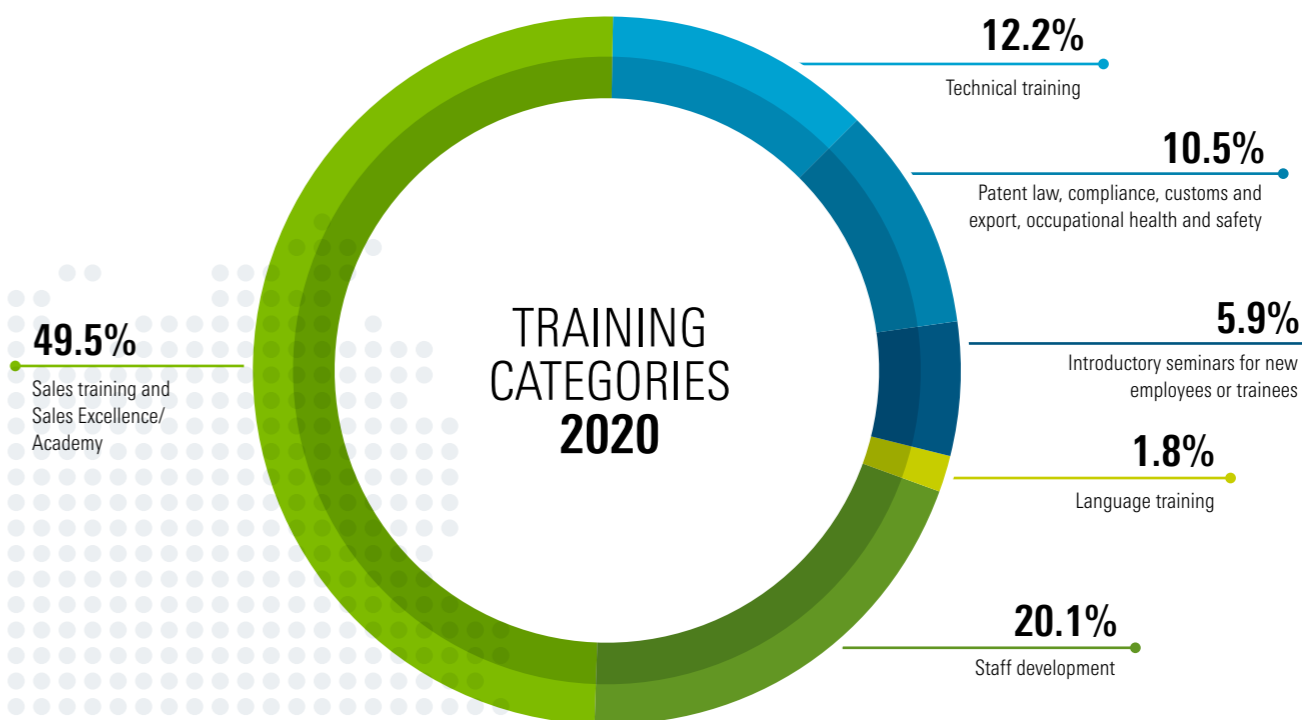
### Further education

Long-term personal development is a vital element for us for individual career development, employee motivation and equal opportunities. We offer career paths for aspiring managers and experts.

### TRAINEE POSITIONS, APPRENTICESHIPS AND COURSES OF STUDY

	2020	2019	2018	2017
<b>Trainee positions</b>				
Offered	19	20	12	13
Cannot be filled	1	1	1	1
<b>Apprenticeships</b>				
Offered	53	50	44	49
Cannot be filled	7	8	8	10
<b>Courses of study</b>				
Offered	8	8	5	8
Cannot be filled	0	0	0	0
<b>Places for students</b>				
Offered	20	17	13	14
Cannot be filled	2	0	0	0

### TRAINING CATEGORIES IN 2020 IN % BY NUMBER OF PARTICIPANTS



GRI 404-1

### Average hours of training per year per employee

Schüco only records the training figures for Germany.

Generally, only internal training opportunities are assessed for the calculation of the average hourly cost for training. Training with external service providers is initiated directly by the individual companies and areas and is therefore not recorded centrally.

Annual fluctuations in the number of participants are primarily explained by the extensive training campaigns carried out by Schüco, e.g. during preparations for trade fairs, when new products are introduced or when new software is rolled out.

	2020	2019	2018	2017
Participants	2,547	2,245	1,753	1,742
Training hours	19,396	38,160	Not recorded	Not recorded
Training hours per participant	8	17	Not recorded	Not recorded

There was a major downturn in training opportunities in 2020, due to the restrictions caused by the coronavirus pandemic. Many of the training sessions were con-

verted to online formats during the year. The number of participants and the average training hours per employee have been rising again since October 2020.

GRI 404-2

## Programs for upgrading employee skills and transition assistance programs

Schüco offers all employees training sessions, workshops and seminars with internal and external trainers in its training rooms and online. The focus is on technical subjects, methods such as time management or project management, language learning, communication and leadership. There is also 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-orientated training courses at its in-house Sales Academy.

### 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. The 'development discussion' has a strong focus on content and is tailored to the individual professional and personal development of employees. Participation in the discussion is voluntary for employees. Managers should arrange the development discussion themselves and inform the HR department of whether or not they have conducted one.

57% of managers reported whether or not they had conducted a development discussion for 2020.

We aim in future to encourage all managers to provide transparent information about this so that we can record the number of development discussions actually conducted and to increase this number through corresponding measures if necessary. We therefore implemented a standardised, cross-site data recording process across Germany in 2021

## GRI 405 DIVERSITY AND EQUAL OPPORTUNITY

In order to inspire people around the world about our company and products, we need employees who share our high quality and service aspirations and are prepared to work hard on their career development. This can only succeed in a motivating working environment, based on a company culture characterised by appreciation, respect and fairness.

Our managers play a central role here. Alongside great performance and awareness of their responsibilities, we expect them to inspire colleagues, set an example and support a good work/life balance. We also promote this balance with a wide range of flexible working time models and generous home office regulations.

We also want to help all employees fulfil their full potential, regardless of gender, age, religion or cultural identity. The inclusion of employees with disabilities also plays an important role here. We are currently looking at how things stand in our company at the moment and are evaluat-

ing initial KPIs in order to ensure that we promote and develop diversity in future in an even more systematic way across all company levels. Our initial focus is on gender quotas. The aim is to identify potential for improvement and work out corresponding measures. We want to make even better use of the potential of female managers. Given that data records are retrospective, we can only discuss the gender and age differences in the workforce in the current report.



GRI 405-1

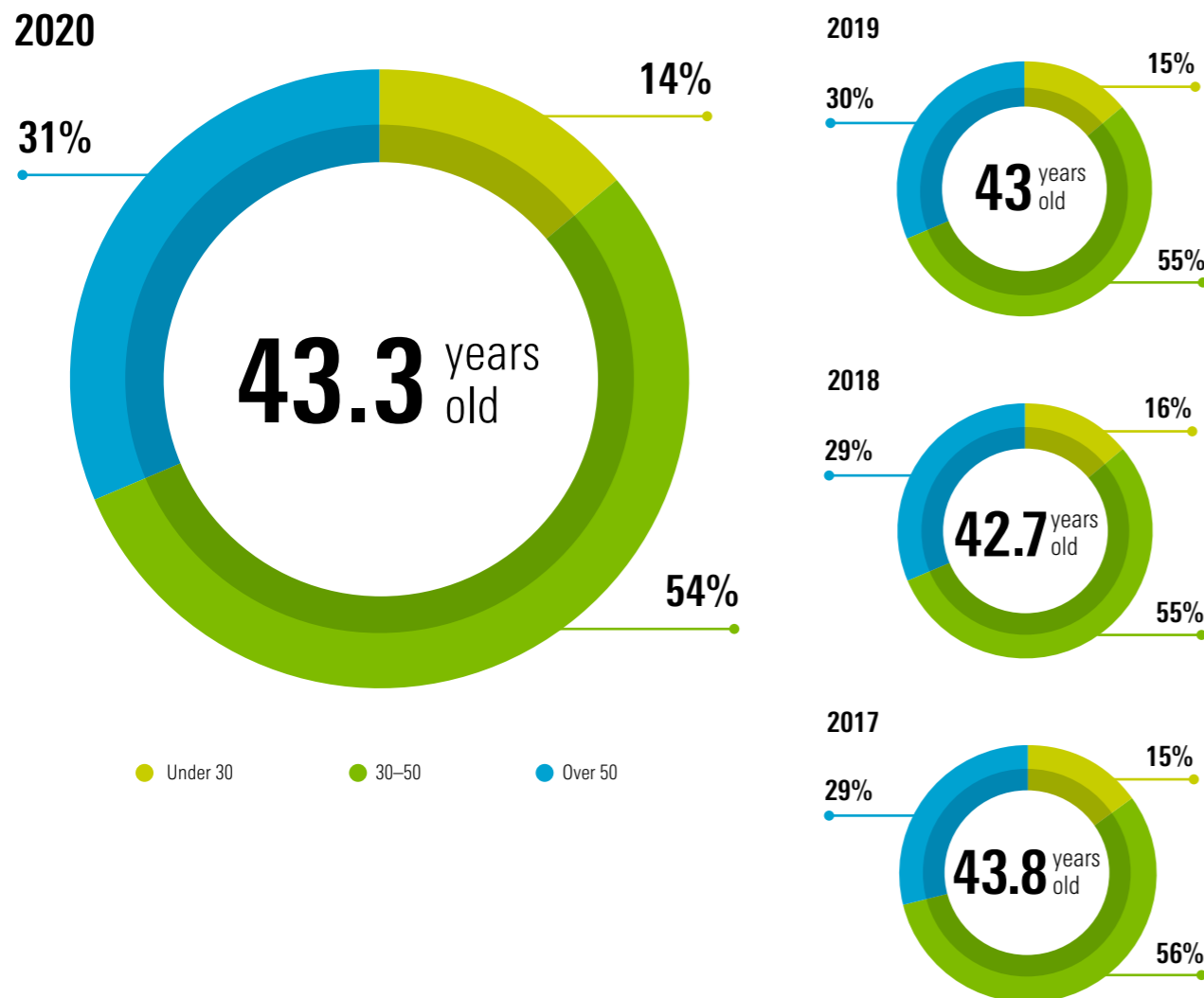
## Diversity of governance bodies and employees

There are four career levels for managers at Schüco: group and team leaders form the lower management. Middle management bear the title "Head of". The top management level consists of "Vice President" and "Senior Vice President", with the Executive Senior Vice President right at the top.

The under 30s age group is particularly under-represented at Schüco at the moment, at 14%. Age increases as you move along the hierarchy levels: in 2020, employees in the top management level were primarily older than 50.

The average age of our employees worldwide has barely changed over the four-year period under review and is currently 43. More than half of our employees are between the age of 30 and 50.

### AGE STRUCTURE OF WORKFORCE IN % OF TOTAL WORKFORCE



### MANAGEMENT AGE STRUCTURE IN %

	2020	2019	2018	2017
<b>Average age of management (in years)</b>	<b>58</b>	<b>57</b>	<b>56</b>	<b>55</b>
Under 30	0	0	0	0
30-50	0	0	0	0
Over 50	100	100	100	100

### AGE STRUCTURE IN TOP MANAGEMENT IN % ("VICE PRESIDENT" LEVEL, E.G. DEPARTMENT AND FUNCTION MANAGEMENT)

	2020	2019	2018	2017
<b>Average age (in years)</b>	<b>52.3</b>	<b>53.7</b>	<b>52.4</b>	<b>51.4</b>
Under 30	0	0	0	0
30-50	38.7	34.5	36.4	38.7
Over 50	61.3	65.5	63.6	61.3

### PROPORTION OF WOMEN, IN %

	2020	2019	2018	2017
<b>Proportion of women</b>	<b>23.9</b>	<b>23.7</b>	<b>23.7</b>	<b>24.5</b>
All management functions*	13.8	14.3	13.1	12.4
Top management**	6.5	6.9	6.1	6.5
Management	0	0	0	0

\* Lower management (group/team leader), middle management (Head of), top management (Vice President)  
 \*\* Head of area or function (Vice President/Senior Vice President)

Since 2019, Schüco has offered applicants the option to identify their gender in three ways: male, female or non-binary. The recently introduced third option has not yet been selected. Evaluations of gender identities therefore refer to male and female employees.

The proportion of women in the total workforce was unchanged during the reporting period and was around 24% in 2020. The proportion of female managers in top management fluctuated between 6 and 7 percent. The proportion of women in all management functions is around double

that figure, approx. 14%. In proportion to the respective gender ratio in the total workforce, men are twice as likely to hold a management position than women.

### PROPORTION OF MALE MANAGERS IN MALE WORKFORCE VS. PROPORTION OF FEMALE MANAGERS IN FEMALE WORKFORCE

	2020	2019	2018	2017
<b>Men, total</b>	<b>4,301</b>	<b>4,303</b>	<b>4,149</b>	<b>3,746</b>
In management positions (in %)	10.6	9.9	9.3	9.5
<b>Women, total</b>	<b>1,348</b>	<b>1,338</b>	<b>1,291</b>	<b>1,215</b>
In management positions (in %)	5.4	5.3	4.5	4.1

## GRI 406 **NON-DISCRIMINATION**

GRI 406-1

### **Incidents of discrimination and corrective actions taken**

Good, trusting collaboration is an important part of our company culture. Incidents of discrimination, abuse and sexual harassment of any type can be reported by the affected person by contacting a person of trust in the HR department, the works council or the newly established interdisciplinary advisory office. The advisory office acts as a contact point for those affected, providing help and support quickly and guaranteeing full confidentiality. Advice

can also be provided anonymously upon request. Affected employees can report violations of the leadership guidelines to the arbitration board. 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. We want to prevent violations of leadership guidelines and have implemented low-threshold feedback processes such as trigger surveys and micro-feedback for managers, teams and even colleagues on colleagues.

Neither the advisory office nor the arbitration board were advised of any incidents during the reporting period.

## GRI 410 **SECURITY PRACTICES**

GRI 410-1

### **Security staff trained in human rights policies and procedures**

At Schüco in Germany, only security staff from service providers are used. It has not yet been possible to estimate the proportion of staff that is trained in human rights policies and procedures. At the start of 2021, the contract for security services

was re-advertised for the Bielefeld headquarters. The tender includes express requirements with regard to the employment of security staff who have been trained in human rights policies and procedures.

## GRI 411 **RIGHTS OF INDIGENOUS PEOPLES**

GRI 411-1

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

There were no incidents during the reporting period in which the direct business activities of Schüco violated the rights of indigenous peoples. However, Schüco is aware of the fact that the extraction of raw materials in its own supply chain, 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 and the Schüco sites in Germany, France, Italy and the UK have been certified in line

with this standard since 2019. An internal steering committee has been set up within the ASI to deal with these issues: the IPAF (Indigenous Peoples Advisory Forum).

## GRI 415 **POLITICAL INFLUENCE**

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 materials 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 the reporting period, there were no reports of incidents of non-compliance concerning the health and safety impacts of products and services.

## GRI 417 MARKETING AND LABELLING

GRI 417-1

### Requirements for product and service information and labelling

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 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 fabrication 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. This recycled waste material contains 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 labelling

---

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

GRI 417-3

### Incidents of non-compliance concerning marketing communications

---

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

---

## GRI 418 CUSTOMER PRIVACY

---

Our customers have a statutory right to the protection of their personal data. Schüco always collects personal data for a defined purpose and in a transparent way. More details can be found in the privacy statement that we automatically make available to customers. No contact for promotional reasons is made without the customer's consent. We also do not pass

on the data to third parties unless legally obliged to do so. We ensure strict compliance with data protection requirements in our customer management system. Furthermore, we use SSL/TSL encryption when transferring confidential information.

GRI 418-1

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

---

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

## BEST PRACTICE

For us, sustainability is not an abstract idea, but rather a concrete task that we work on every day in all our action areas. Take a look at the following project examples from 2019 and 2020 as an insight into our international sustainability activities.

### Society – Schüco to the rescue!

The explosion at the port in Beirut in Summer 2020 destroyed a huge number of buildings, including many Schüco projects. Colleagues at Schüco Middle East, who also work in Lebanon, decided to help immediately as a reaction to the damage and local uncertainty and to provide Schüco window and façade materials for the school "Ecole Secondaire des Filles de la Charité Achrafieh". Thanks to the commitment of Schüco Middle East employees and the Logistics department in Bielefeld, repairs were completed in May 2021.



### Employees – Health made easy

Schüco supports its employees in staying healthy with a wide range of different national and international health projects. For example, this includes the Health Day in Weißenfels in 2019 with yoga taster sessions or back fitness. Schüco employees across the world also took part in various sporting events such as the "Dubai Run" or "Manthan Sport Event" in Bangalore, demonstrating that sport can be fun and brings people together.



### Environment – Innovations that protect the environment

The fabrication of PVC-U profiles for windows, doors and sliding doors also includes finishing with decorative foil. This process is known as lamination. Previously, the lamination of PVC-U profiles at Schüco Polymer Technologies was largely partially automated and the predominantly manual change-over process for different profiles and laminating foils led to a significant amount of production waste. In Autumn 2020, Schüco Polymer Technologies started implementing the fully automated lami-

nation of PVC-U profiles. The new system with a total of twelve robotic arm pairs and additional foil changer is designed for complex fabrications. It also minimised changeover times and avoids production waste with resource-conserving lamination. The new production system will help Schüco save up to an estimated 330 tonnes of CO<sub>2</sub> per year at the Weißenfels site – as a comparison, this equals around 38 times around the Equator with an average car.

### Products – Saving energy with Schüco sun shading

The prize-winning CSB sun shading system can be used to replace energy-intensive air-conditioning in part, with lower cooling requirements that help save energy in modern residential and commercial buildings. It ensures comfortable room temperatures and boosts user well-being. The rolling sun shading with aluminium blades can be integrated into the building envelopes in a customised way for each project and can therefore meet a wide range of different requirements. Furthermore, the sun shading system has received silver Cradle to Cradle certification and won the German Design Award 2020 and the Red Dot Award 2019.



**BEST PRACTICE**  
2019–2020

### Supply chain – For more sustainability in the aluminium supply chain

Sustainable supplier management goes hand in hand with the responsible handling of materials. This is why Schüco is part of the Aluminium Stewardship Initiative (ASI). The aim of the ASI is to shine a light on the entire aluminium supply chain and establish a completely certified supply chain and chain of custody for aluminium manufacturers and users. Two certificates are on offer here: the "Performance Standard", which Schüco received in 2019, and the follow-up "Chain of Custody Standard" (CoC), which we were intensively working on achieving during the reporting period.



## GRI CONTENT INDEX

GRI Standard	Details	Page	Status	Omission/comment
<b>GENERAL DISCLOSURES</b>				
<b>1. ORGANISATIONAL PROFILE</b>				
GRI 102-1	Name of the organisation	13	●	
GRI 102-2	Activities, brands, products and services	13	●	
GRI 102-3	Location of headquarters	13	●	
GRI 102-4	Location of operations	14	●	
GRI 102-5	Ownership and legal form	14	●	
GRI 102-6	Markets served	14	●	
GRI 102-7	Scale of the organisation	15	●	
GRI 102-8	Information on employees and other workers	18	●	
GRI 102-9	Supply Chain	19	◐	No complete survey system
GRI 102-10	Significant changes to the organisation and its supply chain	19	●	
GRI 102-11	Precautionary principle or approach	19	●	
GRI 102-12	External initiatives	20	●	
GRI 102-13	Membership of associations	20	●	
<b>2. STRATEGY</b>				
GRI 102-14	Statement from senior decision-maker	03	●	
<b>3. ETHICS AND INTEGRITY</b>				
GRI 102-16	Values, principles, standards and norms of behaviour	21	●	
GRI 102-17	Mechanism for advice and concerns about ethics	22	●	
<b>4. GOVERNANCE</b>				
GRI 102-18	Governance structure	22	●	
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	22	●	
<b>5. STAKEHOLDER ENGAGEMENT</b>				
GRI 102-40	List of stakeholder groups	23	●	
GRI 102-41	Collective agreements	23	●	
GRI 102-42	Identifying and selecting stakeholders	24	●	
GRI 102-43	Approach to stakeholder engagement	24	●	
GRI 102-44	Key topics and concerns raised	25	●	

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

GRI Standard	Details	Page	Status	Omission/comment
<b>6. REPORTING PRACTICE</b>				
GRI 102-45	Entities included in the consolidated financial statements	25	●	No specific statements can be made for competitive reasons
GRI 102-46	Defining report content and topic boundaries	26	●	
GRI 102-47	List of material topics	26	●	
GRI 102-48	Restatements of information	30	●	
GRI 102-49	Changes in reporting	30	●	
GRI 102-50	Reporting period	30	●	
GRI 102-51	Date of most recent report	30	●	
GRI 102-52	Reporting cycle	30	●	
GRI 102-53	Contact point for questions regarding the report	30	●	
GRI 102-54	Claims of reporting in accordance with the GRI standards	31	●	
GRI 102-55	GRI content index	31	●	
GRI 102-56	External assurance	31	●	The content of the report was not checked by an independent third party.
<b>7. MANAGEMENT APPROACH</b>				
GRI 103-1	Explanation of the material topic and its boundary	05	●	The management approaches defined in the report relate to our five action areas. The overarching approaches are referenced when discussing topic-specific indicators.
GRI 103-2	The management approach and its components	06	●	
GRI 103-3	Evaluation of the management approach	06	●	
<b>TOPIC-SPECIFIC DISCLOSURES</b>				
<b>ECONOMY</b>				
<b>1. ECONOMIC PERFORMANCE</b>				
GRI 103	Management approach	2, 4, 6, 13	●	See the following sections for information about management approach: At a glance, Sustainability at Schüco, Management approaches, General disclosures
GRI 201-1	Direct economic value generated and distributed	37	●	See the Federal Gazette ( <a href="http://www.bundesanzeiger.de">www.bundesanzeiger.de</a> ) for a detailed breakdown.
GRI 201-2	Financial implications and other risks and opportunities due to climate change	37	●	
<b>2. MARKET PRESENCE</b>				
GRI 103	Management approach	09	●	See management approach for employees
GRI 202-1	Ratios of standard entry-level salary by gender compared to local minimum wage	39	●	Comments on the standard relate to the German sites
GRI 202-2	Proportion of senior management hired from the local community	39	●	No complete survey system
<b>3. PROCUREMENT PRACTICES</b>				
GRI 103	Management approach	08	●	See management approach for supply chain
GRI 204-1	Proportion of spending on local suppliers	39	●	No complete survey system

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

GRI Standard	Details	Page	Status	Omission/comment
<b>4. ANTI-CORRUPTION</b>				
GRI 103	Management approach	08	●	See management approach for supply chain
GRI 205-1	Operations assessed for risks related to corruption	40	●	No complete survey system
GRI 205-2	Communication and training about anti-corruption policies and procedures	40	●	No complete survey system
GRI 205-3	Confirmed incidents of corruption and actions taken	41	●	
<b>5. ANTI-COMPETITIVE BEHAVIOUR</b>				
GRI 103	Management approach	21, 22, 40	●	See compliance management details under GRI 102-16, 102-17 and 205-1
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	41	●	
<b>ECOLOGY</b>				
<b>1. MATERIALS</b>				
GRI 103	Management approach	7, 8	●	See management approaches for environment and supply chain
GRI 301-1	Materials used by weight or volume	43	●	No specific statements can be made for competitive reasons
GRI 301-2	Recycled input materials used	43	●	No complete survey system
<b>2. ENERGY</b>				
GRI 103	Management approach	07	●	See management approach for environment
GRI 302-1	Energy consumption within the organisation	44	●	Comments relate to the German sites
GRI 302-3	Energy intensity	45	●	Comments relate to the German sites
GRI 302-5	Reductions in energy requirements of products and services	45	●	No complete survey system
<b>3. BIODIVERSITY</b>				
GRI 103	Management approach	46	●	See disclosures under 304-1
GRI 304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	46	●	
GRI 304-2	Significant impacts of activities, products and services on biodiversity	46	●	
GRI 304-3	Habitats protected or restored	47	●	
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	47	●	
<b>4. EMISSIONS</b>				
GRI 103	Management approach	07	●	See management approach for environment
GRI 305-1	Direct GHG emissions (Scope 1)	48	●	
GRI 305-2	Energy indirect GHG emissions (Scope 2)	48	●	
GRI 305-3	Other indirect GHG emissions (Scope 3)	48	●	
GRI 305-4	GHG emissions intensity	49	●	
GRI 305-5	Reduction of GHG emissions	50	●	No complete survey system

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

GRI Standard	Details	Page	Status	Omission/comment
<b>5. ENVIRONMENTAL COMPLIANCE</b>				
GRI 103	Management approach	7, 51	●	See management approach for environment and disclosures under 307-1
GRI 307-1	Non-compliance with environmental laws and regulations	51	●	
<b>6. SUPPLIER ENVIRONMENTAL ASSESSMENT</b>				
<b>51</b>				
GRI 103	Management approach	08	●	See management approach for supply chain
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	51	●	
<b>SOCIAL</b>				
<b>1. EMPLOYMENT</b>				
GRI 401-1	New employee hires and employee turnover	53	●	
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	54	●	Comments on the standard relate to the German sites
GRI 401-3	Parental leave	54	●	Comments on the standard relate to the German sites; no complete survey system
<b>2. OCCUPATIONAL HEALTH AND SAFETY</b>				
GRI 403-1	Management system for occupational health and safety	55	●	Comments on the standard relate to the German sites
GRI 403-2	Hazard identification, risk assessment and incident investigation	56	●	Comments on the standard relate to the German sites
GRI 403-3	Occupational health services	56	●	Comments on the standard relate to the German sites
GRI 403-4	Worker participation, consultation and communication on occupational health and safety	56	●	Comments on the standard relate to the German sites
GRI 403-5	Worker training on occupational health and safety	57	●	Comments on the standard relate to the German sites
GRI 403-6	Promotion of worker health	57	●	Comments on the standard relate to the German sites
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	58	●	
GRI 403-8	Workers covered by an occupational health and safety management system	58	●	
GRI 403-9	Work-related injuries	58	●	Comments on the standard relate to the German sites
<b>3. TRAINING AND EDUCATION</b>				
GRI 103	Management approach	60	●	See introductory statements at the start of the sub-section
GRI 404-1	Average hours of training per year per employee	60	●	Comments on the standard relate to the German sites
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	62	●	Comments on the standard relate to the German sites
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	62	●	Comments on the standard relate to the German sites
<b>4. DIVERSITY AND EQUAL OPPORTUNITY</b>				
GRI 103	Management approach	9, 63	●	See management approach for employees and introductory statements at the start of the section
GRI 405-1	Diversity of governance bodies and employees	64	●	

Schüco evaluates the status of the reporting on the individual GRI Standards using the following system:

● = no entry    ● = partially reported    ● = fully reported

GRI Standard	Details	Page	Status	Omission/comment
<b>5. NON-DISCRIMINATION</b>				
GRI 103	Management approach	21, 66	●	See disclosures on company culture under GRI 102-16 and on the management of non-discrimination under GRI 406-1
GRI 406-1	Incidents of discrimination and corrective actions taken	66	●	
<b>6. SECURITY PRACTICES</b>				
GRI 103	Management approach	66	●	See disclosures under 410-1
GRI 410-1	Security staff trained in human rights policies and procedures	66	●	
<b>7. RIGHTS OF INDIGENOUS PEOPLES</b>				
GRI 103	Management approach	08	●	See management approach for supply chain
GRI 411-1	Incidents of violations involving rights of indigenous peoples	67	●	
<b>8. POLITICAL INFLUENCE</b>				
GRI 103	Management approach	-		Not required
GRI 415-1	Political contributions	67	●	
<b>9. CUSTOMER HEALTH AND SAFETY</b>				
GRI 103	Management approach	08	●	See management approach for products
GRI 416-1	Assessment of the health and safety impacts of product and service categories	68	●	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	68	●	
<b>10. MARKETING AND LABELLING</b>				
GRI 103	Management approach	08	●	See management approach for products
GRI 417-1	Requirements for product and service information and labelling	69	●	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	70	●	
GRI 417-3	Incidents of non-compliance concerning marketing communications	70	●	See management approach for products
<b>11. CUSTOMER PRIVACY</b>				
GRI 103	Management approach	70	●	See introductory statements at the start of the sub-section
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	70	●	

Schüco evaluates the status of the reporting on the individual GRI Standards using the following system:

● = no entry    ● = partially reported    ● = fully reported



## GLOSSARY

### A

#### 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 and the fire officer 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 the heart of this is a digital data model, which can initially be used to realise the planned building project virtually. The Building Information Modelling tools make it possible for the partners involved to exchange and share information. 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.

### C

#### Carbon footprint

The phrase 'carbon footprint' indicates the emissions affecting the environment that arise over the entire useful life of a product or through the business activities of a company. In both cases, emissions of the so-called greenhouse gases are specified in tons of CO<sub>2</sub> equivalents (t CO<sub>2</sub>e).

#### CE marking

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

#### 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.

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

A CO<sub>2</sub> equivalent indicates how much a certain amount of a greenhouse gas contributes to global warming compared to the same amount of CO<sub>2</sub>. CO<sub>2</sub> equivalents are a measurement unit for harmonising the impact different greenhouse gases have on the climate.

#### 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 citizenship

Corporate citizenship describes the social commitment of companies to act for the community as a "good citizen". Examples of corporate citizenship include donations, sponsoring measures or setting up charitable foundations.

#### Cradle to Cradle (C2C)

An innovative design and quality concept whereby 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 manufacturing uses renewable 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 chain in the construction and property industry. It awards the DGNB Quality Seal to sustainable, certified buildings.

#### Diversity

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

### E

#### EA

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.

#### European Green Deal

The European Green Deal was proposed in December 2019 as a concept for a more sustainable, modern and competitive EU economy and is intended to create the political framework conditions for more ecological sustainability in all sectors. The main objective is climate neutrality by 2050, to be achieved by breaking the link between growth and the consumption of resources, as well as a policy that leaves no person or region behind. For example, the European Green Deal wants to promote more efficient use of resources through a recycling-orientated economy and to contribute to restoring biodiversity and fighting environmental pollution.

### F

#### Foundation 2°

Schüco is one of the founding members of Foundation 2° (Renamed in 2021: KlimaWirtschaft Foundation). The Foundation is concerned with limiting global warming to significantly less than two degrees Celsius. Aside from Schüco, 28 other companies from different branches of industry are members of Foundation 2°. Together, the members 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.

#### Fridays for Future

Fridays for Future is a global climate protection movement that started among school children and other young people and has spread round the world. Before the coronavirus pandemic, Fridays for Future called for a public climate strike every Friday, with demonstrations calling for the climate protection targets of the Paris Agreement to be met. People of all ages have now joined the Fridays for Future movement.

#### 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.

## GLOSSARY

### 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).

#### GRI (Global Reporting Initiative)

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, 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) principle, in order to achieve the specified environmental objectives and ongoing improvements.

#### ISO 50001

The international ISO 50001 standard supports organisations and companies in developing systematic and process-orientated energy management systems and continuously optimising these. This is intended to unlock unused energy efficiency potential, reduce energy costs and reduce greenhouse gas emissions. Regulations for introduction and implementation, energy assessment and regular reviews should help organisations achieve the targets and requirements they have chosen for themselves.

### L

#### 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.

### 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.

### 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.

#### PlanToBuild

PlanToBuild is a software solution to improve the control and management of construction processes. All those involved in a building project are connected to each other digitally. In this way, PlanToBuild facilitates a new type of digital collaboration. It also optimises capacity planning, thereby ensuring increased effectiveness.

### R

#### REACH regulation

The REACH regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals) 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 the environment and health 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.

#### resource Stiftung e. V.

Founded in 2018, the association campaigns for the resource turnaround in the construction and property industry and is an independent alliance from the fields of economics, science, society and politics. resource Stiftung e. V. develops common targets and processes for the conservation of resources and communicates these to the 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.

### 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 Resources 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° Celsius and ideally to a maximum of 1.5° Celsius compared to pre-industrial levels.

#### SchüCal/CAD

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

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).

#### Scope 1/2/3 emissions

Schüco's climate protection targets relate to all three scopes of the GHG Protocol. Scope 1 covers all directly caused emissions, such as emissions from production facilities, boilers and the vehicle fleet. Scope 2 covers the energy consumed, such as electricity for lighting or IT technology. Scope 3 covers indirect emissions along the value chain, such as those caused by the extraction of the required raw materials, further processing, use and disposal of products.

---

## GLOSSARY

---

**Stakeholder**

The term "stakeholder" refers to the user groups of a company. It means people who are directly or indirectly affected by the activities of the company, such as employees, customers and business partners.

**Sustainable Development Goals (SDGs)**

The Sustainable Development Goals were adopted by the United Nations in 2015 as part of Agenda 2030. The 17 sustainability goals and corresponding 169 targets form a comprehensive framework for safeguarding global sustainable development. The goals cover the three dimensions of sustainability equally – economy, environment, social – and apply to every country in the world.

**U****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 chain**

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

**VinylPlus**

VinylPlus is a network of around 60 member companies that campaign for material cycles that conserve resources when using PVC. 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.