

Declaration of sustainability

Titgemeyer Group

Introduction

For almost 125 years, our family business has stood for sustainable entrepreneurship. Our long tradition and deep commitment to our customers and the communities in which we operate have made us what we are today. This responsibility also extends to protecting and preserving our environment for future generations. Sustainability is therefore an integral part of our corporate philosophy and business practice.

What drives us

It is important to us to treat ecological as well as economic and social aspects responsibly and equally in all our business processes and decisions. We strive to create sustainable value and minimise our ecological footprint by promoting and implementing innovative and environmentally friendly solutions in all our business areas. Our actions are guided by the world's largest initiative for corporate sustainability, the United Nations Global Compact. With its principles, the UN Global Compact covers human rights, labour standards, environmental protection, anti-corruption and the Sustainable Development Goals. They serve as guiding principles for shaping a sustainable society. We are aware of our responsibility and have anchored the topic of sustainability in our strategic orientation.

Ecological responsibility

- 1. Resource efficiency:** We are committed to using existing resources efficiently and minimising waste. By investing in modern technologies and optimising our production and logistics processes, we are continuously reducing our energy and water consumption.
- 2. Renewable energies:** We are increasingly focussing on renewable energy sources. We already cover a significant proportion of our energy requirements with photovoltaic systems. Our goal is to realise the phase-out of fossil fuels as quickly as possible.
- 3. Circular economy:** We promote the circular economy by designing our products, packaging solutions and other materials used in such a way that they can be recycled or reused wherever possible. We work closely with our suppliers, customers and partners to create closed loops and avoid waste.

Social responsibility

- 1. Employee well-being:** Employee satisfaction and retention as well as health and safety in the workplace are our top priorities. We offer safe and fair working conditions and our actions promote diversity within the Group as well as the professional development of each individual.
- 2. Community:** As a family business, we are deeply rooted in our community. We support local initiatives, get involved in social projects and promote educational programmes in order to make a positive contribution to our society. The awards for special achievements in the field of training and further education are good proof of this..
- 3. Transparency and dialogue:** We believe in open communication and transparency. Constant exchange and dialogue with our customers, suppliers and partners is important to us in order to develop sustainable solutions together and benefit from each other's experience. Our internal whistleblower protection system also makes an important contribution to ensuring integrity in our business processes. It helps to identify and rectify misconduct at an early stage before it has a negative impact. It also promotes a culture of openness and accountability that enables employees to report concerns anonymously and without fear of reprisals.

Economic responsibility

- 1. Long-term value creation:** Sustainability is a key driver of our long-term economic success. We invest in sustainable innovations and rely on long-term partnerships based on trust and shared values.
- 2. Sustainable supply chain:** We select our suppliers carefully and ensure that they fulfil our high standards. We work together to promote sustainable practices along the entire value chain.

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Future prospects

We are proud of our long history and recognise that sustainability is the key to a successful future. We continue to work hard to achieve our sustainability goals and take our responsibility towards the environment and our employees seriously. We are determined to continue to be a role model for sustainable entrepreneurship in the years and decades to come.

Conclusion

We would like to thank our customers, suppliers, partners and all employees for their support and trust. Only together can we create a more sustainable world and ensure that future generations benefit from an intact company, an intact environment and a just society..

Osnabrueck, 1 August 2024