

Siebert

**SUSTAINABILITY REPORT
2023**





Siebert

SUSTAINABILITY REPORT

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Sustainability

Siebert

Our growing understanding of sustainable development and the role that companies play in this has enabled us to align our striving for sustainability even more closely with the expectations of our stakeholders. Even though we are not currently legally obliged to do so, we are already aligning ourselves with the future format required by the European Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting

Standards (ESRS). This helps us to systematically drive forward our sustainable development and better meet the expectations of our stakeholders.

Foreword

ISABELLA KLEESCHULTE

Sustainability at Siebert

"Sustainability is a core value deeply embedded in our family tradition and has guided our actions since the establishment of Siebert. Since 2011, we have been a proud member of the UN Global Compact (UNGC), and we are consistently committed to its fundamental values and goals. Our dedication to responsible and sustainable corporate management not only reflects our economic interests but also addresses the social and ecological challenges of our time.

The voluntary adoption of the CSRD and ESRS standards marks a significant milestone for us. In 2023, we conducted a double materiality analysis for the first time in close collaboration with various stakeholders. This process sharpened our focus on key sustainability issues and confirmed that we have already implemented many successful measures. Our existing environmental management and occupational safety systems play a crucial role in meeting legal requirements and provide a solid foundation for future progress. Through workshops, both internally and with external partners, we have identified new perspectives and further critical priorities. Reducing CO₂ emissions remains a top concern for us, which is why we are committed to setting our climate targets in line with the Science Based Targets Initiative (SBTi). A compre-

hensive energy efficiency analysis has provided valuable insights to help us make further progress.

With responsible commitment, we will continue to fulfill our obligations at all levels in the future. It is particularly important to us to assume social and ethical responsibility - whether in dealing with our own employees or in the working conditions within our supply chain. Over the coming years, especially in 2024 and 2025, we plan to fully align our reporting with ESRS standards. Our ambition is to achieve Scope 1 and 2 climate targets ahead of 2030 and to support our customers in achieving their own sustainability goals. We look forward to walking this path together with our customers."

Sincerely,
Isabella Kleeschulte
Shareholder and Project Manager





Principles

SUSTAINABILITY STRATEGY

Sustainability and responsibility for people and the environment are firmly anchored in our corporate culture and guide our actions in all areas - from the production of our products to collaboration with employees, partners, and customers. For years, our company has pursued a comprehensive sustainability strategy that is developed continuously. This is evident in the use of innovative and sustainable raw materials as well as the production of durable and energy-efficient products. We also invest in modern infrastructures and digital technologies to meet future demands.

Our social responsibility helps us build strong relationships with suppliers, partners, and employees. Special emphasis is placed on process safety, occupational health, and safety protection. Furthermore, social engagement, environmental protection, and the satisfaction of our employees - such as through the compatibility of work and family life - are priorities for us. We promote diversity and social commitment to ensure the sustainable and successful future of our company.

To systematically support this sustainable approach, we have been a member of the UN Global Compact since 2011. This membership provides us with numerous recommendations for action and valuable impulses through the annual progress report's transparency. Since 2023, we have also been a member of the UN Global Compact Network Germany e.V.

Since 2018, we have been conducting a full greenhouse gas balance in accordance with the Greenhouse Gas Protocol for Scopes 1, 2, and 3. In 2023, we joined the Science Based Targets Initiative (SBTi) and successfully submitted our approach to supporting the 1.5-degree target and achieving net zero by 2050 for review. This underscores our clear commitment to the Paris Climate Agreement and our alignment with an ambitious path to climate neutrality.

Sustainability @ Siebert

The design and regulation of sustainable development are essential components of our corporate management. We view sustainability as one of the most critical success factors and integrate the planning of sustainability goals and measures into our corporate due diligence processes. This task is led by the managing partner and the executive management team. To implement these measures, a comprehensive, cross-departmental project group has been appointed, tasked with overseeing sustainability in various subprojects as a strategic priority.

Monthly reporting to the executive management and intensive monitoring of the measures ensure progress. Notably, a member of the shareholder family is personally involved in the work of the project groups. Many of the topics addressed at Siebert are not new but have been evaluated and improved through our integrated management system, which has been in place for decades. Our established processes and procedures in environmental protection - including water protection, emissions control, hazardous materials, and waste management - are effective and far-reaching.

Operating in the heavily regulated environment of North Rhine-Westphalia at our Mönchengladbach site means that many topics required by the CSRD and ESRS are already comprehensively monitored and need no additional consideration. This was also reflected in the first double materiality analysis conducted according to CSRD.

In addition to the management team, all officers responsible for systematic areas such as environment, occupational safety, quality, hazardous materials, waste, and incident prevention are fully integrated into the process. These experts possess extensive knowledge in their respective areas, ensuring that all decisions and measures are based on relevant information.

Moreover, we work closely with external professionals to access additional expertise. For example, the Energy Efficiency Agency NRW supports our energy efficiency analysis, while the planning of energy-saving measures is carried out with external specialists. We collaborate with Scope Future GmbH for the overall process, from materiality analysis to reporting.

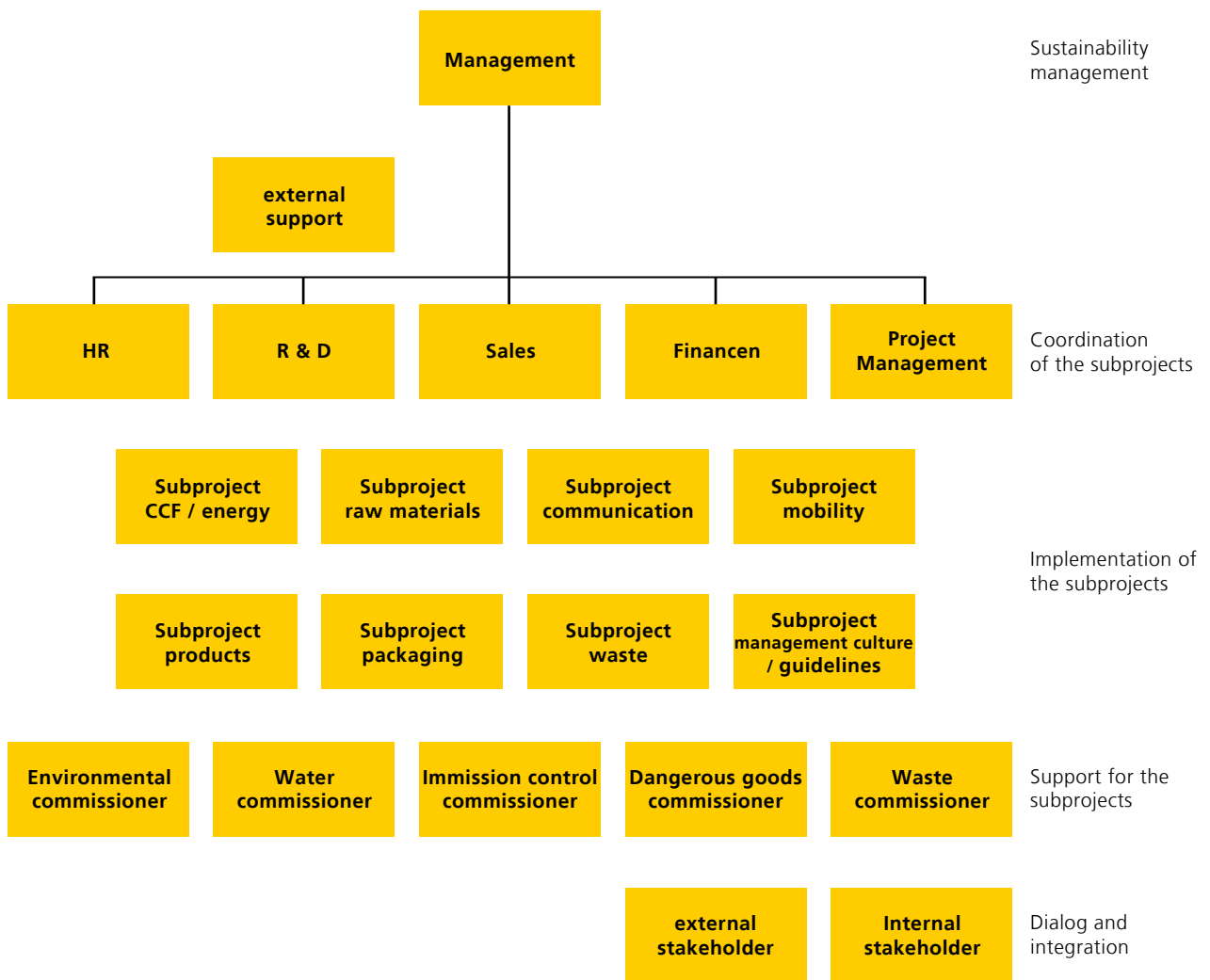


Figure 1: Sustainability organization at Siebert

To date, our focus and approach to sustainability issues have mainly been based on the United Nations' 17 Sustainable Development Goals (SDGs). These remain of central importance to us and provide us with clear guidelines. At the same time, however, we have decided to follow the requirements of the EU Corporate Sustainability Reporting Directive (CSRD). This will enable us to address the wide range of sustainability issues in a more targeted manner and ensure that we pursue our goals even more precisely.

In 2023, we therefore introduced a new sustainability due diligence process that systematically supports our sustainability programme and forms the basis for our future measures.

When working on sustainability issues, the various sub-projects are considered equally and evaluated within the Executive Board and across divisions. In order to ensure a targeted prioritization of issues, a double materiality analysis was carried out for the first time in 2023 as part of the Sustainability Due Diligence Process (SDDP) in accordance with the requirements of the new CSRD at top issue level. This methodology enabled us to clearly identify the topics with the greatest need for action and prioritize them accordingly.

Both internal and external scenarios and sources were systematically evaluated to determine the status of the individual topics. We also involved representatives of various stakeholder groups - including NGOs, banks and customers - in order to identify their perspectives on the respective topics and incorporate them into our decisions.

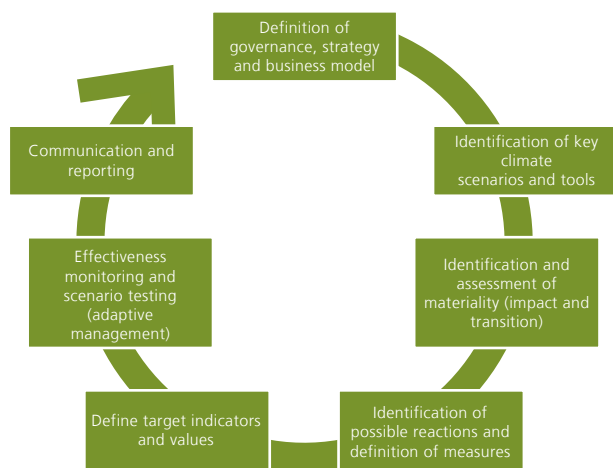


Figure 2: Sustainability due diligence process at Siebert



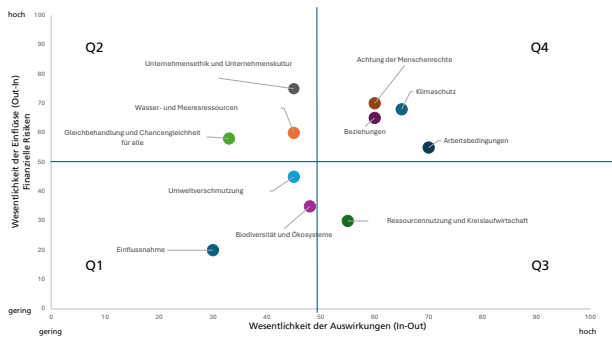


Figure 3: Result of the double materiality analysis 2023

The issues in quadrant 4 have the greatest need for action, as they represent both a high impact risk for the company and a significant risk of external influence on our business model. The topics in quadrants 2 and 3 are also classified as material, but predominantly relate to either opportunities or risks.

Issues in quadrant 1 are by no means unimportant, but are already well covered by effective measures or systems or are currently less likely to have a negative impact. However, this may change in future materiality analyses based on new findings.

Further topics and details were also assessed, but are not listed here for the sake of clarity. Based on the materiality analysis, the existing sub-projects were reassessed and prioritized to ensure that we address the key issues in the best possible way.

The sustainable development sub-projects focus on the following areas:

- Energy and Corporate Carbon Footprint (CCF)
- Product carbon footprint (PCF) for products
- Raw materials (with regard to PCF)
- PCF of packaging
- Waste management
- Mobility
- Communication
- Management culture

No.	Quadrant of materiality materiality analysis	Topic	Project/ Process Energy	Project products (PCF)	Project packaging (PCF)	Subproject Waste	Management culture/ management guidelines	Mobility sub-project	Topic effectiveness
1		Climate protection Climate change	9	9	6	9		6	45
2		Respect for human rights internally					6		12
2		Respect for human rights Supply chain	3	3	3				12
3	Q4	Internal working conditions	3			3	6		12
3		Working conditions supply chain	3		3				9
4		Relationships (incl. customers)	6	9					24
5		Corporate ethics and culture	3	3		3	9	3	27
6		Water and marine resources	6	3		3			12
7	Q2	Equal treatment Equal treatment internally					6		6
7		Equal treatment externally							3
8	Q3	Use of resources Circular economy	3		6	9			24
9		Environmental pollution		6	6	9			27
10	Q1	Biodiversity and ecosystems		6	6	6			24
11		Influence					9		12
12	Commitment	Compliance with legal requirements	j	j	j	j	j	j	
Effectiveness of measures:			36	39	30	42	36	9	

Figure 4: Project mix topics



Structure of the Detailed Report (ESG)

The report structure is aligned with the three main pillars of sustainable development:

Environment (E): Corporate actions aimed at reducing the company's impact on natural resources and addressing the associated risks and opportunities.

Social (S): Corporate actions focused on protecting the rights of all individuals and groups involved in or affected by the company's activities.

Governance (G): Corporate governance that adheres to applicable laws and regulations.



Figure 5: ESG structure

The subtopics are based on the main topics of the ESRS reporting standards.

Each topic chapter is divided into the following areas: Principle, Projects and Initiatives or Products, Results and Data.

E ENVIROMENT

Principle: "We are actively committed to climate protection and pledge to realize the Paris Climate Agreement and its 1.5-degree target. Our ambitious goal is to reduce CO₂- emissions by 50% by 2030 compared to the baseline year and to achieve CO₂-neutrality by 2050. Additionally, we see it as our duty to support our customers on their path to CO₂- neutrality. Through innovative products and advice, we want to make a positive contribution to climate protection together with our customers and overcome the challenges of climate change together."

Based on our newly formulated principle for climate protection, we have reevaluated all ongoing initiatives and projects within the subprojects and identified significant progress. Our Corporate Carbon Footprint (CCF), which we have been monitoring annually since 2018 as part of our Environmental Management System (EMS), demonstrates that we are clearly on track to meet the ambitious goals of the Science Based Targets Initiative (SBTi). These targets, to which we committed in 2023, have been successfully validated and confirmed by the SBTi.

Our objective is to achieve a 56% reduction in Scope 1 and Scope 2 emissions compared to the 2018 baseline by the end of 2023.

Currently, our Scope 3 assessment only includes directly attributable CO₂ emissions attributable directly to sources from our business operations. Emissions from the production and transportation of raw materials are not yet fully captured. To address this, we have developed a new tool that enables us to assess CO₂ emissions for each raw material at the formulation level. This tool is currently in the validation phase, and we are confident that from the next report onward, we will be able to present the complete Scope 3 emissions."

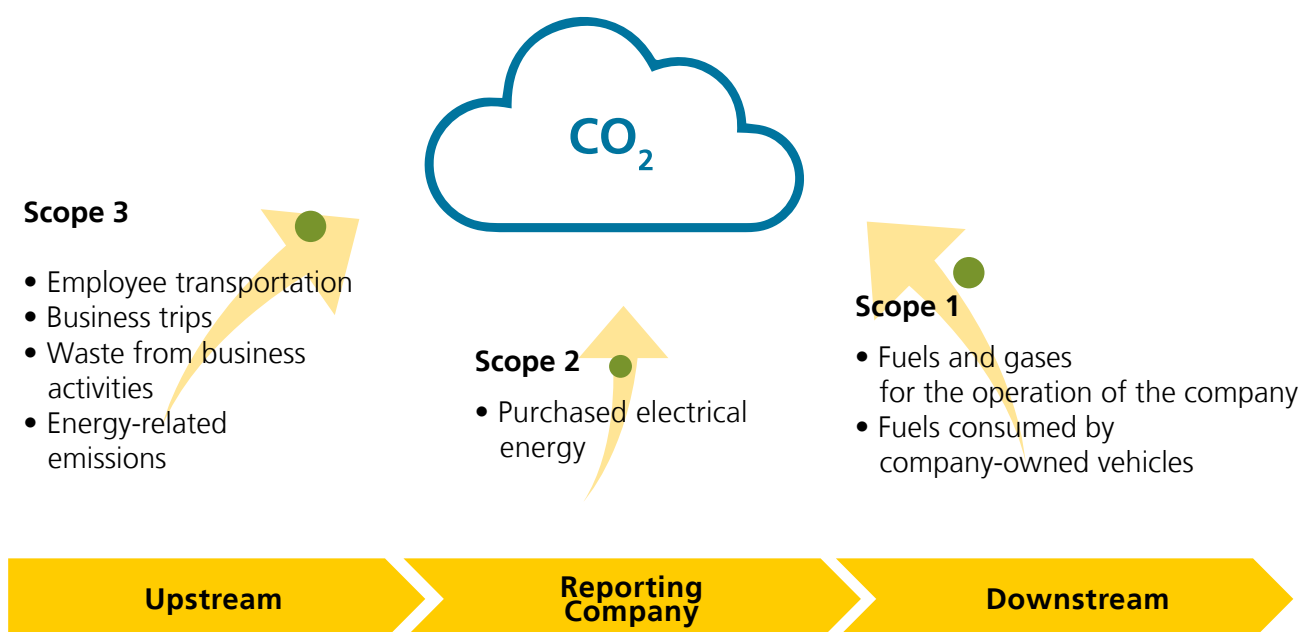


Figure 6: Scopes considered in the 2023 CO₂ balance

Projects and Initiatives

(E) Environment

100 percent green electricity: only green electricity from the socket

Siebert has been implementing an important measure for greater sustainability since 2019 by switching to green electricity. Only certified green electricity now comes out of the socket both at the plant and in the administration department. It comes exclusively from renewable energies and is generated in an environmentally friendly manner. This means that Siebert is supporting the energy transition in two ways: by purchasing green electricity directly and by paying a price premium, 75 % of which goes towards climate protection.

The energy audit in accordance with DIN 16247-1 is a systematic audit that is used to analyse, measure and evaluate a company's energy consumers with the aim of reducing energy consumption. This was carried out for the first time in 2023 and has yielded various ideas for reducing energy consumption. An energy efficiency analysis was prepared with the support of the NRW Energy Efficiency

Agency to identify further potential at the company's Mönchengladbach site. This resulted in a comprehensive list of measures that will be gradually implemented over the next few years.

These measures will enable the SBTi target to be achieved as early as 2027. Our main CO₂ emitter in Scope 1 and 2 is natural gas for the thermal post-combustion of process waste gases to neutralise odours; technical measures will be implemented in 2025 to replace this source of emissions with biological processes.

Development of a comprehensive mobility concept: A new travel policy and company car policy take greater account of environmental aspects. The increased use of electric vehicles will also be examined, especially if a photovoltaic system is installed on the company roofs.

Product Carbon Footprint (PCF)

Siebert is currently working with its partners along the supply chain to determine a carbon footprint for selected products from the Siebert portfolio. The basic principles have been developed and can already be analysed for specific formulations. This will mean that we will also be able to report the Scope 3 footprint with raw material data from 2024.

We would also like to point out that basic data for a uniform standard is being developed across the industry. These data and calculation bases are being determined as part of the Lubricants Industry Sustainability Initiative (NaSch) by the German Lubricants Industry Association (VSI) and the European umbrella organisation (UEIL). Siebert is part of this initiative.

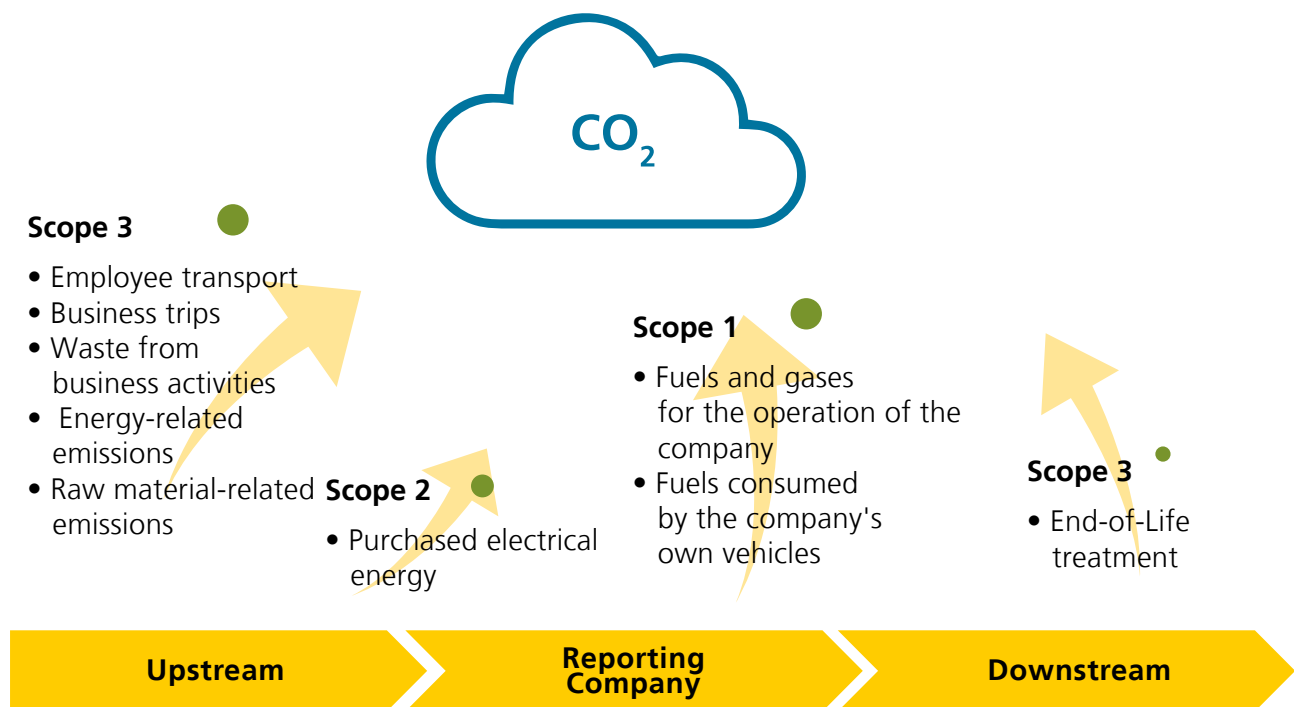


Figure 7: Areas included in the carbon footprint from 2024





Products with reduced PCF

(E) ENVIRONMENT

Although we have not yet fully disclosed the product carbon footprint (PCF), we have already made significant progress in developing products that have a significantly lower carbon footprint than their conventional alternatives. Particularly noteworthy is the use of biogenic base oils instead of fossil raw materials, which makes a decisive difference to the carbon footprint of these products. This innovative approach has

already led to the first successful product launches and will be further expanded in the future.

Results and data

	2018	2019	2020	2021	2022	2023
Scope 1 [t]	2,961	3,418	3,377	3,355	2.797	2.655
t CO ₂ /t product	83	98	111	101	88	100
Scope 2 [t]	2.014	0	0	0	0,00	0,00
t CO ₂ /t product	57	0	0	0	0	0
Scope 3 [t]	k.D.	4,082	3,147	3,343	3.509	3.374
t CO ₂ /t product	k.D.	116	104	101	110	128
t CO ₂ total for Scope1+2	4,975	3,418	3,377	3,355	2.797	2.655
t CO ₂ total for Scope1+2+3		7,500	6,524	6,698	6.307	6.029
kg CO ₂ /t product		214	215	202	197	228

Figure 8: CO2 balance table

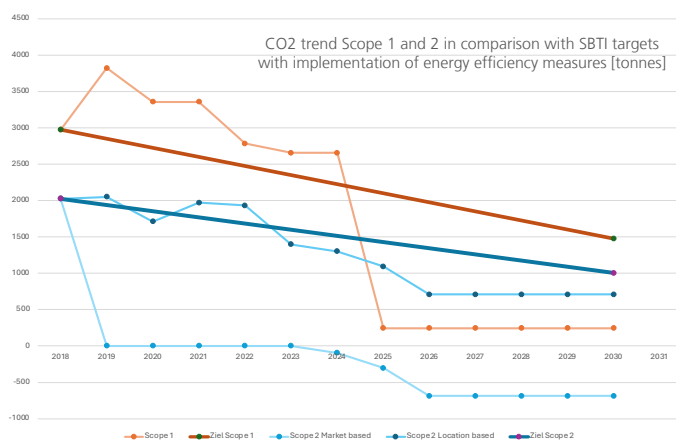


Figure 9: SBTi goals and measures



Pollution

(E) ENVIRONMENT

Principle: 'We are committed to preventing environmental pollution in the air, water and soil. Through continuous innovation in our production processes and products, we rely on environmentally friendly technologies to minimise emissions. Our waste management strategy aims to avoid, reduce and safely dispose of waste wherever possible. We work to avoid environmentally harmful substances and make a positive contribution to protecting the air, water and soil through sustainable practices. Our aim is to promote the responsible use of natural resources and to preserve a clean environment for future generations.'

Our aim is to avoid any pollution of air, water and soil. This obligation not only stems from the legal requirements of the Immission Control Act, but is also our deep conviction. For years, we have been working on a variety of projects to systematically measure and reduce the amount of pollutants. With the help of regular monitoring and a specially developed environmental

performance indicator, we can quickly recognise the extent to which our projects and initiatives are effective and fulfil our reduction targets.

In accordance with legal regulations, we are obliged to monitor all emissions in the area of pollution strictly in accordance with the requirements of the German Pollution Control Act and the associated ordinances. In recent years, we have always been able to ensure that we do not exceed any limits. Extensive measures, including those under the Hazardous Incident Ordinance, are regularly reviewed by our authorised persons and the responsible authorities, which enables us to continuously confirm the effectiveness of our measures to prevent emissions.

All gases, waste water and waste escaping from our processes are recorded and monitored in strictly controlled procedures so that they always comply with the low limit values. We have also taken additional measures to reduce the amount of waste that leaves our control area and thus minimise the impact on the environment during further processing.

In 2023, we achieved considerable success through targeted measures, particularly in the reduction of fat waste from production residues. By recycling residual fats and using reusable containers, we were able to achieve a sustainable reduction of 25% compared to 2022.

We offer targeted solutions for applications that place special demands on environmental protection. For example, we have developed a biodegradable lubricant for rail transport that has been awarded the ECO label and is used specifically for the lubrication of points. This helps to prevent pollution of the ground around the railway tracks.



Figures and data

Waste category Quantity [kg]	2020	2021	2022	2023
Waste oil/flushing oil	208,340	292,200	210,960	211,080
Used water/flushing water	271,072	244,158	279,180	285,440
Grease waste	405,042	376,249	431,164	323,749
Plastic films	23,210	17,110	18,180	14,430
Used devices	722	426	593	428
Glass	0	0	100	300
Green waste	0	0	0	1,760
Wood	15,220	15,910	12,550	17,620
Laboratory waste (Biotest)	218		234	310
Laboratory chemicals and raw materials	16,417	9,210	6,116	4,914
Solvent mixtures	1,179	2,952	649	695
Oil-containing operating fluids	36,456	34,834	38,374	35,262
Paper/cardboard	88,310	105,471	86,669	67,304
Rest	2,036	917	1,210	1,348
Residual waste	119	149	215	163
Scrap	13,764	14,442	22,430	23,026
Packaging with hazardous residues	19,373	24,990	26,378	19,082
Recyclable materials	17,960	19,480	30,940	40,900
Overall result	1,119,438	1,158,498	1,165,942	1,047,811

Figure 10: Total amount of waste per category in kg calendar years 2020-2023

Water and marine resources

(E) ENVIRONMENT

GPrinciple: 'We are committed to protecting water and marine resources. Our production processes have been designed and continuously adapted to minimise water consumption and treat wastewater responsibly. We are committed to researching and developing more environmentally friendly lubricant solutions that have no harmful impact on water and marine environments. By continuously improving our practices and working closely with stakeholders, we are helping to protect natural resources and ensure a sustainable future for generations to come.'

In this area, too, we can draw on our many years of experience in applying our ISO 14001-certified environmental management system. As we operate in the strictly regulated area of water and wastewater management in Germany, our processes are subject to clear guidelines for the responsible use of water and the protection of the surrounding waters. We have implemented numerous measures to reduce water consumption. For example, the cooling water for process cooling has been transferred to a closed circuit, which significantly

reduces the need for fresh water. We have also optimised water-intensive cleaning processes in order to further minimise fresh water consumption. A large proportion of fresh water is used in sanitary facilities, which is why we have introduced savings programmes and specifically trained our employees in the responsible use of water.

Our waste water is channelled into the public sewage network via protected and monitored sewers and treated in municipal sewage treatment plants. Extensive protective measures have been implemented to ensure compliance with the Water Protection Ordinance and the Water Resources Act.

The Water Protection Ordinance and the Water Resources Act provide for extensive protective measures to ensure that the discharged wastewater complies with the maximum levels of contamination specified in the municipal regulations. Appropriate measuring equipment and blocking devices ensure that the discharge to the outside is blocked in the event of an incident.

These measures have contributed to the fact that we have always been able to comply with all legal limits in recent years.

In our supply chain, we are currently evaluating all raw materials with regard to their potential risk to water and marine resources. We do not use any substances in our products and processes that lead to the formation of microplastic residues in marine resources. This review is carried out in close cooperation with our suppliers and the German Lubricants Industry Association (VSI).

We develop and sell lubricants for our customers that either do not release any unexpected substances in the respective applications or are biodegradable and harmless. This means that they do not have any negative or legally problematic effects for our customers.

Figures and data

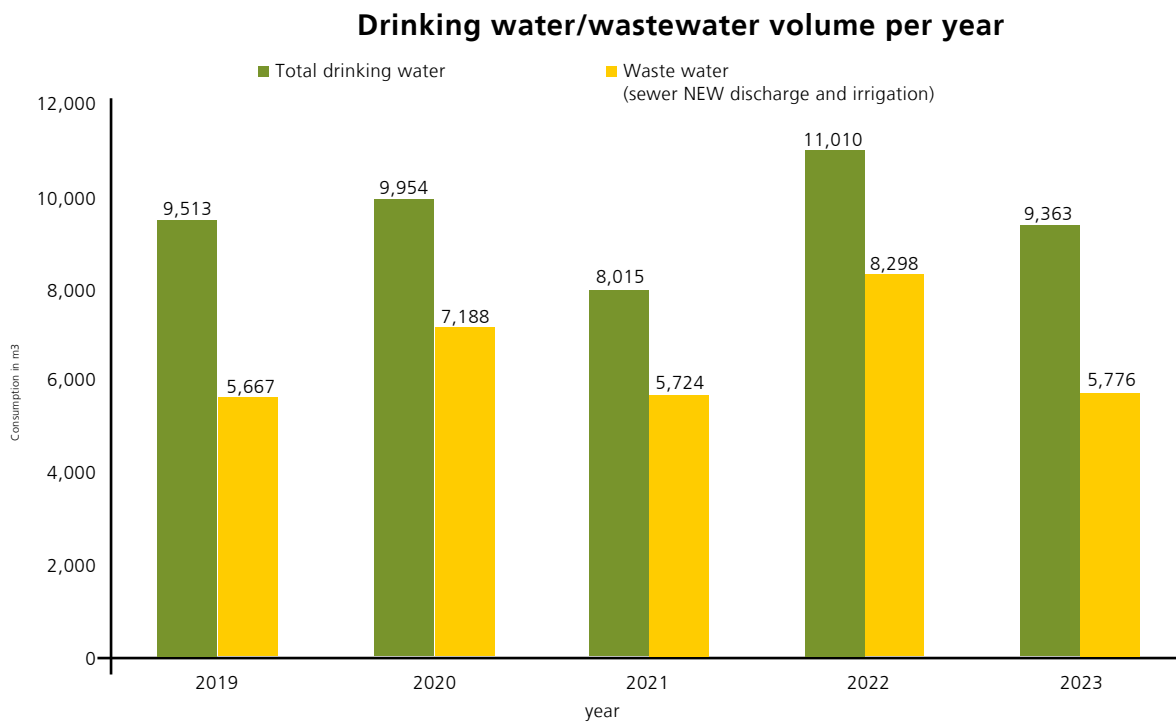


Figure 11: Water balance calendar years 2019-2023

Biodiversity & Ecosystems

(E) ENVIRONMENT

GPrinciple: “We recognize the importance of preserving biodiversity and protecting the ecosystem. Although we currently believe that the direct impact of our company on these issues is currently low and that there are no immediate risks, we take responsibility and strive to minimize our ecological footprint. Our corporate policy emphasizes a respectful for approach to the environment, the promotion of the ecosystem and cooperation with relevant stakeholders in order to jointly have a positive impact on biodiversity. We are committed to sustainable development that not only meets the requirements of our industry, but also ensures long-term ecological integrity.”

As part of the materiality analysis, we conducted an in-depth review to determine whether and to what extent our company might impact the local or global ecosystem or whether our products could affect biodiversity. Our site is located in an area that is not classified as endangered, and no threatened species are known to be present. This was also confirmed by a representative of BUND, who participated in the analysis as a stakeholder. A direct impact on the local

ecosystem arises from the land sealing caused by our buildings. To compensate for this, we have expanded unsealed fallow areas and created a wildflower meadow, which contributes to promoting biodiversity. Additionally, in 2023, we began supporting regional reforestation projects that establish forested areas without any commercial exploitation. These projects help restore natural habitats for a wide variety of species.

In 2023, we supported a reforestation project in Ratingen involving several hundred trees and plan to implement another project in the Mönchengladbach area by 2025, planting over 1,000 trees. These reforestation projects are not intended to optimize our CO₂ balance but rather to offset the ecological footprint of our production sites. Our employees are actively involved in these projects to raise awareness of the importance of biodiversity and to strengthen their commitment to this critical issue.

In our supply chain, we analyze and evaluate potential environmental impacts during raw material extraction and processing. We work closely with our suppliers to minimize potential risks to ecosystems.

Our product development also takes into account the protection of ecosystems and biodiversity. In the summer of 2023, we received the EU Ecolabel for our high-performance bio-lubricant rhenus LAE 2. The EU Ecolabel is a voluntary environmental certification awarded to products and services with low environmental impact throughout their entire life cycle. Companies using products with this label benefit from an improved environmental footprint, increased customer loyalty, and easier access to specific markets.

rhenus LAE 2, a high-performance EP grease, was specifically developed for use in loss lubrication points, where excess grease might enter soil, sewage systems, or water bodies.

Instead of mineral oils, rhenus LAE 2 uses synthetic esters with excellent properties. These ensure that bio-lubricants now perform as effectively in many applications as mineral oil-based esters. This innovation reflects our forward-looking approach to actively advancing ecosystem protection, and we will continue to introduce innovative products that safeguard biodiversity in the future.





Resource Utilization and Circular Economy

(E) ENVIRONMENT

Principle: "We are committed to sustainable resource use and promoting the circular economy. We continuously invest in innovative technologies to minimize raw material consumption and use recyclable materials in and with our products and packaging. Through efficient production processes, we aim to reduce waste and establish a closed value chain. Together with our employees and customers, we are dedicated to leaving the smallest possible ecological footprint and contributing to a sustainable future."

Optimizing resource use is a core component of our business strategy. This approach aligns our economic and environmental interests, not only in the context of sustainable development but also in enhancing efficiency and profitability. The analysis, evaluation, and continuous improvement of resource use, as well as the implementation of circular economy models wherever possible, are firmly integrated into our ISO 14001-certified environmental management system.

As part of our Siebertrineering service programme, we already offer selected customers the collection of used, non-water-miscible cooling lubri-

cants. These are specially processed and recycled, allowing a significant portion of the cooling lubricant to be reused. By incorporating a high share of re-refined material - where the base oil is distilled from the cooling lubricant - we can almost fully reintroduce the entire cooling lubricant into the cycle.

A significant portion of our projects aimed at promoting recycling and the circular economy focuses on packaging. Industrial packaging must not only protect products securely but also meet our customers' requirements while being cost-efficient and environmentally friendly. Recyclable or biodegradable packaging is becoming increasingly important in this context.

In recent years, we have steadily increased the share of reusable or recyclable transport containers, utilizing both plastic and steel in the process.

These containers, reusable up to ten times, account for more than half of the barrels used by Siebert. Each year, we require nearly 40,000 barrels for filling our cooling lubricants and greases. After use, Reko barrels are cleaned,

refurbished, and custom-repainted by specialized service providers. They are also tested for leak tightness. Since cooling lubricants are classified as hazardous materials, the barrels must comply with the stringent requirements of UN standards. At the end of their life cycle, the barrels are sent for metal recycling.

To further reduce our ecological footprint, we source these Reko barrels exclusively from within a 250-kilometer radius of our site in Mönchengladbach. Their regional production and refurbishment contribute to creating a sustainable circular economy that benefits Siebert, our customers, and the environment. Additionally, we are actively working to continuously increase the share of recyclable barrels. If the market cannot supply sufficient reusable barrels, new barrels are sourced from within a maximum radius of 100 kilometers to minimize unnecessary transport distances and reduce CO₂ emissions.

In the field of plastics, we are increasingly using recycled materials to reduce the need for new raw materials and optimize resource utilization. This also helps decrease plastic waste by reintroducing plastics into the production process. Moving forward, Siebert will primarily use the following types of packaging made with recycled materials:

- **PCR cartridges** made from post-consumer recycled material, used for filling greases in smaller containers.
- **Intermediate Bulk Containers (IBCs)** made partially from recycled materials, with a capacity of 1,000 liters. Their rectangular shape ensures efficient storage and transport.
- **Blow-molded containers** made partially from recycled materials, used in various sizes up to 20 liters.

Figures and data

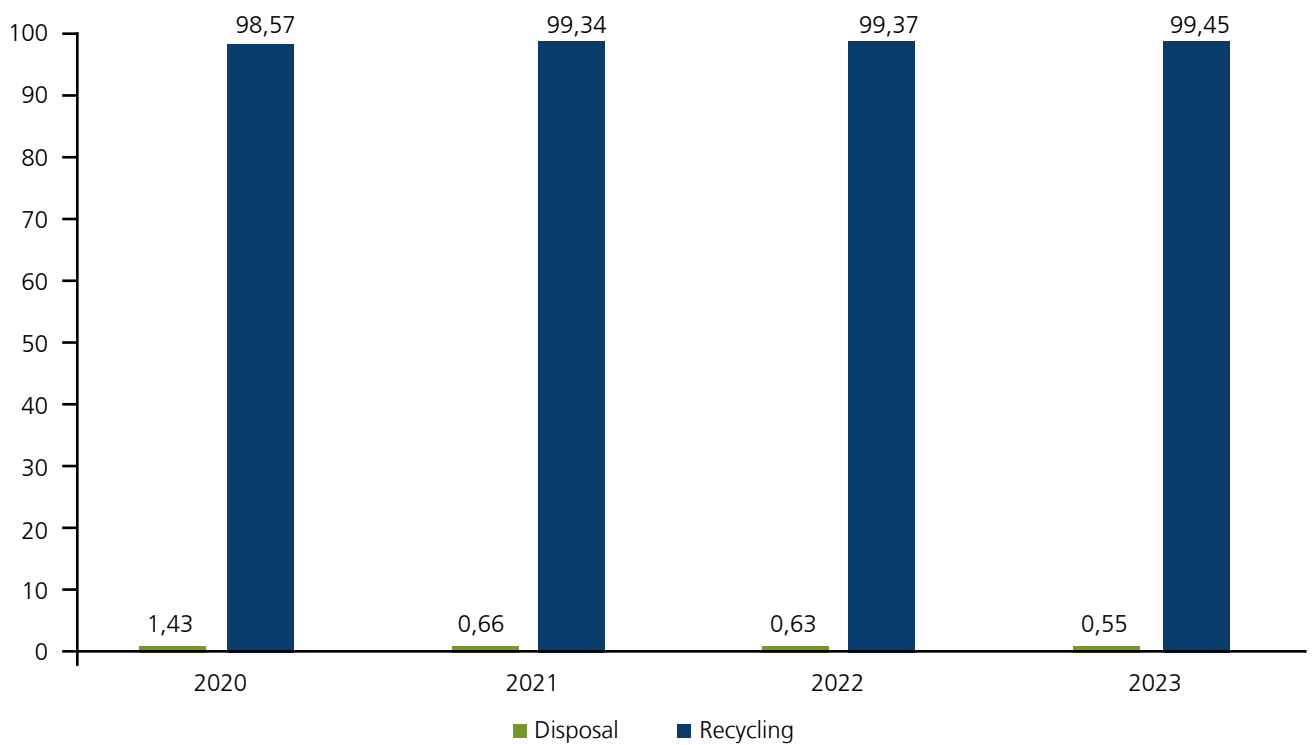


Figure 12: Overview of waste recycling quota calendar years 2020-2023

S SOCIAL RESPONSIBILITY

Principle: "We place the highest value on working conditions, equal treatment, and human rights within our company. We are committed to creating a workplace characterized by respect, fairness, and equal opportunities. Every employee deserves a safe and supportive environment where they can develop their full potential. Discrimination of any kind will not be tolerated, and we actively work to

uphold human rights. Together, we strive to foster a corporate culture built on diversity, inclusion, and appreciation."

For many years, we have operated an effective occupational safety management system, which is regularly reviewed both internally and externally and certified according to ISO 45001. As a chemical company, we strictly comply with the rigorous safety requirements of German legislation.

At Siebert social sustainability encompasses comprehensive health management, adherence to social standards, and the satisfaction of our employees. We place special emphasis on achieving a work-life balance, promoting diversity, and providing modern training and development opportunities.

Our sustainability indicators include workforce age structure, tenure, and employee turnover. In the reporting year, the average age of our employees remained steady at 46 years, unchanged since 2020. Average tenure slightly increased, reaching 14 years in 2022. Particularly noteworthy is the low employee turnover rate of just 3.2%, reflecting the strong commitment of our employees to the company.

Women make up 24% of our workforce, and approximately 11% of our employees come from nine different nations.

Employee development is a key element of our sustainable HR policy. Our e-learning system, SAM, offers training on occupational safety and environmental topics. In 2020, our employees completed a total of 3,553 SAM training sessions. Additionally, 79 regular training and development courses were conducted, with a total of 428 participants.

Siebert also supports 1–2 diploma or doctoral candidates annually to promote the next generation of scientists.

Figures and data

	2020	2021	2022	2023
Average age of employees (in years)	46	46	47	47
Age structure of employees (in %)				
≤ 30 years	7	6	13	7
31 - 40 years	26	24	22	24
41 - 50 years	26	27	26	27
> 50 years	42	42	38	42
Average tenure of employees (in years)	13	13	14	13
Turnover rate (voluntary employee departures) in %	2	3,3	3,2	3,8

Figure 13: Key personnel figures

Employees

(S) SOCIAL RESPONSIBILITY

Principle: "We are actively committed to fair working conditions, equal treatment, and the protection of human rights within our supply chain. We maintain trustworthy relationships with our suppliers and demand adherence to the highest standards regarding labor law and human dignity. Through market monitoring and

transparent communication, we support integrity in our supply chain. Together with our partners, we work to promote sustainable practices and make a positive social contribution throughout the entire value chain."



Projects and Initiatives

(S) SOCIAL RESPONSIBILITY

All our raw material suppliers are contractually obligated to comply with our Code of Conduct and the principles of the UN Global Compact (UNGC). This ensures that the highest standards regarding labor law, human dignity, and fair working conditions are upheld throughout our supply chain. We conduct comprehensive discussions with all direct contractual partners to ensure that these values are respected in all processes.

Although we are not directly subject to the German Supply Chain Due Diligence Act, we have proactively adopted the required measures to protect human rights within our supply chain. Our grievance mechanism, implemented under the Whistleblower Protection Act for compliance-related complaints from our employees, is also open to external parties. This allows complaints concerning our suppliers to be submitted from any source, enabling us to take prompt action to maintain our high standards.

Currently, we primarily work with suppliers based in Germany or the EU, where compliance

with strict EU regulations regarding occupational safety, equality, fair wages, and the prevention of discrimination is assured. These trustworthy relationships support our efforts to promote sustainable practices throughout the value chain.

Additionally, as part of our Due Diligence Supply Chain Process, we assess whether deeper levels of our supply chain may pose potential risks concerning fair working conditions and human rights. This includes a detailed analysis of the countries of origin, using tools such as the Fragile States Index by the Fund for Peace, particularly regarding human rights. We also consider the EU classifications for critical raw materials and ILO assessments on working conditions and child labor.

Through these measures, we ensure the integrity of our supply chain and, together with our partners, make a positive social contribution.



Abbildung 14: Due Diligence Supply Chain Process



Affected Community

(S) SOCIAL RESPONSIBILITY

Grundsatz: "Wir betrachten es als unsere Verantwortung, einen positiven Beitrag zu den Gemeinschaften zu leisten, in denen wir tätig sind. Wir engagieren uns aktiv in lokalen Initiativen und Projekten, um die Lebensqualität zu verbessern und nachhaltige Entwicklung zu fördern. Durch offene Kommunikation und Partnerschaften stärken wir unsere Beziehungen zu diesen Gemeinschaften und hören auf ihre Bedürfnisse. Gemeinsam mit unseren Mitarbeitenden setzen wir uns für soziale Verantwortung ein, um eine langfristige und positive Wirkung auf die umliegenden Gemeinschaften zu erzielen."

Aktuell überprüfen wir auch unsere gesamte Lieferkette, um sicherzustellen, dass Rohstoffe, die möglicherweise aus Gefahrengebieten für indigene Gemeinschaften stammen, keine negativen Auswirkungen auf diese haben. Hierzu analysieren wir den Fragile States Index und arbeiten eng mit unseren Lieferanten zusammen, um die Lieferketten bis zur Quelle – wie etwa Minen – zu überprüfen und potenzielle Problemstellungen zu identifizieren.

Unter dem Begriff Gemeinschaften verstehen wir sowohl die direkte Nachbarschaft unseres Produktionsstandortes als auch die lokale Gemeinde. Da in Deutschland keine besonderen Herausforderungen im Zusammenhang mit indigenen Gemeinschaften bestehen, fassen wir den Begriff weiter und beziehen damit sowohl interessierte Anwohner als auch die Gemeinde mit ein. Unser Engagement in diesen Bereichen ist tief verwurzelt und wird durch ein festes, jährlich Budget unterstützt.

Durch unsere aktive Beteiligung an Initiativen wie dem Initiativkreis und Masterplan 3.0 konnten wir zahlreiche Möglichkeiten identifizieren, wie wir als Unternehmen einen wertvollen Beitrag zur Förderung der Gemeinschaften leisten können. Besonders im Mittelpunkt unserer Überlegungen steht die Unterstützung sozialer Projekte und Initiativen. Seit vielen Jahren fördern wir beispielsweise den Wissenscampus Mönchengladbach, der eine moderne Infrastruktur für Bildung in der Region unterstützt. Zudem engagiert sich Siebert im Förderzentrum Nord in Mönchengladbach, wo wir Projekte zur gesunden Ernährung von Schülern fördern.

Figures and data

2003: Initiativkreis Mönchengladbach:

Founding member

2018: Catholic Peace Foundation: Member

2019: Wissenscampus: Founding member

2008: Kindergarten: Donation of sunshades

2012: Special needs school: Healthy breakfast

(ongoing initiative)

2016: Cultural association: Donation of learning materials

2017: Contribution to MG 3.0 Masterplan

2017: Playground modernization

2021: Hofgarten Association: Donation of gardening supplies and toys

2023: Flyers for drug prevention in schools (annual since 2023)

2023: Donation of 300 tree saplings



Consumers and End Users

(S) WORKFORCE MANAGEMENT

Principles „We actively support our B2B customers in their efforts to offer sustainable products and services. On the one hand, we are committed to reducing CO₂emissions in our customers' production processes through our products; on the other hand, we provide innovative products and services that minimize the product carbon footprint of their end products. Additionally, we ensure a sustainable and socially responsible supply chain. Through our collaboration, we contribute to enabling our customers to offer sustainable and environmentally friendly solutions to their consumers and end users. Sustainability is our shared path to the future.“

As we exclusively serve B2B customers, our products are utilized within their business operations. In doing so, they bear the responsibility of using our products safely and correctly. Our goal is to develop products that are both safe and user-friendly, minimizing the workload and required protective measures for users.

In addition to safe handling, the CO₂footprint of our customers, particularly in the Scope 3 area, is becoming increasingly important. For more details, please refer to the chapter on Climate Protection.

Konzentrat EP 794,; the right choice for people and machines

During the development of Konzentrat EP 794, we placed special emphasis on environmental compatibility and skin-friendliness. This cutting fluid is free of biocides, skin-friendly with a neutral pH value, and has a pleasant scent.

The product is GHS-label-free and classified in Water Hazard Class 1. It contains no boron, making it particularly gentle on both people and the environment.

Konzentrat EP 794 is also ideal for machining hard-to-cut specialty materials as well as stain-sensitive light metals.

Konzentrat EP 794 full performance with cost savings included

Konzentrat EP 446, we demonstrate that high performance and a wide range of applications are not mutually exclusive. This cutting fluid impresses with its long-term stable formulation, which keeps both machines and workpieces clean - reducing downtime, maintenance effort, and scrap, thereby saving costs.

Konzentrat EP 446 also offers particularly easy handling. It is GHS-label-free and classified in Water Hazard Class 1, significantly simplifying internal operations.

In terms of occupational safety, Konzentrat EP 446 sets new standards. It is free of SVHc and contains no formaldehyde-releasing agents. This makes it an excellent alternative to products based on secondary amines and proves that performance and occupational safety can be perfectly combined.

G GOVERNANCE

Principle: "Our corporate ethics are based on transparency, integrity, and social responsibility. We are committed to strict anti-corruption rules and reject any form of unethical behavior. Through a sustainable corporate culture, we foster an atmosphere of openness and collaboration. Our goal is not only to offer high-quality products but also to make a positive contribution to society and the environment by upholding the highest ethical standards. Through active memberships in associations and committees, we aim to support these core values in industry regulations and cooperation within our sector."

As a family-owned company, integrity, honesty, and respect for people and nature are central values deeply embedded in our daily actions. These principles shape our behavior throughout the organization and in all our relationships.

Our business is built on mutual trust, both within the company and with our partners. We believe that clear rules strengthen trust by fostering transparency and reliability. For this reason, we introduced a Code of Conduct in 2022, which applies to all managers and employees. This code is actively communicated and serves as the foun-

ation of our actions. Our suppliers are also required to adhere to the principles of our Code of Conduct, which is based on the values of the UN Global Compact (UNGC). To ensure these principles are upheld, we implemented an anonymous reporting system in 2023, accessible to all stakeholders - both internal and external. This system is managed by an independent external organization and provides a secure and transparent way to report any violations. To date, no complaints have been reported.

Our commitment to sustainable development extends beyond the boundaries of our company. We actively participate in relevant committees and industry associations to support both our business interests and sustainability goals. Since 2011, we have been a member of the UN Global Compact and, as of 2023, of the UNGC Netzwerk Deutschland e.V., giving us access to valuable insights and initiatives for sustainable corporate management.

We are particularly proud of our 2023 Supplier Engagement Rating (SER) classification, which demonstrates that we, as a medium-sized company, operate on par with major industry players. This result reaffirms that our sustainability strategies are on the right track.

Figures and data

2011: UN Global Compact

2021: NaSch Initiative, VSI / UEIL

2023: UN Global Compact Netzwerk

Deutschland e. V. (in 2023)



A person is standing on the peak of a large, light-colored rock formation that juts out from a grassy slope. The background features a vast mountain range with dense evergreen forests and snow-capped peaks under a bright sky. The overall scene is a dramatic and scenic mountain landscape.

Siebert:
"Shaping today with
tomorrow in mind"



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