

# Sustainability Report 2022



*"It's not in the stars to hold our destiny but in ourselves"*

*- William Shakespeare*

Dear readers,

William Shakespeare could not have phrased it better. It's no surprise that he was one of the most influential characters of his day even during his lifetime. His words have lost none of their topicality to this day - quite the opposite.

We are not at the mercy of our fate, but have our future in our own hands. We have the ability to actively shape it and set the accents that are significant to us.

When applied to the present, the emphasis is primarily on each individual's sustainability efforts. Then: The focus of our time is on responsible action, active design, and long-term management. Taking responsibility for others and the environment is no longer a fringe topic. It has - rightly - arrived in the middle of our society.

It's about adopting a focused attitude and aligning your activities accordingly - even as a company.

As a family company that thinks in terms of generations, this is a matter of fact for us. We want and will leave a future worth living in for our children and grandchildren. That is what we demand of ourselves, as well as our employees and business partners.

For us, sustainable corporate development is dealing responsibly with the Earth's finite resources as well as our society. We interpret this as a comprehensive approach in which the boundaries are fluid and the cogs of the many regions interlock intimately.

This report describes the methodology we utilized in the sustainability analysis and the key issues groninger derived from them. We would also like to provide insights into the measures that we have already implemented and present others that we intend to apply.

I hope you enjoy reading it.

Yours,



Jens Groninger



Volker Groninger



*Horst and Eva Groninger founded the family business in 1980.*



*Their sons Jens (left) and Volker run it today in the second generation.*

We fill **Visions** with life.

# About This Report

As a family business that understands its responsibilities, it is especially vital to us to act in an economically, socially, and environmentally responsible manner. To that purpose, we have defined concrete sustainability goals in our corporate strategy, to which we align our thoughts and actions. The basis for this are, among other things, the 17 Sustainable Development Goals (SDGs) of the United Nations, which were adopted in September 2015 by the 193 member states of the United Nations.

By continuously reviewing our corporate goals and initiatives, we ensure that they align with the priorities of the SDGs that are relevant to us.

For Groninger, we created three sustainability indicators from which we generated and continue to derive concrete methods to attain our ambitious goals in various ways. These are: Corporate governance, social affairs, and environment.

These indicators are multidimensional and interconnected, as economic, ecological, and societal concerns exist independently and interact with one another. At the same time, we recognize that sustainable development can only succeed if environmental, social and economic goals interact.

It is critical to us that our actions have an impact, that they go to where they are needed, and that they provide value - not only for ourselves, but also for everyone around us - so that we may shape a sustainable future together.

The key figures and information provided relate to our German sites.

## Essential Content

The topics contained in this report are material. These are arranged according to the general sustainability topics of corporate governance, social affairs and the environment. Each topic is listed below.

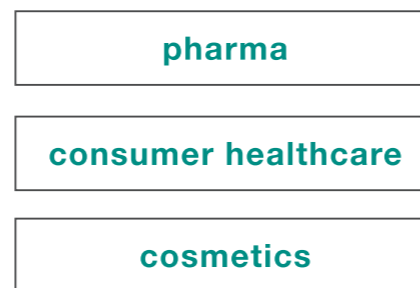
The individual approaches to issue management are discussed in more detail in the sections of this report. Where appropriate, these sections also describe the subject boundaries and any significant limitations.



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# groninger At a Glance



groninger is one of the leading international manufacturers of filling and closing machines for the pharmaceutical, consumer healthcare and cosmetics industries. The slogan “We fill Visions with Life” sums up what groninger stands for - excellent know-how, innovative solutions and cooperative partnership in design of customized machines. Since the founding of the company in 1980 by Horst Groninger, groninger has developed into a hidden champion and innovation leader in the industry.

<b>Foundation</b>	1980 by Horst Groninger
<b>Headquarters</b>	Crailsheim, Baden-Württemberg
<b>Sites</b>	Crailsheim, Schnelldorf, Charlotte (North Carolina, USA)
<b>Managing directors</b>	Horst Groninger, Jens Groninger, Volker Groninger, Josef Veile, Dr.-Ing. Frieder Kanitz, Philipp Hauser
<b>Industry</b>	Filling and closing lines
<b>Business divisions</b>	Pharmaceutical, Consumer Healthcare and Cosmetics
<b>Export ratio</b>	90%

## Primary activities

groninger’s primary activities are in the “Mechanical and plant engineering” sector.

## Secondary activities

groninger’s secondary activities fall into the sector “Other areas of manufacturing industry” and “Repair and installation of machinery and equipment”.

## Total employees

1,351, from that 1,193 at the German sites

## Total output

Euro 253,000,000

## Period under review

01/01/2022 to 12/31/2022



# This is us. And that is what we stand for.

## Human success factor

People first has always been part of groninger’s thoughts and actions. That was the case when the company was founded, and it is still the case today. As a result, values such as respect, appreciation, closeness, and trust are actively practiced. After all, the so-called “little things” and interpersonal relationships also contribute to the further development of the company – at groninger we firmly believe that.

## Equal partner

Our employees are supported and challenged throughout their entire working life. Colleagues actively contribute their ideas and suggestions. It is not only permitted, but rather expressively requested. Because only motivated and highly qualified employees can contribute to the long-term success of our company.

## Entrepreneurial independence

We make decisions on our own - a great advantage for us as a company, but also for our employees, customers and suppliers. We offer stability, security, long-term orientation and with that plenty of leeway for action. We manage people, materials, and financial resources

wisely. Employees and customers always come first. We allow ourselves to be guided by this conviction in every strategic decision – today and in the future.

## Sustainable and responsible

Large companies also have a major social responsibility. And we are happy to satisfy it. Our actions are not aimed at short-term profit, but pursue the goal of generating long-term and sustainable success. This makes us an employer and partner who, in addition to excellent quality, offers one thing above all - reliability. For our employees, but also for our customers.

## Increase the quality of life

Our machines are used to process products that save lives, fight diseases or just serve well-being. This makes us proud and at the same time obliges us to the highest quality for our machines, to the best technological solutions. Efficient use of energy and environmental protection are certainly part of that.

*The information provided on this page relates to the groninger Group. However, the key figures and information given in the sustainability report relate to our German sites.*

Governance  
indicators.

## Management Approach Corporate Governance

We refer to our management strategy as corporate governance, which aims to ensure effective and transparent corporate management. As a result, we have created defined principles and norms to ensure responsibility, accountability, and integrity throughout all divisions of our organization.

This strategy includes clearly defined responsibilities and rules, process descriptions, the implementation of internal and partially external control mechanisms, and self-imposed disclosure obligations.

We establish a foundation through these measures to ensure that decisions are made properly and conflicts of interest are avoided.

Compliance with ethical standards and legal obligations is critical to us and an absolute requirement. We foster and demand a business culture founded on honesty,

justice, and a feeling of responsibility. Our employees are encouraged to adhere to our Code of Conduct and to actively report potential compliance violations. The same applies to external partners such as customers or suppliers.

Transparency and open communication with our internal and external stakeholders are extremely important to us. This includes regular reporting on our operational performance, company procedures, and any other entrepreneurial activities. We work hard to constantly improve our communication concepts and tailor them to the needs of our stakeholders.

### Indicator: Non-monetary sanctions

**0** non-monetary sanctions



## Compliance

The trust of our internal and external stakeholders is very important to us. We diligently adhere to legal and internal compliance requirements in order to not only retain, but also to enhance, this confidence.

We attach great importance to high standards, particularly, in the prevention of corruption, lobbying, money laundering, white-collar crime, and the preservation of human rights.

Another focus is on the protection of sensitive information, privacy policy and protection of information, cyber and IT security.

Our Code of Conduct serves as a binding guideline for all employees and sets the framework for our internal and external actions.

Our procurement guidelines, on the other hand, define what we expect of our external partners.

Both rules compel us to collaborate respectfully and in compliance with the law - not only within Groninger, but also throughout the entire supply chain.

We educate our personnel on the importance of integrity, compliance, and security through training.

We strive to create a corporate culture that encourages honest, transparent and ethical conduct. By adhering to these high standards, we hope to gain and maintain the trust of our customers, business partners, and society as a whole.

### Indicator: Community and social commitment with suppliers

**1.140**  
suppliers were screened for negative social impacts

**100%**  
of the suppliers were screened for negative social impacts

**0**  
suppliers identified as having significant potential or actual negative impacts

**0**  
suppliers with whom business relationships have been terminated

## Self-Control Guide

To ensure compliance with our rules, we have established, among other things, a self-monitoring guide to be used in case of doubt:

These questions listed in this guide are:

- Does my conduct preserve the trust of all interested parties?
- Would my family and friends regard my conduct to be ethical?
- Have I considered the consequences for those affected by my conduct?
- Would I feel OK if someone treated me this way?
- Would I feel OK with my conduct being reported in the media?
- Is my conduct legal and in accordance with applicable policies?

## Reporting Misconduct

By instituting a whistleblowing policy, we encourage our workers, as well as our partners, customers, and suppliers, to report any misconduct or violations of regulations and policies.

This creates a safe and confidential channel through which internal and external stakeholders are able to report misconduct. Misconduct is any conduct that violates the Code of Conduct and relevant policies of and/or external laws and regulations.

We take all reports seriously and guarantee that they will be treated confidentially. We protect whistleblowers from any negative consequences or reprisals.

## Human and Labor Rights

We support and respect internationally recognized human and labor rights in accordance with the General Declaration of the United Nations (UN) and the core convention of the International Labor Organization (ILO) and align our actions accordingly. We also equally expect our business partners to comply with these principles.

### Indicator: Measures for conducting human rights audits at our own company

- ✓ Actions related to human rights are implemented within the organization
- ✓ Assessments of the human rights situation are carried out at our own companies

44% of employees are trained in human rights issues

- ✓ Working conditions are determined through signed employment contracts and company rules
- ✓ Internal and external experts review working conditions both on and off-site

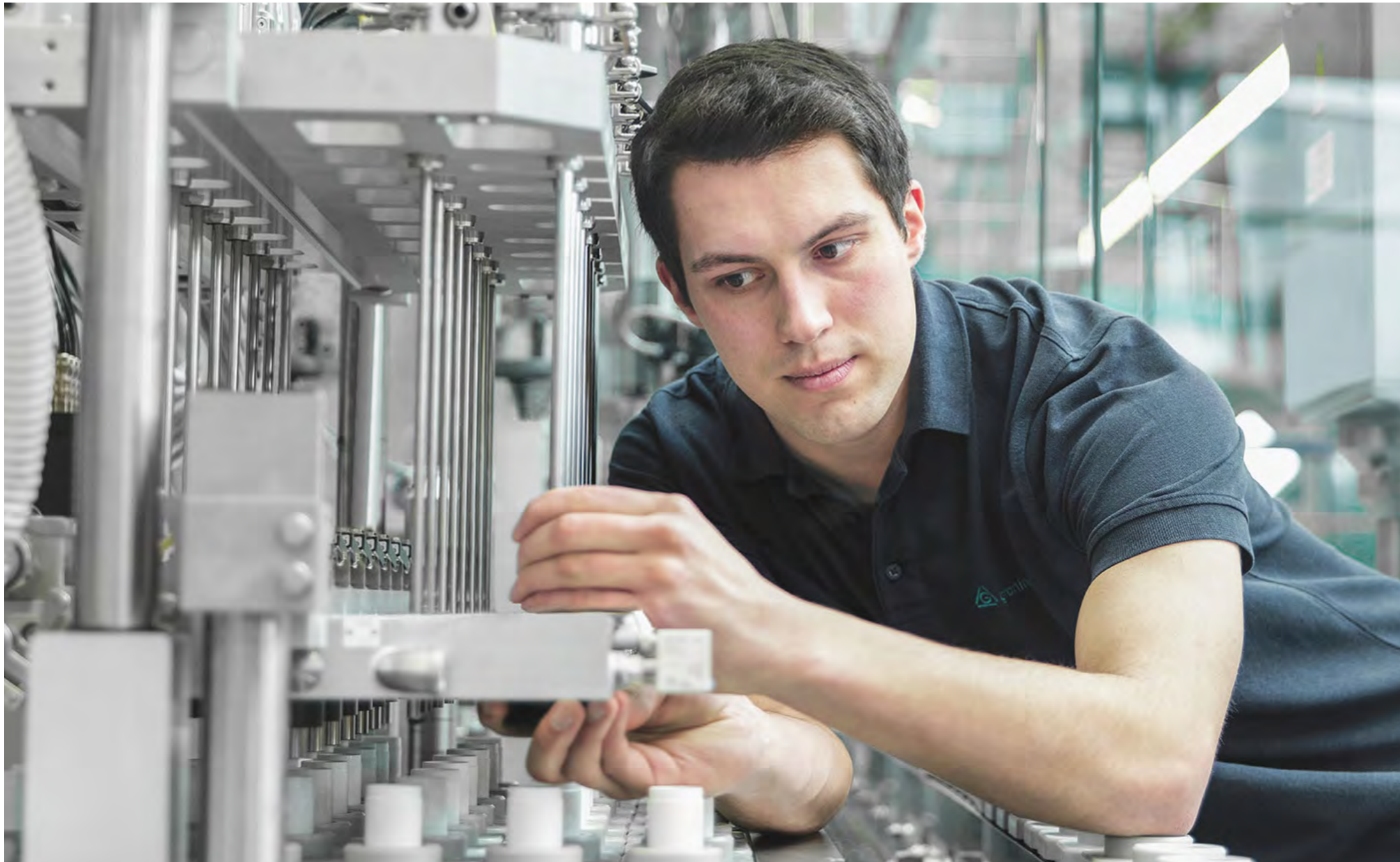
### Indicator: Measures for human rights reviews in the supply chain

- ✓ Risk assessments on human rights in the supply chain are carried out

100% of the companies are screened for human rights risks

0 identified risks in the supply chain





### Forced Labor

We are committed to the abolition of all forms of forced labor and are also committed to not using or otherwise benefiting from forced labor.

### Child Labor

We undertake to comply with the minimum age stipulated in the ILO agreement and to ban and refrain from any form of child labor at our company. Furthermore, we are firmly committed to eliminating child labor.

### Indicator: Child labor risk assessment and child labor risk mitigation measures

- Assessments of risks related to child labor in own operations are carried out
- risks related to child labor were identified at our own operations
- The age of the applicants is verified during the recruitment process

### Indicator: Supplier assessment regarding child labor

- Child labor risk assessments in the supply chain are conducted
- Child labor risks identified in the supply chain

## Occupational Safety and Health Protection

Processes, business premises and resources must comply with the applicable legal and internal requirements for occupational safety, as well as health, fire and environmental protection.

## Fair Working Conditions

We are committed to designing work hours and payment in accordance with the applicable national laws and regulations.

## Discrimination

We and our business partners do not tolerate any form of physical, psychological or verbal discrimination or harassment in the work environment. No employee may be disadvantaged in hiring or carrying out their job due to their gender, age, skin color, culture, ethnic origin, sexual identity, disability, religious affiliation or ideology.



## Environmental Protection

We are committed to complying with applicable environmental laws and regulations. We want to keep the impact on the environment as low as possible when it comes to the production of our machines. We expect the same from our partners and suppliers. We want to raise awareness among our employees and business partners that it is our responsibility to protect our environment. We not only want to save energy, but also promote energy efficiency and sustainability, consequently, protecting our environment in the long term and make it worth living for future generations. As a firm, we strive to reduce the environmental impact of our machines throughout production. Our commitment to the greatest possible product quality includes the efficient use of resources.

## Our environmental management principles

- We want to continuously develop environmental protection in our products. Compliance with all environmental laws pertaining to groninger is a given for us.
- We want to motivate our employees to participate in environmental management in order to continuously reduce the environmental impact together.
- We want to reduce our waste by evaluating the work processes and making sure they are as efficient as possible.
- We want to promote and demand the separation and recycling of recyclable materials both internally and at our customers and suppliers.

### Description of the strategy for sustainability: basis

- ✓ ISO 9001 for quality management
- ✓ ISO 50 001 for energy management
- ✓ ISO 14 001 for environmental management system under development

### Description of target monitoring methods

- ✓ Regular meetings of the teams responsible for content, namely: Energy management team, CSR team
- ✓ Monitoring by management as part of the regular management assessment

### Description of the strategy for sustainability: medium and long-term goals

- ✓ Energetic independence from fossil fuels
- ✓ Reduction of the energy demand of our company
- ✓ Further expansion of renewable energy sources
- ✓ Climate neutrality in Scope 1 and Scope 2 by 2030 at the German sites

## Resilience to Climate Risks

Assessing risks and opportunities is a fundamental part of our business activities in a constantly changing environment. Managing risks and opportunities is a decision for a positive future and means recognizing today what can influence us tomorrow, using the best opportunities and controlling the associated risks with suitable measures in line with corporate goals and strategy. The primary goal is the systematic prevention of damage and the systematic utilization of opportunities through targeted action.

In this regard, groningen conducts a regular assessment of climate-related opportunities and risks.

### Indicator: Assessment of climate risks

- ✓ Analysis and assessments of climate risks are carried out regularly

## Potential risks as a result of climate change

<b>Regulations</b>	Increasing production costs as a result of higher energy, transportation, or raw material prices as a result of increased emissions trading systems, CO2 prices, or taxes.
<b>Legal framework</b>	groninger is already partially affected by climate-related laws and regulations. The regulations on this are increasing worldwide. This must continue to be observed in order to continue acting in accordance with the law.
<b>Reputation</b>	Increasing stakeholder expectations through greater awareness of climate change, for example in the form of an improved carbon footprint. Unmet expectations may result in reputational harm, such as a decrease in the volume of incoming orders, which could have an impact on the company's balance sheet and the perception of the groningen brand.
<b>Acute and chronic physical climate risks</b>	Extreme weather events, such as hurricanes and floods, are becoming more severe and frequent, which may have an impact on operations or the supply chain. For groningen, this results in a greater need for adaptation, for example, through the establishment of new suppliers, investments, new regulations and technological changes such as for water procurement or recycling.



## Combating Corruption and Bribery

We undertake to refrain from any form of corruption, bribery or the granting any other advantages. It must be ensured that the conventions of the UN and the OECD to combat corruption and the relevant anti-corruption laws are observed.

## Invitations and Gifts

Gifts, business meals and events for the purpose of information, representation or entertainment may never be used to obtain an unfair business advantage and may also not be of an extent or in a manner likely cause any doubts in terms of professional independence and judgment of those involved.

## Personal Conflicts of Interest

Conflicts of interest with personal matters or other economic or other tasks must be avoided from the onset. Personal interests may not affect business judgment nor decision-making.

## Prevention of Money Laundering

We ensure compliance with legal provisions and the requirements of the supervisory authorities to prevent money laundering and the financing of international terrorism.

Indicator:  
Details on the subject of  
corruption and legal cases  
related to corruption

- 0 Confirmed cases of corruption
- 0 Number of public court cases brought against the organization or its employees for corruption
- 0 Number of corruption-related public court cases completed during the reporting period

## Protection of Competition

We are committed to fair competition and compliance with relevant competition law and related regulations.

### Indicator: Anticompetitive conduct

- 0 Pending litigation
- 0 settled litigation

## Protection of Personal Data and Confidential Information

We observe compliance with the regulations for the protection of personal data and confidential information. Personal data and confidential information about us, our employees or our business partners must be protected in a suitable manner from being viewed by third parties and from unauthorized disclosure to third parties or to unauthorized colleagues.

Personal data may only be collected, processed or used to the extent that it is necessary for specified, clear and legitimate purposes. The use of data must be transparent for those affected. Your rights to information and correction and, if necessary, to objection, blocking and deletion must be observed.

In terms of technical protection against unauthorized access to data and information, an appropriate standard that corresponds to the state of the art must be observed.

### Indicator: Incidents related to data and privacy

- 0 Substantiated complaints about violations of customer safety
- 0 Substantiated complaints from external or third parties
- 0 Substantiated complaints from regulators
- 0 Leaks, thefts or other losses of customer data

## Foreign Trade, Export and Customs Regulations

We undertake to comply with foreign trade regulations as well as export control and customs regulations. Appropriate measures must be taken to ensure that transactions with third parties do not violate applicable economic embargoes nor regulations on trade, import and export controls nor for combating terrorist financing.

## Risk Management

We have established a risk management system in order to identify imminent risks and potential opportunities in our market environment early on, and are consequently successful in our corporate goals.

As a company, we occasionally take calculated business risks deliberately in order to implement our strategic plans and take advantage of the associated opportunities. The goal of Groninger's risk management system is to identify these risks as early as possible and to control them in accordance with their risk strategy. In practice, this implies that we actively include potential risks into our decision-making processes and strategic considerations, and base our decisions on their potential impact. This enables us to identify potential threats early on, deal with them proactively and minimize possible negative effects on our business goals.

Social  
indicators.



# Introduction



Our employees play a key role in the success of our company. Their skills, expertise, passion and creativity are critical to the continued development and success of our company. That is the reason why we actively promote and demand the professional and personal development of our employees as well as their physical and mental health. We place a high value on fair, performance-based compensation, including capital-forming benefits and company pension plans. We provide our employees with the freedom they require to suit their specific demands through flexible work time models.

groningen continuously ensures and improves the quality of its products and processes by committing ourselves to globally recognized norms and standards and regularly subjecting ourselves to external audits. Of course, we make certain that social and environmental concerns are addressed appropriately across the entire supply and value chain.

We assist non-profit organizations and charity institutions that adhere to our corporate code as part of our social and community commitment. We are also involved in the form of strategic partnerships, cooperation and initiatives in the fields of education, research and social projects.



# Health and Safety

## Management approach to health and safety

groninger attaches great importance to a healthy and safe working environment for all employees. As a result, management ensures that the working environment has a good impact on the employees' mental and physical health. In addition to establishing a company health management system, we have anchored various preventive, needs- and target group-oriented and health-promoting measures in the company to sustainably increase the health, motivation, satisfaction and performance of our employees while also reducing the general stress of everyday work.

These measures include, among others:

- Comprehensive employee involvement
- Provision of work clothes
- Provision of personal protective equipment
- Risk analysis of all workplaces
- Regular factory inspections by the responsible trade association
- Regular occupational medical check-ups and advice for all employees by the company doctor
- Appointment and regular training and further education of so-called first aiders
- Definition of safety regulations and instructions as well as training courses on this
- Ergonomic design of the workplaces
- Identification of social meeting spots for employees
- Health services, for example, in the form of sports classes or sponsorship in the form of paying for sports activities, such as the groninger running group

Other factors to consider when creating a suitable work environment:

- Heat, humidity, light, ventilation
- Hygiene, cleanliness, noise, vibration, pollution
- Organized workspace
- Location of the place of work

Of course, the statutory regulations from the Occupational Health and Safety Act are consistently observed.

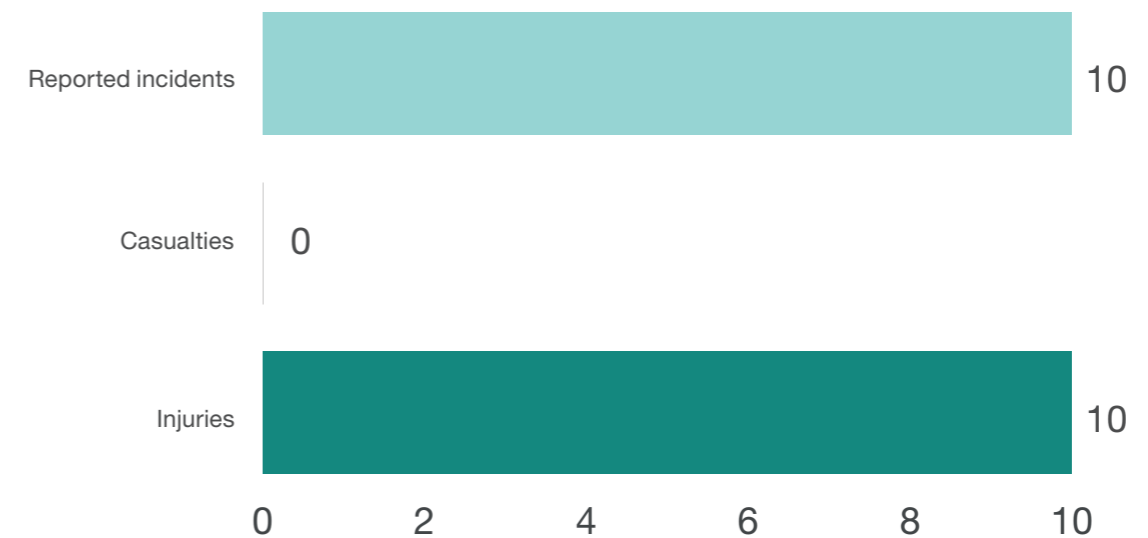
Additional activities in terms of a healthy and safe working environment:

- Initial instruction for all new employees when they start work
- Regular safety training and instructions for all employees
- Provision of a skin protection plan and suitable skin cleaning and care products for employees
- Drinking fountains/dispensers at central points in the company
- Publication of the visitor brochure "Safety Guide"

 **4,81**  
Incident and Injury Rate  
(number of reported incidents per million hours worked)

*225 work days are assumed per full-time equivalent.*

## Indicator: Health and safety incidents



### Indicator: Health and safety management system

- ✓ A health and safety system in the workplace is in place
- ✓ A health and safety system in the workplace is required by law
- ✓ A health and safety system is ensured by an external specialist for occupational safety
- ✓ A health and safety system is ensured by an external company doctor

- ✓ A health and safety system is regularly ensured through inspections by the responsible trade association
- ✓ A health and safety system is implemented in our management system and is based on ISO 45001

# Diversity and Equal Opportunity

## Management approach diversity and equal opportunity

groninger is an international company with a diverse workforce and a diverse sphere of activity.

People have been the focus of groninger since the company was founded in 1980 - regardless of their origin, gender, sexual orientation, social status or physical and mental abilities.

For us, equal opportunities means that all our employees have the same opportunities to develop their talents and achieve their goals. It is about breaking down barriers and promoting equal opportunities for education, work, health and social participation. Equal opportunities are therefore not a privilege for us, but a human right, which is why we support and challenge all of our employees in the same way.

Education and lifelong learning play a central role at groninger - whether in the form of educational partnerships, some of which we have maintained for decades, or in the form of internal and external training and further education opportunities for our employees.

We aim to foster a workplace where we are open to others, listen to them, and respect and value them for who they are.

This is the only way we can build a society characterized by equality and cooperation.

Our common understanding of values is built on this foundation, which we live both internally and externally and which we demand not only from our employees, but also from our external partners.

Our Code of Conduct - our self-imposed code of conduct - formulates the expectations that we place on ourselves.



## Code of Conduct

Our Code of Conduct serves as a binding guideline for all employees and defines the framework for our actions. It obliges us to work together respectfully and in accordance with the law, both within our workforce and when working with partners and suppliers.

### Indicator: Code of Conduct

- ✓ A code of conduct has been defined and established
- ✓ The expectations of the business and interpersonal dealings with each other in our company and with our partners are described
- ✓ To comply with the Code of Conduct, a CSR team was formed to promote the implementation of the Code of Conduct in day-to-day activities
- ✓ Reporting misconduct is possible

### Indicator: Discrimination incidents

0 Pending litigation



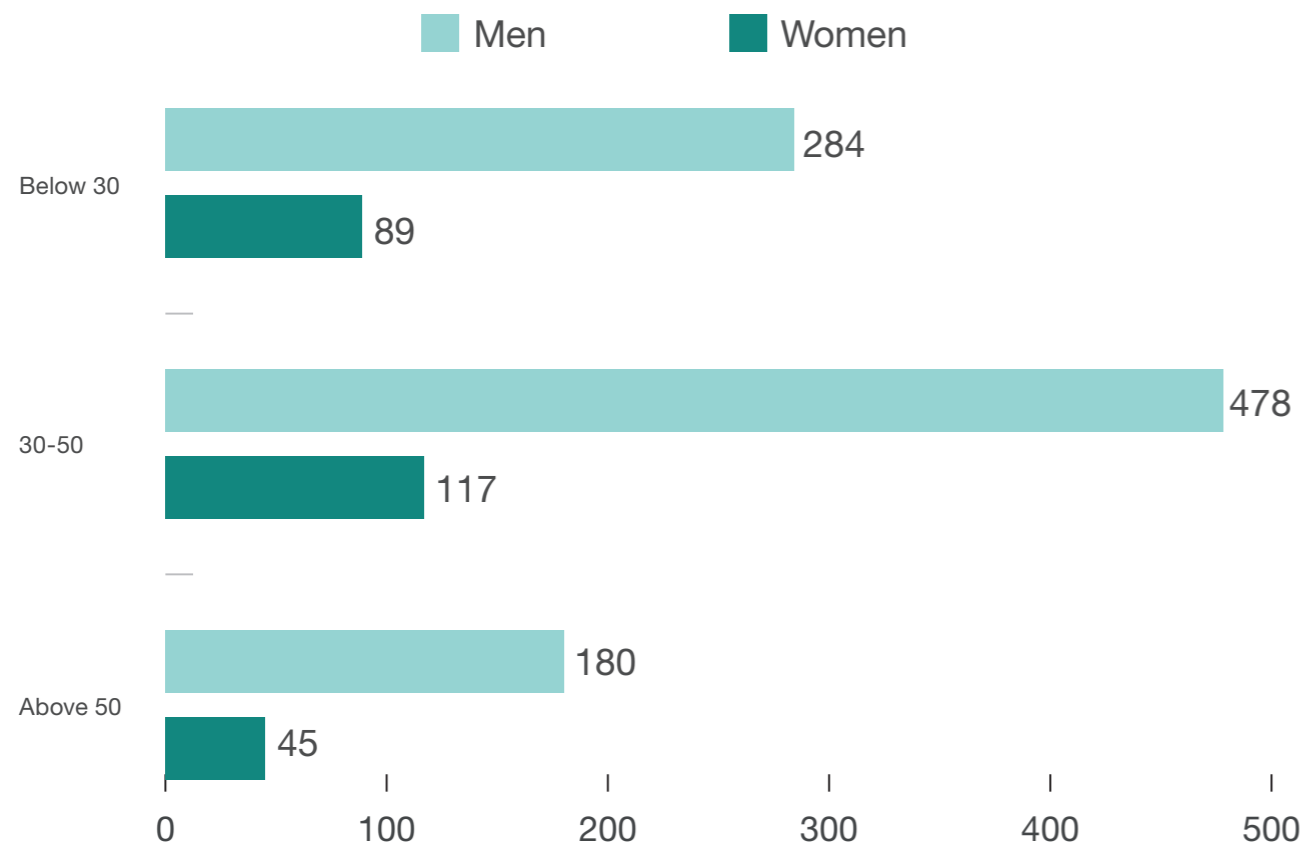
## Work-Life Balance

groninger is a family company in two ways. On the one hand, our company is run by a second-generation shareholder family. On the other hand, “family” is very important here, which is why we try to actively design our offers for a good work-life balance and to constantly develop ourselves further.

**These offers include, among other things:**

- Flexible work hours and part-time arrangements
- 37.5 hour work week
- 30 days of vacation - 10 days more than legally required
- Abolition of core work hours and replacement with general work hours
- Flexible flextime accounts
- Remote work
- Parent-child office
- Help paying for childcare expenses

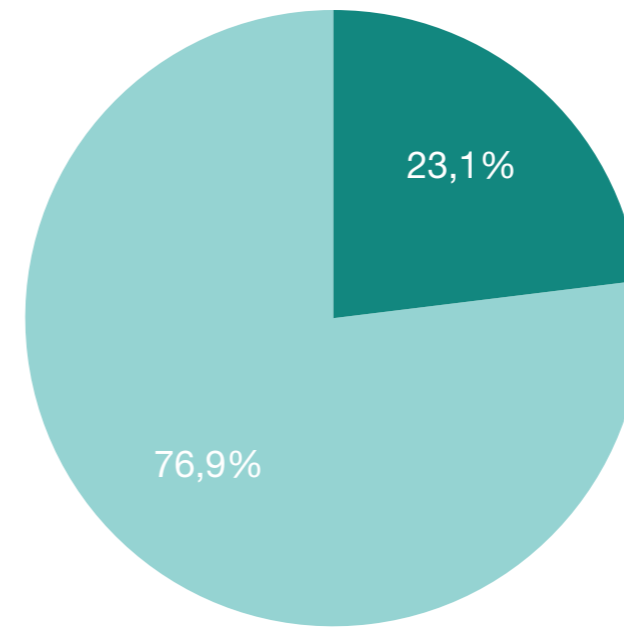
Indicator:  
Employee statistics by gender and age



*In the 2022 reporting period, no non-binary employees were employed*

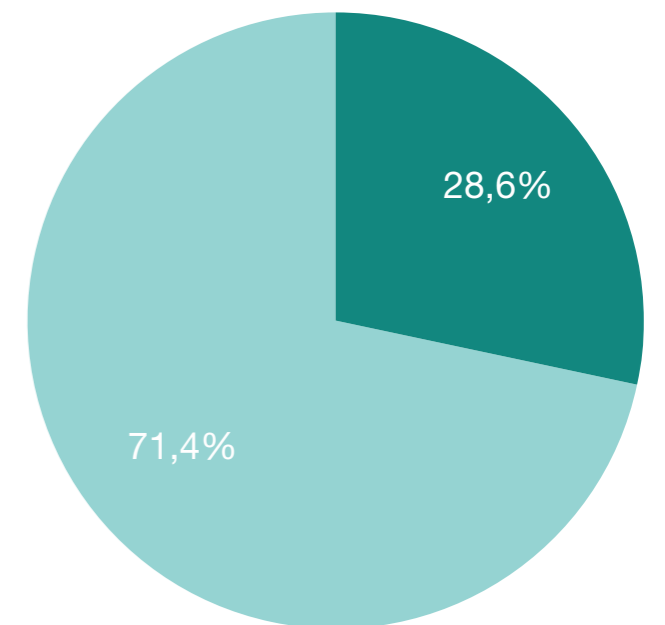
Indicator:  
New hires by gender

Male new hires Female new hires

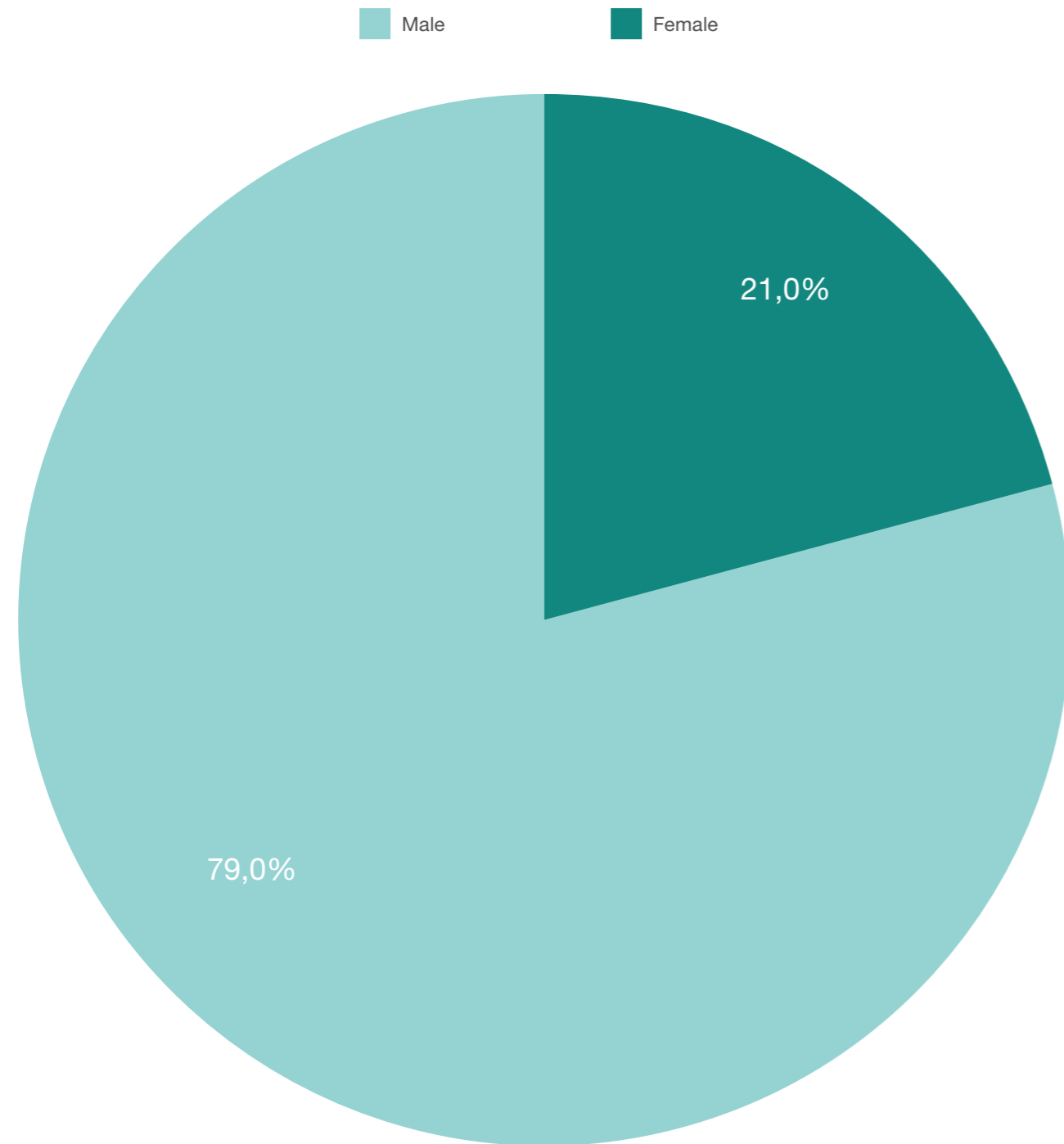


Indicator:  
Employees leaving by gender

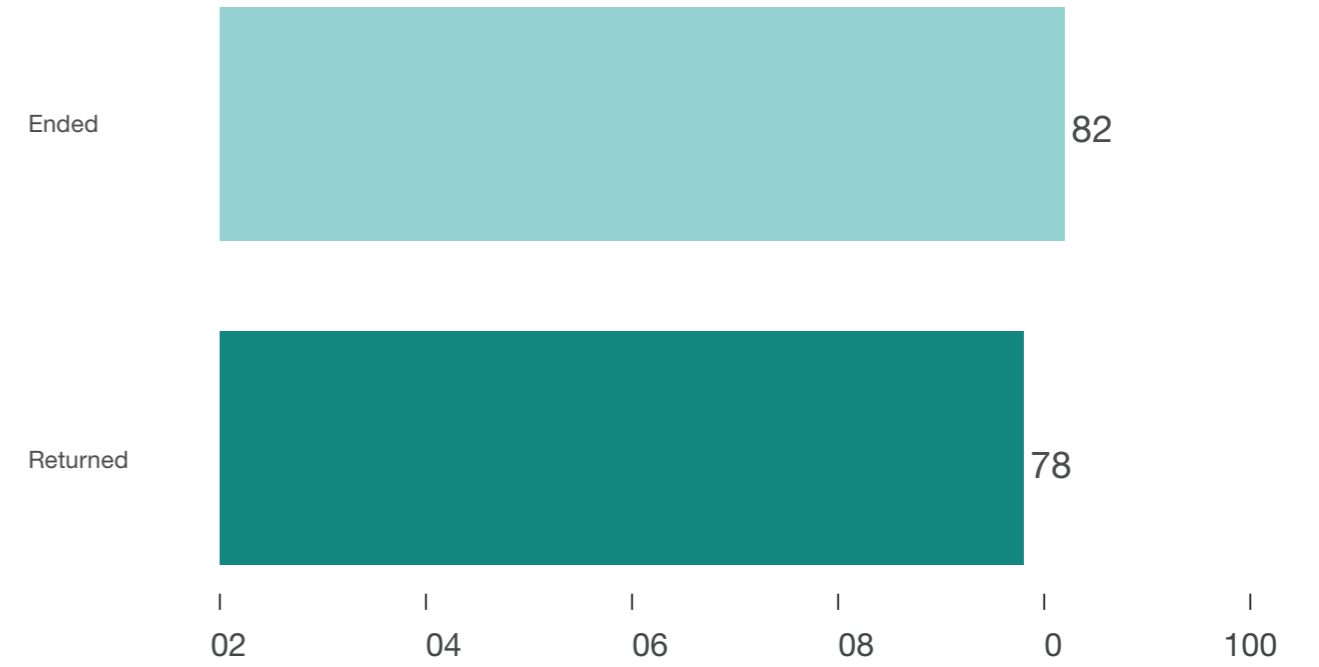
Male Departures Female Departures



Indicator:  
Gender distribution of employees



Indicator:  
Statistics on parental leave



**95%** Return rate for parental leave

The proportion of employees who have taken parental leave and have decided to return to work can be an indicator of how well workplace diversity and flexibility policies are implemented.

# Compensation Policy

groninger attaches great importance to appropriate remuneration for all employees. Our compensation structure is designed to attract and retain talent and appropriately reward outstanding performance.

We strive for a compensation structure that is in line with the market on the outside and transparent and performance-oriented on the inside. For this purpose, we have developed and successfully established our “STAFF” compensation system.

For this purpose, the tasks of the employees were defined in a job description, evaluated using a profile method and assigned to a corresponding salary range.

The classification into pay groups is based solely on the work performed by the employee in the organization, allowing us to maintain a gender-neutral, compensation policy.

We review our salary ranges once a year to ensure they are current and make any required adjustments.

In the year under review, our employees received vacation and Christmas bonuses as well as a performance bonus (profit distribution) based on the company's success.

Special and one-time payments are possible at any time and are granted regularly.



**In addition, there are other financial benefits available in accordance with our corporate policies.**

**These include:**

- Capital accumulation benefits
- Travel allowance
- Company pension scheme
- Assembly surcharges
- Country allowances
- Overtime premiums
- Shift bonuses
- Extra pay for Sunday, public holidays and night work
- Allowance for lunch
- Paid special leave for various occasions
- A one-time payment in lieu of a special payout after many years of service
- Employee discounts at local, regional and national companies and retailers

# Community and Social Impact

## Management approach community and social Impact

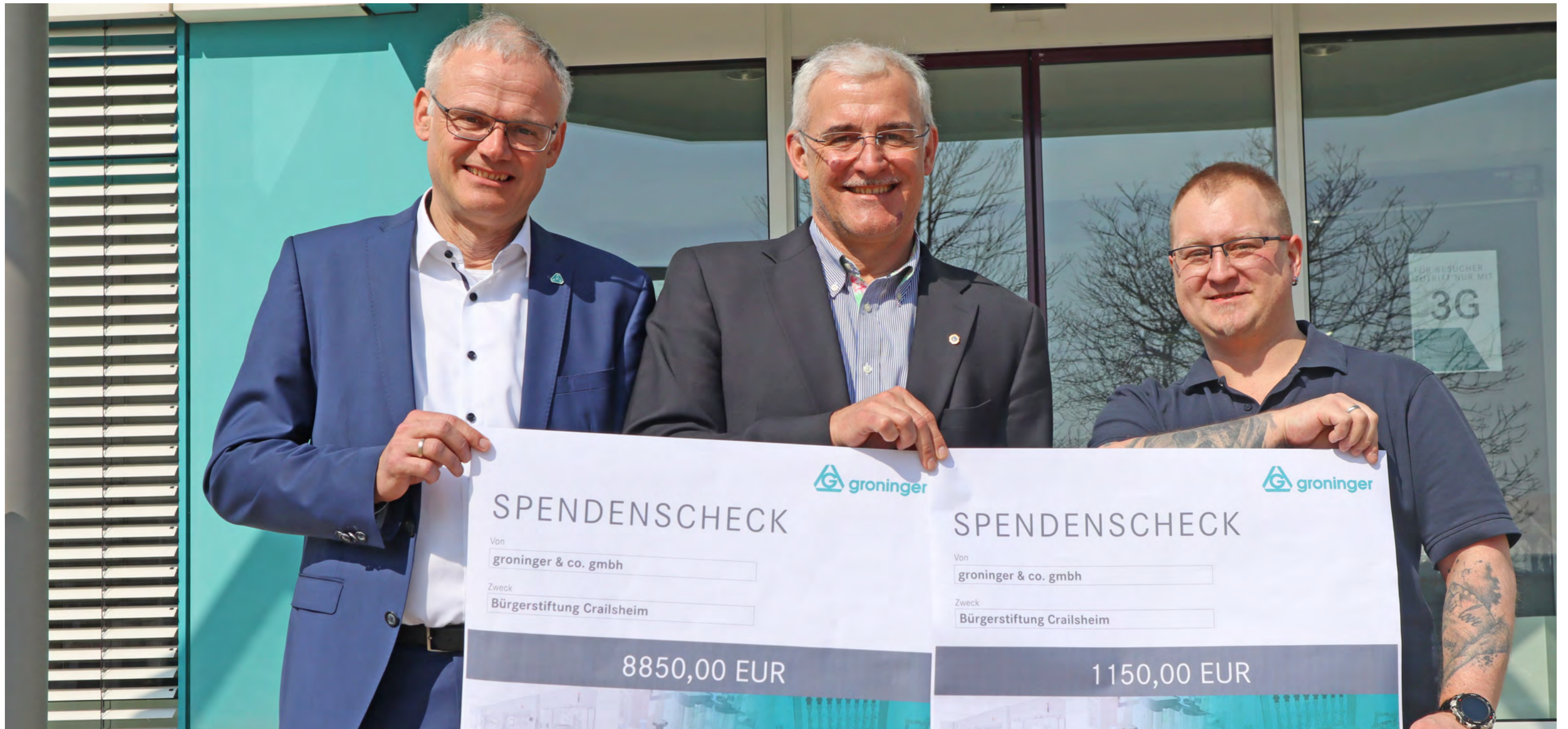
As one of the leading companies in the Hohenlohe-Franken region, we are conscious of our company's radius of activity and the responsibilities in social and societal terms.

As a result, we place a high value on being "good neighbors" - whether to inhabitants in our immediate surroundings, family members of our employees, cooperation or business partners, the general public, the press, or the local economy.

People around us should have a positive experience with groninger and benefit from our family business's long-term commitment.

The following is important to us: What we do must catch on and be tangible.





## Fundraising Activities

As a result, we support projects, initiatives, and organizations that are operating at our sites or have a direct connection to us. We attach great importance to ensuring that the guidelines and principles of these organizations are in line with ours.

### Our regular social commitment includes:

- Fundraising campaigns for charitable institutions and social projects
- Sports and club sponsorship
- Educational partnerships and cooperation with kindergartens, schools and universities
- Involvement in associations (e.g., business or local associations)

### A selection of the initiatives with which we jointly assumed social responsibility in 2022:

- Förderverein für krebskranke Kinder e.V. Freiburg, Freiburg im Breisgau (German Parent Initiative for Children with Cancer, Freiburg)
- Crailsheim Hospital
- Cap Anamur Deutsche Not-Ärzte e. V. (Registered Association of German Emergency Doctors)

- Crailsheim food bank (Baden-Württemberg food bank)
- Civic Foundation Crailsheim

Another focus of our social commitment is in the area of education. For us, it is an essential pioneer on the way to a sustainable future with equal opportunities and therefore plays an important role in our thoughts and actions.



## Educational Partnerships

Some of our educational collaborations have existed for decades, and new ones are added on a regular basis. They are intended for children, teenagers, and young adults ranging in age from daycare to university.

**Our regular commitment to education includes, among others:**

- Cooperation with daycares, schools and universities
- Offers for internships and company tours
- Extensive internal and external training activities
- Cooperation with daycares, schools and universities

**In 2022, we supported or participated in the following organizations and projects:**

- Girls' Day
- Hector Academy Crailsheim
- Mitmachen Ehrensache
- BORS / BOGY (career orientation internships at secondary schools and high schools in Baden Württemberg)
- Joint activities, such as company tours or career discovery days and hands-on activities, as part of existing school cooperation with the following educational partners:
  - o Albert-Schweitzer-Gymnasium [preparatory high school] Crailsheim
  - o Realschule [secondary school] am Karlsberg
  - o Karl-Stirner School Rosenberg

The educational partnership with the Karl-Stirner School Rosenberg was re-initiated in 2022 and will be successively expanded in the future.



## Social Dialog

In order to strengthen the social dialog with society, we actively seek public discourse. We want to engage in dialog with our fellow humans, self-reflect, and never stop challenging ourselves and taking external feedback seriously.

**For this we invest, among other things, in the following activities:**

- Press and public relations
- Social media activities
- Participation in trade fairs and specialist events (local, regional, national, international)
- Participation in specialist and training events
- Organization of specialist and training events
- Open house

We are convinced that this social dialog contributes to creating a balanced and sustainable work environment that meets the needs of our fellow human beings and the company's goals. It promotes a positive corporate culture and contributes to social responsibility and long-term success.

Because we are continually presented with new issues in a constantly changing society. As a global company, we see it as our responsibility to actively meet these challenges.

We have not identified any community or social impact risks in the immediate corporate environment.



# Initial and Continuing Education

## Management approach to education and training

“In order to build the best machines, we need the best employees” – company founder Horst Groninger formulated this sentence back in 1980 when Groninger was founded.

This attitude has not changed at Groninger to this day. Excellent training, a diverse choice of training courses, and an extensive additional training program distinguish our family business.

Because we are convinced: Excellent training and continuing education initiatives that focus on people are invaluable to our company.

They promote the individual development of employees, strengthen a company's competitiveness, create a positive corporate culture and fulfill the social responsibility that companies bear in society.

Consequently, our investments in training and further education are an investment in the future of our company and in our employees. Our main goal in HR work is therefore to attract, promote and retain the best talent. To do this, we rely on innovative processes, systems and instruments within the framework of modern personnel management.



## High-Quality Training Opportunities

Since 1982, Groninger has been training its own junior staff and continues to recruit a considerable number of specialists from within its own ranks.

As a result, the range of training and courses available has expanded to the present day. Groninger now offers eight apprenticeships and five dual and two cooperative courses. These are:

- **Education:**
  - o Electronics technician for automation technology (m/f/nb)
  - o IT specialist for system integration (m/f/nb)
  - o IT specialist application development (m/f/nb)
  - o Specialist for warehouse logistics (m/f/nb)
  - o Industrial clerk (m/f/nb)
  - o Industrial clerk with additional qualification (m/f/nb)
  - o Industrial mechanic (m/f/nb)
  - o Mechatronics technician (m/f/nb)
  - o Technical product designer (m/f/nb)
- **Dual study:**
  - o Electrical engineering
  - o Mechanical engineering
  - o Mechatronics
  - o Industrial Engineering/Technical Sales Management
  - o Business Information Technology
- **Cooperative studies:**
  - o Specialization in electrical engineering
  - o Specialization in automation technology and electrical engineering



## Trainee Projects

As a training company with tradition, practical training is very important to us. Our trainees gain insights into almost all divisions of our company. This means that they pass through almost all specialist departments – in varying lengths and intensities. They can actively participate and contribute themselves and their ideas there.

In order to promote and demand independent work, we have created our own trainee projects, for example, the construction of semi-automatic table machines. These

lines are manufactured, set up and put into operation by our trainees, who work under the guidance and support of the trainers or the relevant specialist department.

This gives our trainees the opportunity to actively contribute to the success of our company, even during their training.

## Trainee Activities

In order to strengthen the cohesion within the training years, we do not neglect working together and exchanging ideas. Fixed events are planned for each training year:

The start is a “Trainee Parents’ Evening”. This always takes place before the summer holidays and thus before the official start of training. Our trainees’ legal guardians, as well as themselves, are gladly invited to our company in advance to get to know us better.

At the regular start of training in September, we organize an introductory week, during which the young employees can be introduced to our company in a playful way and can get to know and explore their workplace.

The trainee bowling, which takes place together with the management, the HR department and the trainers, or the trainee excursion to customers, partners or suppliers to see the bigger picture in groningen is also firmly established.

When our apprentices have successfully completed their training, they are invited to a graduation ceremony, where their accomplishments are honored and an eventful time is reflected on with management, the HR department, and the trainers.



## Examination Operation

Our training management is not limited to the in-house. As an experienced company when it comes to training, we are happy to pass on our experience and knowledge: as examiners at the Heilbronn-Franken Chamber of Industry and Commerce, we correct examination papers, evaluate work samples, examination pieces and documentation and, of course, conduct examination interviews. As a result, we are making an important contribution to securing skilled personnel in our region and ensuring that our training operations are always up to date.

**Indicator:  
Education**

- ✓ Active training company since 1982
- ✓ Hiring rate of 97% of trainees in the 2022 reporting year
- ✓ Training rate of around 7% in the company in the 2022 reporting year
- ✓ Official testing facility of the IHK Heilbronn-Franken

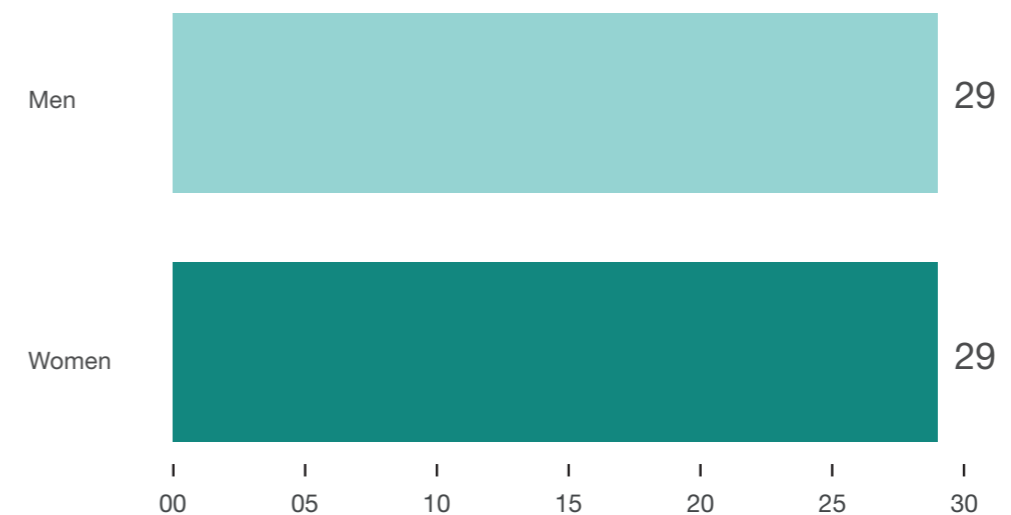
## Diverse Training Opportunities

Our company offers a wide range of internal and external training measures. We invest in our employees' constant growth so that they can broaden their abilities and adapt to the changing demands of the work environment. This includes both subject-specific training and training to strengthen soft skills in order to promote the personal and professional development of our employees.

Furthermore, we encourage our personnel to participate in outside training opportunities such as workshops, seminars, and conferences. These offer the opportunity to expand knowledge, gain new perspectives and exchange ideas with other experts. We believe that sharing knowledge and experience, both internally and externally, leads to continued growth and success.

Through our internal and external training initiatives, we want to ensure that our employees are always up to date and have the opportunity for professional development.

Continuous investment in education and growth, in our opinion, provides a win-win situation for everyone: our employees benefit from new skills and career opportunities, while our company benefits from highly qualified and committed employees. Together we build a strong knowledge base that makes us successful in a constantly changing business world, strengthens the individual potential of our employees and increases the competitiveness and innovative power of our company.



**1:1**

### Ratio of training and further education hours

A value close to 1 means that male and female employees receive the same number of training hours on average.

>1 = Male employees receive more training hours on average.

< 1 = Female employees receive more training hours on average.

## Language Courses

groninger places a high value on developing its employees' linguistic skills. That is why we offer language courses in various languages in the company – including German, English, Spanish and French.

Participation in language courses is voluntary and enables our employees to improve their communication skills and expand their language skills. This is not only an advantage in day-to-day work, but also when interacting with customers, suppliers and international business partners.

Our language courses are led by qualified language teachers and are tailored to the individual needs and level of knowledge of our employees. We offer both beginner and advanced courses to give everyone the opportunity to improve their language skills according to their personal goals and needs.

Indicator:  
Training hours

**34.597**

Total training hours

## Continuing Professional Education

We would like to promote the professional development of our employees. That is why we have launched a program that supports our employees financially and/or in terms of time. The details are described in the company rules on professional development.

In exchange for time assistance, we provide our employees with paid leave so that they are able to participate in additional training without incurring financial losses. This allows them to fully focus on their professional development.

In addition, we offer financial support by covering up to 50 percent of the training costs. This makes it easier for our employees to gain access to high-quality further training opportunities without having to overburden themselves financially.

Another component of the support program provides for a re-employment commitment. This means that our employees are able to return to their position or a comparable position at groninger after successfully completing their further training. In this case, we also fully recognize the company affiliation.

Indicator:  
Performance reviews

**100%**

of employees receive regular performance reviews

## Programs to Maintain Employability

All managers are responsible for the induction, determination and initiation of the training and education of the personnel under them. In principle, every employee is instructed and trained in their new area of responsibility. The immediate manager is responsible for this. This procedure also applies to substitutions due to vacation or illness of the job holder. The managers assess the effectiveness of the measures implemented and initiate the necessary follow-up training. The direct manager is responsible for the instruction of the employees at the workplace. Based on their qualifications (education level, experience and competence), the manager determines which employee is assigned to which projects/work.

By identifying the training needs of all employees on a regular basis and initiating or implementing the appropriate actions, the foundation is laid for employees to be motivated and qualified. The requirement profiles and current technical/organizational developments form the basis for determining the training requirements.

Environ-  
mental  
indicators.



# Environmental Indicators

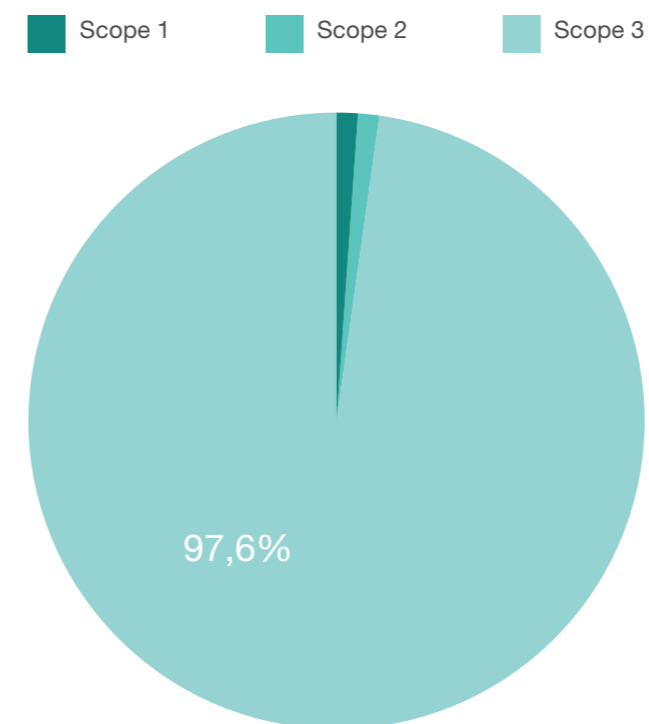
## Management approach

groninger makes a clear claim to minimize the environmental impact of its business activities and sees this as a crucial foundation for future business success. The company's sustainability strategy considers the potential influence on the climate and climate change. By 2030, groninger aims to make the locations in Germany climate-neutral in Scope 1 and Scope 2. In order to achieve these ambitious goals, we have already initiated comprehensive measures to reduce our CO2 emissions. As a leading technology company specializing in the manufacture of filling and capping systems for the pharmaceutical, cosmetics and consumer healthcare industries, we attach great importance to creating quality of life. That is why we are constantly working on further optimizing our processes and conserving resources. To that purpose, our organization has created a master plan that serves as the foundation for planning and implementing the necessary climate protection measures. With this strategic approach, groninger is striving to both assume ecological responsibility and ensure long-term economic success.



# Greenhouse Gas (GHG) Emissions

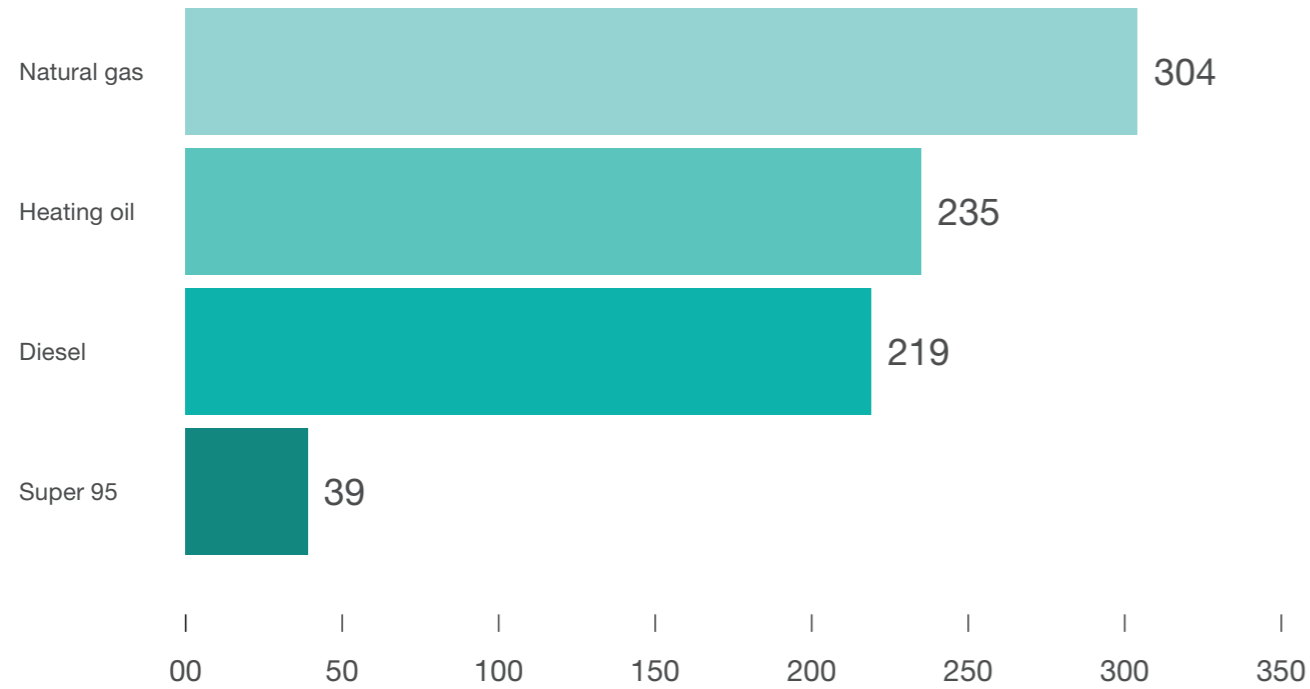
Indicator:  
Consolidated 2022 GHG emissions,  
tons of CO2 equivalent



Scope	2022
Scope 1	769,68
Scope 2 (market based)	742,82
Scope 3	61.633,66
<b>Total emissions</b>	<b>63.173,16</b>

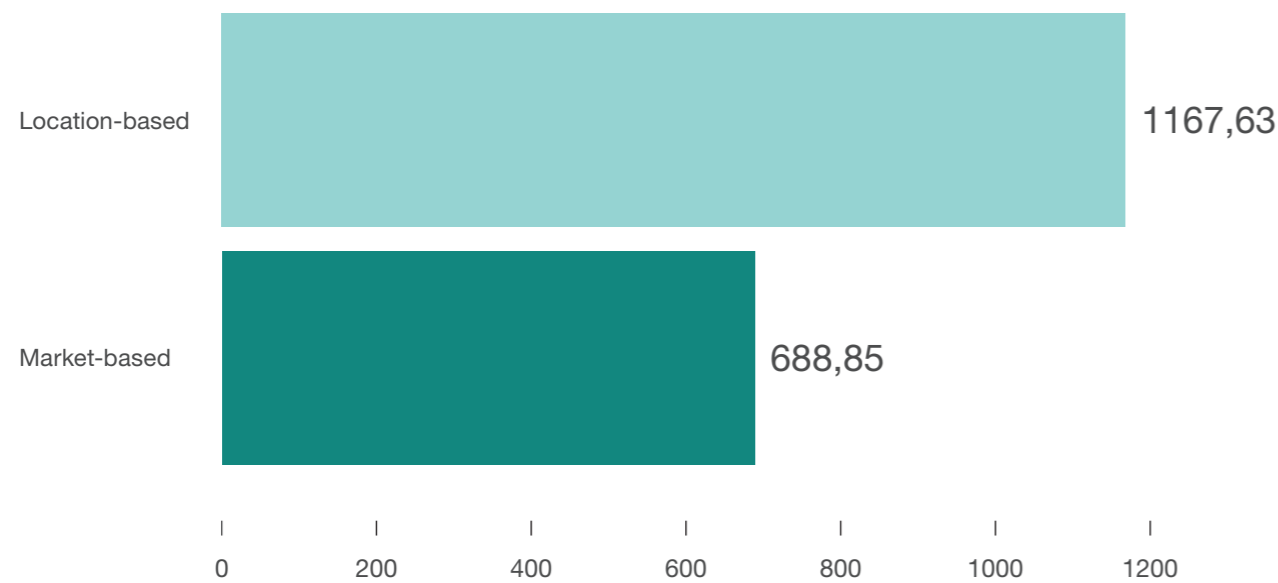
### Consolidated Scope 1 emissions by source [tonnes]

Scope 1 emissions are direct emissions from the combustion of combustibles and fuels. They come from the company's business and hence have a direct impact on this.



### Consolidated Scope 2 emissions according to the calculation method

Scope 2 emissions are indirect emissions that result from the purchased energy. This may involve the purchase of electricity, heat and cooling.

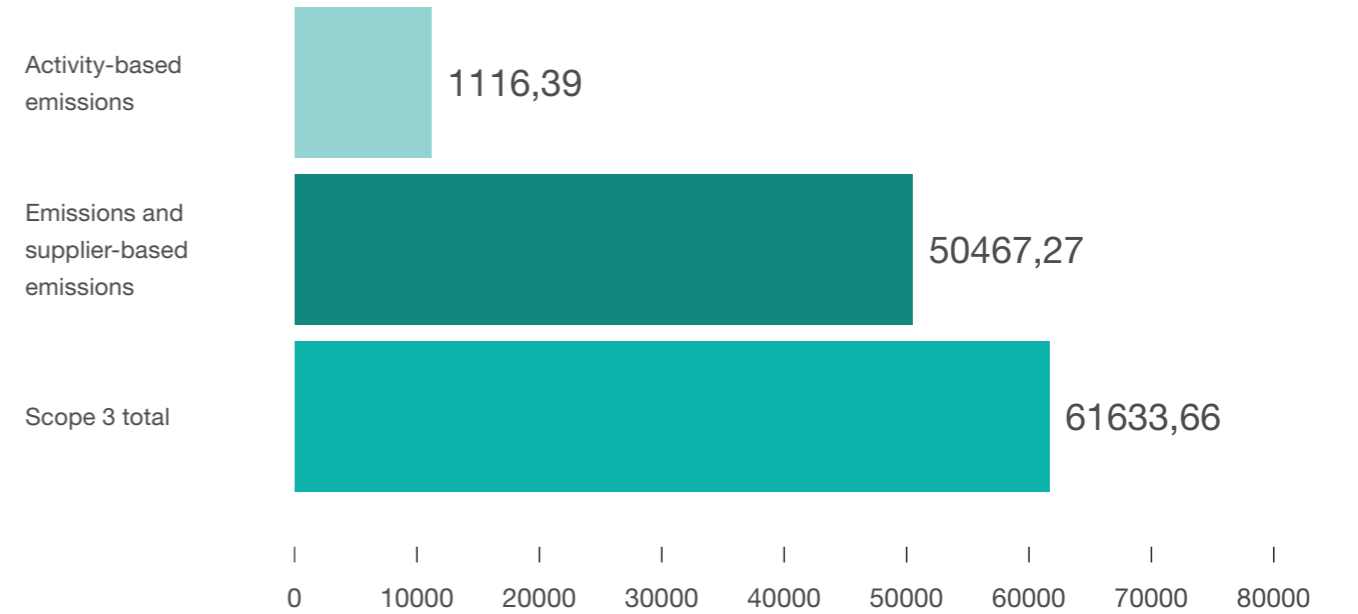


### Consolidated Scope 3 emissions by source

Two methods of calculating Scope 3 emissions are combined to arrive at the final emissions amount. These two methods are:

1. Activity-based LCA (Life-Cycle-Analysis) emissions, and
2. Sector and supplier-related (spend-based) emissions.

Both methods are extracted from the GHG Protocol via the "Technical Guidance for Calculating Scope 3 Emissions". The assignment of the emissions to these two types of modeling is shown in the graphic below.



# Energy

With the introduction of energy management based on DIN EN ISO 50001, we are pursuing the goal of continuously improving energy efficiency and transparency in energy consumption throughout our company. As a company, we want to raise awareness among our employees, partners, suppliers and customers that we have to protect our environment. We want to not only conserve energy, but also encourage energy efficiency and sustainability, thereby protecting our living space in the long run. The main performance of our energy management consists of continuously recording the energy needs of our company, deriving corresponding key figures and initiating optimization measures depending on the evaluation. In the operational area, the energy management officer implements the energy policy in the interests of the management.

Indicator:  
Energy consumption by source

Total energy consumption  
**6.069.110,05** kWh

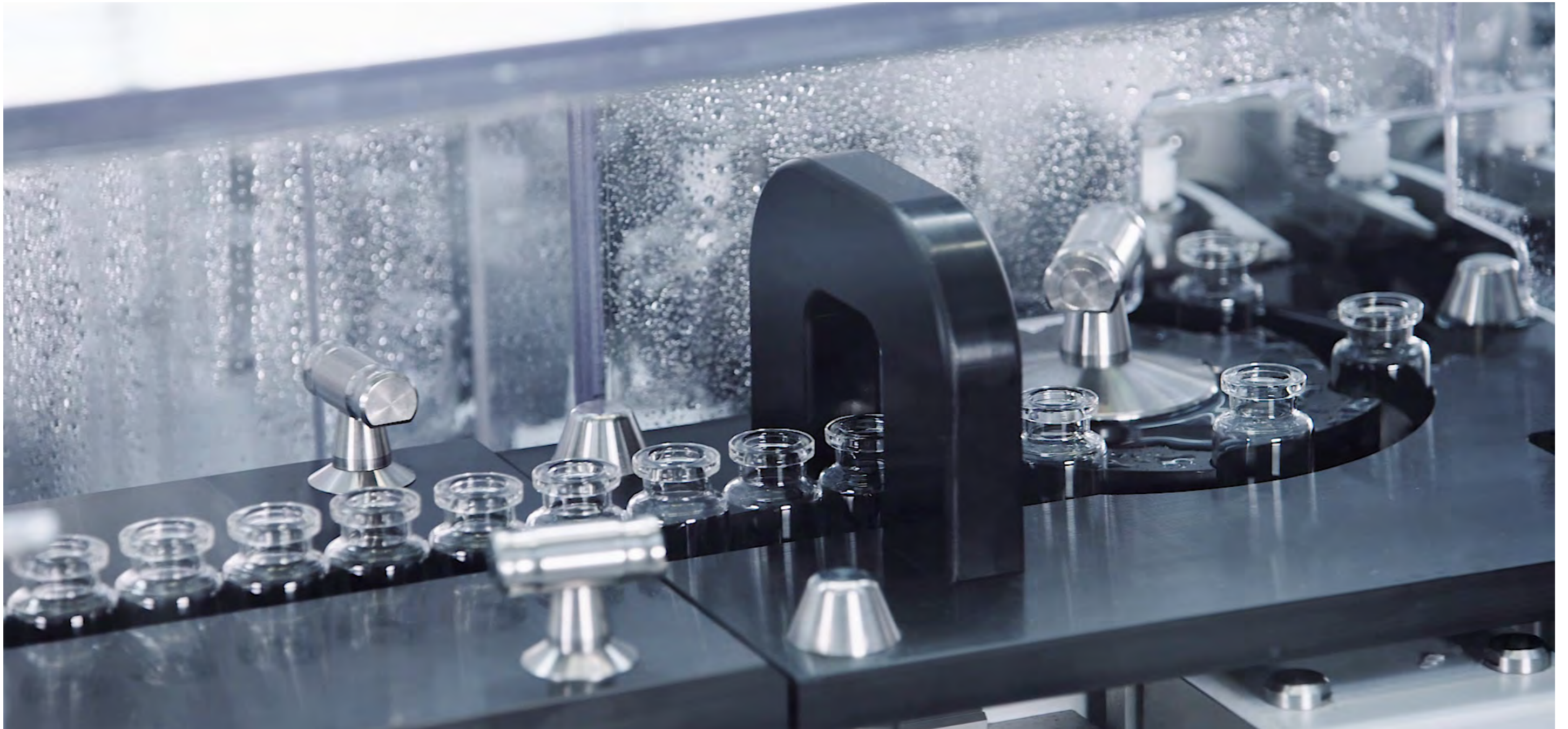
Fuels:  
**3.263.160,19** kWh

Electricity:  
**2.805.949,86** kWh



## Energy management principles

- Through continuous energy management, we hope to identify and capitalize on our energy efficiency potential.
- We want to provide the necessary information and resources to achieve our strategic and operational energy goals.
- We want to meet all legal, normative and other requirements relating to energy use, energy consumption and energy efficiency that apply to our company.
- We want to make our company processes energy-efficient and resource-saving.
- When procuring products, machines, systems and services, we want to include energy factors.
- When designing our products, we want to pursue energy solutions in order to optimize the energy consumption of our products.
- We want to record and evaluate the energy consumed in the company in order to be able to react promptly to changes.
- We want to reduce energy losses through technical and organizational measures.
- We aim to be energy efficient when planning and maintaining our work environment.
- We want to use renewable energies to meet our energy needs.
- We want to encourage all of our staff to participate in energy management so that we can all work together to meet the stated energy targets.



# Water

We attempt to reduce drinking water use as low as possible by strategically using water in our industrial procedures. To this end, we have implemented technical and organizational measures that reduce our drinking water requirements to a minimum. These measures include, for example, the instruction of our employees, the use of rainwater or the installation of water-saving fixtures. The waste water generated by our company is treated by the connected sewage treatment plants and fed back into the water management cycle.



Indicator:  
Water consumption

Water withdrawal  
**6,27** megaliter

Water recirculation  
**6,23** megaliter

# Waste

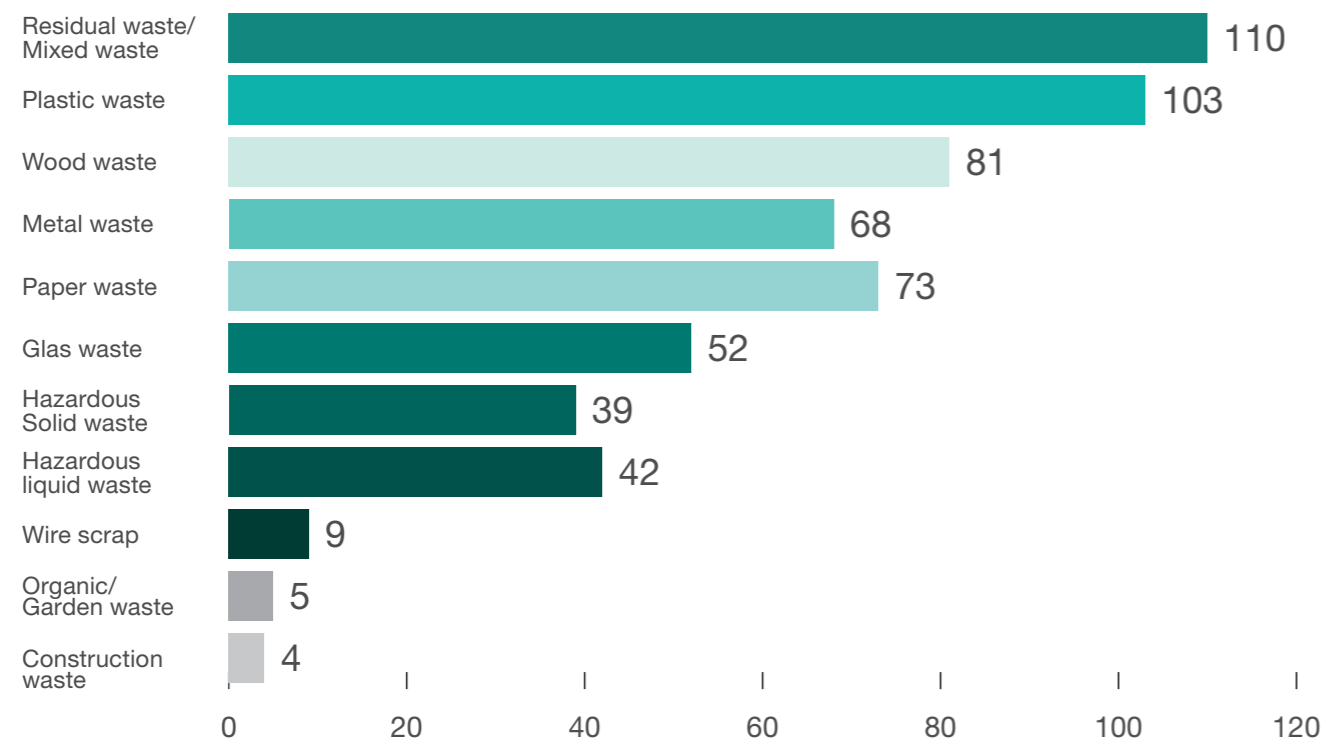


We strive to reduce the environmental impact of our machines throughout production. Our commitment to the greatest possible product quality includes the efficient use of resources. We want to reduce our waste by evaluating the work processes and making sure they are as efficient as possible. We want to promote the separation and recycling of recyclable materials both internally and at our customers and suppliers.

Internal separation and recycling:

- Separation and recycling of cardboard
- Separation of electronic, aluminum, stainless steel and steel scrap
- Separation of glass or plastic syringes with needles
- Separation of biological, compostable waste
- Collection of used cooling lubricants
- Recycling through a nationwide program called the "Gelber Sack" [Yellow Bag, German recycling bag for waste disposal of plastic, metal or composite materials]

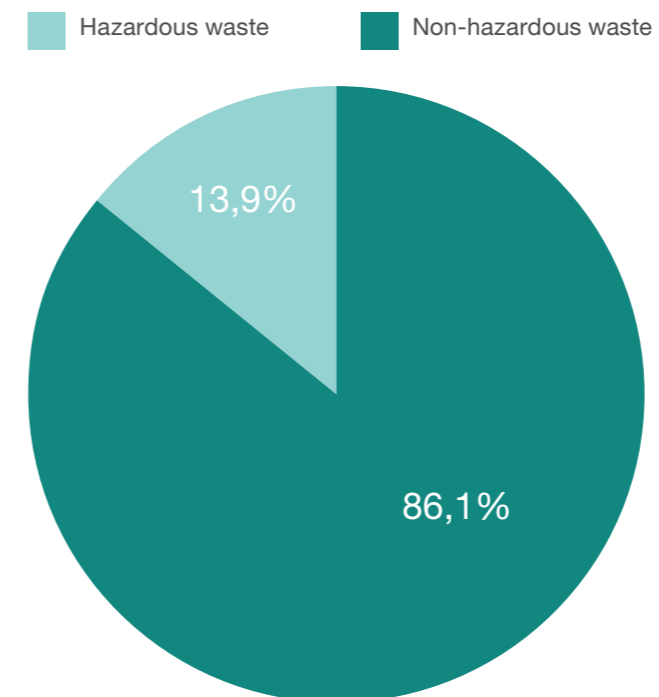
Indicator:  
Total waste disposed of in tons



Indicator:  
Percentage of hazardous and non-hazardous waste

Hazardous waste  
**81,43** tons

Non-hazardous waste  
**503,52** tons



- Sites
- Agencies



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