

E - Environmental

01 Does schülke have an environmental or sustainability policy?

Sustainability is an integral part of our corporate strategy and business processes. Through our integrated management system, we have ensured compliance with legal requirements and the implementation of continuous improvements for many years. Our approach is holistic, combining environmental, social, and economic aspects.

Our commitment is reflected in science-based climate targets, circular economy initiatives, responsible supply chains, and the promotion of diversity and inclusion within the company.

02 Does schülke have a certified environmental or energy management system (e.g. ISO 14001, EMAS)?

At our Norderstedt location, we have been participating in the European environmental management system EMAS since 1996 and are also certified according to ISO 14001. Furthermore, our management systems are certified to ISO 9001. In addition to Norderstedt, this certification covers several international locations (Austria, Switzerland, Poland, the UK, the Netherlands, and France) that are organizationally integrated into the management system.

In addition, we have a certified quality management system for medical devices in accordance with ISO 13485 and meet the requirements of the EU GMP (Good Manufacturing Practice) Directive for pharmaceuticals.

This enables us to ensure cross-site management and continuous improvement of quality, environmental, and compliance requirements.

03 Does schülke calculate greenhouse gas emissions according to the GHG Protocol (Scope 1 / 2 / 3)?

We track our emissions in accordance with the internationally recognized GHG Protocol standard (Scopes 1, 2, and 3). This approach ensures transparent and comparable reporting of our greenhouse gas emissions and complies with international reporting standards.

04 Does schülke have publicly available greenhouse gas reduction targets?

We have defined clear and ambitious climate targets that call for a significant reduction in our emissions by 2030. While we are aiming for a 42% reduction in Scope 1 and 2 emissions, our focus in Scope 3 is intentionally on the key category of "Purchased Goods and Services," for which we plan a 25% reduction.

These targets have been communicated transparently and underscore our long-term commitment to climate protection.

05 Which emission scopes are covered by the climate targets, and which have been externally validated (e.g. SBTi)?

Our climate targets cover Scope 1, Scope 2 and relevant Scope 3 emissions and have been externally validated. In 2023, our targets were validated by the Science Based Targets initiative (SBTi), confirming their alignment with science-based climate action requirements.

06 Does schülke source electricity from renewable energy sources, and what percentage of electricity consumption at its production sites comes from renewable energy?

Yes, we are making a clear commitment to electricity from renewable energy sources. For example, at our production site in Norderstedt, we have been sourcing 100% of our electricity from renewable energy sources since January 1, 2022. In addition, our sites in the United Kingdom and Brazil also use electricity from renewable sources.

07 Does schülke have goals for reducing energy consumption?

Yes, our company has set goals to reduce energy consumption. Reducing energy consumption is an integral part of our environmental goals. We are implementing targeted measures to continuously optimize our energy use and make it more efficient.

08 Have measures to improve energy efficiency been implemented?

At our Norderstedt location, we have implemented various measures to improve energy efficiency. The foundation for this is the development and implementation of an energy monitoring system for utility systems, production facilities, and electrical loads.

Examples of measures implemented to save energy include reduced-load operation, optimizing the energy-efficient operation of equipment, replacing outdated systems with energy-efficient ones, and consistently shutting down equipment and appliances when not in use.

Through these targeted measures, we are reducing our average energy consumption (KPIs) and increasing the efficiency of our production processes.

09 Does schülke implement measures to manage water consumption, and is this consumption monitored?

At our Norderstedt site, we are implementing measures to manage and reduce our water consumption and are continuously monitoring it.

Our water consumption is systematically recorded and analyzed to ensure transparency and identify opportunities for improvement. Based on this, we have defined specific environmental goals, including the reduction of absolute water consumption.

10 Does schülke track waste volumes (reuse/recycling)?

At our Norderstedt facility, schülke systematically records and monitors the volume of waste generated. Waste is categorized into waste for disposal, waste for recovery, and waste for recycling. This transparent data collection allows us to identify specific measures to reduce waste generation and increase recycling rates.

11 Does schülke promote the circular economy and recycling?

We are increasingly focusing on the use of recyclable materials wherever possible and optimizing our packaging to make it more recyclable.

In this way, we are helping to conserve resources and reduce waste throughout the value chain.

12 What packaging materials are used, and is the percentage of recyclable packaging materials tracked?

We primarily rely on materials such as PET, HDPE, and PP, which are essential for product safety and quality. This is our top priority. At the same time, we evaluate which packaging designs can incorporate materials from natural sources or improve recyclability—for example, by using monolaminate films for our disinfectant wipes.

We systematically track the development of our packaging as part of our sustainability reporting. Concrete figures illustrate our progress:

- Up to 99.5% recyclability for certain packaging solutions
- For certain packaging solutions, optimizations have resulted in annual savings of approximately 48 metric tons of PET and 40 metric tons of polypropylene.

13 Are sustainable packaging materials used?

Yes, we use sustainable packaging materials. We are constantly working to reduce packaging and gradually replace non-recyclable materials with recyclable alternatives.

In this way, we promote the recyclability of our packaging and actively contribute to the conservation of resources.

14 Are there any environmental packaging certifications (e.g., FSC)?

As part of our sustainability efforts, we follow recognized initiatives and standards, including the FSC (Forest Stewardship Council).

15 Are there product-related CO₂ footprints (PCF/LCA)?

We are working on calculating product carbon footprints for selected products. The results are currently undergoing internal review, while we are simultaneously working on further refining our approach.

S - Social

16 Are there any measures in place for occupational safety and health?

The safety and health of our employees are our top priority. We operate an integrated health, safety, environmental, and energy management system based on recognized standards such as EMAS and applicable legal requirements.

This ensures that working conditions are continuously monitored and improved to best safeguard the health and safety of our employees.

17 Are occupational safety training sessions or briefings conducted?

Yes, we regularly conduct training and instruction sessions on workplace safety.

All employees are required to participate in the training sessions relevant to them, which are typically held annually.

This ensures that safety requirements are understood and consistently implemented in day-to-day work.

18 Is there a policy or requirement regarding human rights and labor practices?

Yes, we have implemented binding guidelines on human rights and fair labor practices. These are firmly embedded in our Code of Conduct and our Supplier Code of Conduct and apply to both employees and business partners. All employees are committed to adhering to these standards and receive regular training on them.

This is how we ensure that human rights, equal treatment, and safe working conditions are consistently upheld throughout the company and along our supply chain.

19 Are the ILO's core labor standards being observed?

We adhere to internationally recognized social and labor standards. These principles are embedded in our corporate guidelines and in the Supplier Code of Conduct and apply both to our own activities and throughout our supply chain. In particular, they include respect for human rights, fair working conditions, and the prohibition of discrimination, child labor, and forced labor.

20 Are there any professional development opportunities?

Yes, we offer extensive professional development opportunities for our employees. These include individual development plans as well as a wide range of training and continuing education programs, which we are continually expanding.

In this way, we promote personal and professional growth and strengthen our employees' skills over the long term.

21 Are employee or satisfaction surveys conducted?

Yes, we regularly conduct employee and satisfaction surveys. These include, among other things, surveys of our stakeholders to gather feedback and identify opportunities for improvement.

22 Are there any metrics on diversity and inclusion?

We actively promote equal opportunity and a respectful, bias-free work environment, regardless of personal characteristics.

Through appropriate measures and evaluations, we foster transparency and ensure that diversity within the company is strengthened in a sustainable manner.

23 Is there a supplier code of conduct?

Yes, our Supplier Code of Conduct sets out clear requirements for our business partners, particularly regarding social, ethical, and legal standards.

It is based on the principles embedded in our own Code of Conduct and ensures that responsible practices are followed throughout our supply chain.

24 Are environmental and social standards monitored in the supply chain?

Yes, environmental and social standards in the supply chain are systematically reviewed. Our suppliers undergo structured qualification and evaluation processes that include, among other things, questionnaires, audits, and regular performance evaluations.

In particular, compliance with international environmental and social standards is continuously monitored and evaluated.

25 How is product safety monitored?

Product safety is systematically and comprehensively monitored within our company.

It is ensured by an integrated quality and risk management system that covers all phases of the product life cycle.

In addition, defined testing, inspection, and traceability processes (e.g., batch documentation, stability programs, and certificates of analysis) ensure continuous monitoring. Furthermore, we conduct ongoing market monitoring as part of our post-market surveillance to identify potential risks early on and take appropriate action.

G - Governance

26 Is there a code of conduct?

Yes, our company has a binding Code of Conduct. It plays a central role and defines the fundamental principles of conduct and values for all employees, who also receive annual training on these principles.

It ensures that we act responsibly, ethically, and in compliance with regulations in all areas of our business.

27 Are there anti-corruption/anti-bribery policies?

Yes, our company has clear anti-corruption and anti-bribery policies.

We strictly reject any form of corruption and have established binding principles to that effect.

To ensure compliance, we conduct regular training sessions at all our locations, particularly on topics such as anti-bribery. The very high training participation rate demonstrates how firmly these measures are embedded in our company.

28 Have ESG risks been identified and assessed?

Yes, ESG risks are systematically identified and assessed within our company.

Relevant risks and opportunities, including those related to sustainability, are regularly analyzed, reviewed at least once a year, and adjusted as needed.

In addition, we continuously assess significant environmental aspects and their impacts to identify potential risks early on and develop appropriate measures.

29 Has schülke been rated by EcoVadis?

Yes, our company has been assessed by EcoVadis and was awarded the Silver Medal for the current assessment year, 2026. The EcoVadis assessment provides an independent evaluation of our performance in the areas of the environment, labor and human rights, ethics, and sustainable procurement.

In this way, we ensure transparency and have our sustainability activities regularly reviewed by an external party.

30 Are there any ESG or sustainability reports (e.g., GRI, DNK)?

schülke is continuously enhancing its sustainability management and preparing for future CSRD reporting requirements. Building on our 2021 Sustainability Report, which followed the Global Reporting Initiative (GRI) Standards, we plan to include sustainability reporting in our Management Report from the year 2027 reporting year onwards, with the first publication in 2028.

This approach helps us maintain transparency about our sustainability performance while continuously improving our reporting in line with international standards.