



We protect lives worldwide!

We do this primarily through the development of products that help prevent and treat infections and contain the spread of pathogens. However, our mission does not end there. We also see the sustainable protection of our employees, nature and the environment as an integral part of this responsibility. Therefore, we have implemented extensive sustainability measures at our sites worldwide. Many of these are in line with the Sustainable Development Goals (SDGs) of the United Nations (UN).

In the following, we have put together some examples of these key measures at schülke. We are convinced that current and future challenges can only be overcome together.

We support the UN's SDG 3, more specifically **3.8 Universal health coverage** not only by manufacturing products for infection prevention and treatment, but also by adhering to the highest quality and safety standards in the manufacturing process.



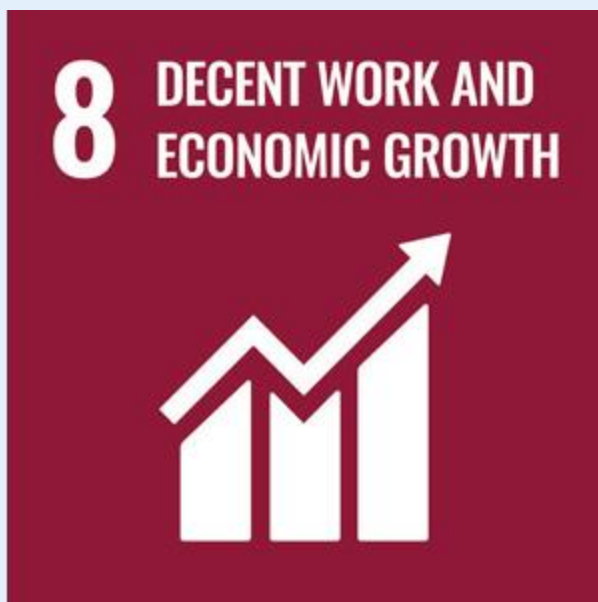
- In order to meet the resulting responsibility, we have established a comprehensive quality and risk management system.
- The health and well-being of our employees is of the highest importance to us. As a medium-sized company, we foster a respectful and supportive workplace culture, which is also reflected by our Code of Conduct.
- The close connection between our mission and our social commitment is evident in the Rudolf Schülke Foundation, established in 1972. The foundation promotes hygiene and microbiology with a focus on the prevention and control of infectious diseases. It awards the Hygiene Prize and the Hygieia Medal to researchers for outstanding achievements and lifetime contributions in hygiene, microbiology, and preventive medicine. The Foundation also organizes roundtables on current scientific topics in these fields.

The reduction of CO₂ emissions and the careful use of resources to continuously reduce our carbon footprint are an important part of our measures to make schülke (even) more sustainable. The following actions contribute directly to the UN's SDG 7 or, more precisely, to **7.2 Increase the share of renewable energy in the global energy mix by 2030** and **7.3 Double the global rate of increase in energy efficiency by 2030**:



- In 2021, we introduced a systematic energy management system and trained an energy manager in accordance with ISO 50001.
- Our office and production sites in Germany, France, and Brazil have been converted to green electricity wherever possible.
- At our largest plant in Norderstedt, we have introduced an intelligent software system that measures and optimizes the consumption of electricity, water, gas, and other resources.
- We are currently in the process of optimizing our heating systems.
- At our largest site in Norderstedt, conventional lighting has largely been replaced with energy-efficient LED technology.

As a company dedicated to hygiene and infection prevention, schülke supports UN SDG 8, particularly Target **8.2 Higher Levels of Economic Productivity** and Target **8.8 Protect Labour Rights and Promote Safe Working Environments**.



- With our broad portfolio of hygiene, disinfection, and infection prevention solutions, we serve a wide range of sectors, including healthcare, industry, and other professional markets.
- Through the continuous development of our product portfolio, we ensure long-term competitiveness and create the foundation for sustainable growth.
- Through our Supplier Code of Conduct, we promote respect for human rights, fair working conditions, and ethical business practices throughout our supply chain.
- Through supplier management measures, we encourage transparency and the integration of sustainability aspects across our supply chain.

Innovation is one of the four core elements of our Code of Conduct at schülke and supports the UN's SDG 9, particularly Target **9.4 Sustainable Industrialization and Clean Technologies**, and Target **9.5 Research and Innovation**.



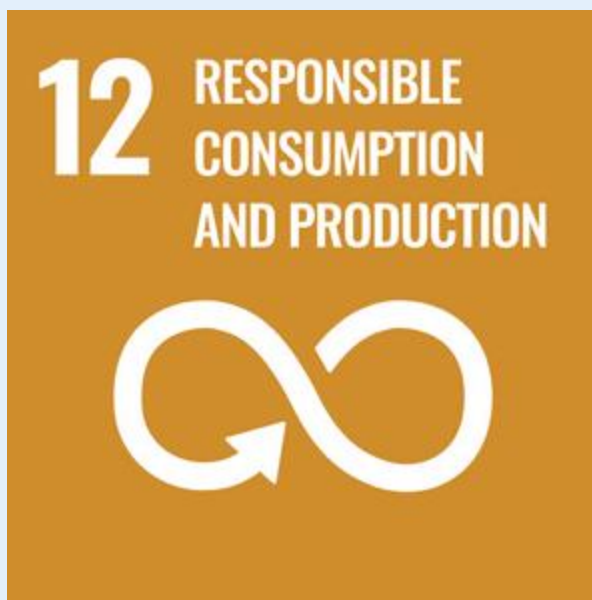
- Through continuous research and development activities, we work on innovative solutions for hygiene, infection prevention, and health protection.
- Sustainability considerations are incorporated into the early stages of product development and integrated into our innovation processes.
- Through research and development, we continuously work on innovative product and packaging solutions with improved sustainability profiles.
- When developing our products, we consider aspects such as resource efficiency, material selection, and emission reduction.
- Our quality and environmental management systems are supported by internationally recognized standards and certifications and are continuously improved.

SDG 10, with a particular focus on targets **10.2 Promotion of Inclusion** and **10.3 Equal Opportunity**, is an important component of responsible corporate governance at schülke. We promote a diverse and inclusive working environment and are committed to fair and non-discriminatory processes in order to ensure equal opportunities for development for all employees and to actively reduce existing inequalities.



- We promote diversity and inclusion within our workforce and foster a culture based on respect and equal treatment.
- We are committed to preventing discrimination and ensuring fair and transparent processes in all areas of our business.
- We raise awareness of equal opportunities through mandatory training on diversity, discrimination and harassment.
- We support equal career opportunities by enabling individual professional development for our employees.
- We underline our commitment to inclusion through initiatives such as signing the Diversity Charter.

We continuously adapt our product portfolio to make it even more sustainable. The following measures directly contribute to UN SDG 12, particularly Target **12.5 Substantially Reduce Waste Generation** and Target **12.6 Encourage Companies to Adopt Sustainable Practices and Sustainability Reporting**.



- We continuously work to improve the sustainability of our packaging and products.
- By increasing the recyclability of our packaging and making greater use of recycled materials, we help reduce waste and support the circular economy.
- Sustainability criteria are an integral part of our product and packaging development processes, ensuring that environmental aspects are considered from the earliest development stages.
- Our wipes and cleaning solutions are continuously refined to meet the requirements of sustainable product design.
- Sustainability targets, progress, and measures are regularly documented and communicated transparently.

The majority of our sustainable measures are aimed at climate protection and therefore support the UN's SDG 13, or more specifically **13.1 Strengthening resilience and adaptive capacity to climate-related hazards, 13.2 Integrating climate change measures into national policies, strategies and planning, and 13.3 Improving education, awareness and human and institutional capacity to mitigate climate change.**



Our measures can be summarized as follows:

- Monitoring our global carbon footprint in order to reduce it. We also signed up to the SBTi (Science Based Targets initiative), a global initiative under which we have set clear emission reduction targets for schülke to fulfill until 2030.
- Precisely documented processes in accordance with EMAS/ISO specifications.
- The implementation of energy saving measures across our operations.

Collaboration with partners, as well as the exchange of knowledge and expertise, is a central component of our activities to sustainably advance schülke and makes a direct contribution to the UN's SDG 17, in particular target **17.16 Strengthening Global Partnerships**.



- We build and maintain long-term partnerships based on trust, mutual respect and shared values.
- We ensure transparency and accountability by relying on external certification and recognized sustainability initiatives (SBTi).
- We actively exchange knowledge and expertise to foster innovation and continuous improvement.
- We strengthen cooperation across the value chain to support effective collaboration.