



Sustainability at schülke.

Expanding our handprint – for a better today and a safer tomorrow.



„Dear Readers,

for over 135 years, schülke has been dedicated to protecting lives worldwide with passion and innovation. Our products and services make a meaningful contribution to infection prevention and control - and combine protecting lives with protecting our environment.

For us, sustainability is more than an obligation: it is part of our corporate identity and shapes what we do. We implement innovative measures that have already proven effective under demanding regulatory conditions and are also able to meet future challenges.

The sustainable transformation of our company is a complex process that requires courage, openness, and continuous learning. Together with our dedicated employees, partners, and stakeholders, we drive innovation and create new impulses for responsible corporate development.

***Let's work together to shape the path toward a sustainable future
- for a strong today and a secure tomorrow."***

Jan-Dirk Auris, CEO



The Company Today

We bridge the hygiene gap. Our experience, highest standards for our own performance, and clear values and convictions are united worldwide under one roof.

We are among the international market leaders in the fields of infection prevention and treatment and hygiene solutions.

With our broad range of high-quality and innovative products, expert consultation and reliable service, we create holistic concepts for infection prevention in professional healthcare, for end consumers and the pharmaceutical sector.



available > 100 countries

Operating in **17 countries**



3 production sites
worldwide

> 2.000 products



> 1.200 employees
worldwide

Our understanding of sustainability

Our sustainability strategy is an integral part of our corporate strategy.

Together with strong partners, we are focusing on four key areas across the entire value chain: from product innovations that meet both strict legal requirements and sustainability standards, to a responsible supply chain, employee health and diversity, and the systematic decarbonization of our processes.

Our values - trust, innovation, quality, and passion - form the foundation.



Sustainability Management

In 2024, we identified the sustainability issues relevant to us by conducting a materiality analysis in accordance with the European ESRS standard. The material impacts, risks, and opportunities identified across the entire value chain—including our positive handprint—are consistently incorporated into our sustainability strategy.

The sustainability department, which reports directly to senior management, is responsible for managing and implementing the strategy.



Our Areas of Focus

01 Nachhaltige Produktinnovationen (E1, E2, E5, S4)	02 Transparente Lieferketten (S2)	03 Gesundheit und Vielfalt unserer Mitarbeitenden (S1)
04 Dekarbonisierung unserer Prozesse (E1)	05 Partnerschaften zur Erreichung unserer Ziele (S4)	



Targets and Actions.

In the following, we present our focus areas with our targets and measures.



#1

Sustainable product innovations

We develop products that are effective and affordable while also focusing on circular economy and reducing emissions.

Targets

- By 2030, at least 70% of our packaging will be recyclable*
- By 2030, we will use at least 35% recycled content in our packaging components*
- We are gradually replacing fossil-based plastics with bio-based alternatives in our wipes and washcloths

Strategic initiatives and measures

- The packaging for octenisept® is already made from 90% recycled material
- A global stakeholder survey focusing on product sustainability requirements was conducted
- A set of sustainability criteria for product development was developed
- Screened and switch to EmpCo-compliant product advertising





#2

Transparent supply chains

Our supply chains are transparent and based on long-term partnerships built on mutual respect

Targets

- We are continuously improving our risk management to make our supply chains resilient
- We are consistently strengthening our European sourcing and ensuring that at least 80% of our products continue to be sourced from Europe

Strategic initiatives and measures

- Our Supplier Code of Conduct has been signed by 74% of our target group of suppliers
- 88% of contracts with suppliers include sustainability clauses
- Regular supplier audits and expanded CSR performance reviews for A-tier suppliers
- Comprehensive climate risk analysis conducted, including data analysis of over 50 suppliers





#3

Health and diversity of our employees

We promote the well-being and physical as well as mental health of our employees. As an international company, we stand for diversity and tolerance.

Targets

- We are constantly working towards low sick leave
- We are reducing the number of workplace accidents to zero
- We continually ensure that there are no cases of discrimination

Strategic Initiatives and Measures

- Active commitment to the Diversity Charter
- Mandatory training for all employees on diversity, discrimination, and harassment
- Annual conduction of workplace safety and health days
- By 2024, 98% of employees had completed training on our Code of Conduct
- 86% of employees at production sites have an individual professional development plan



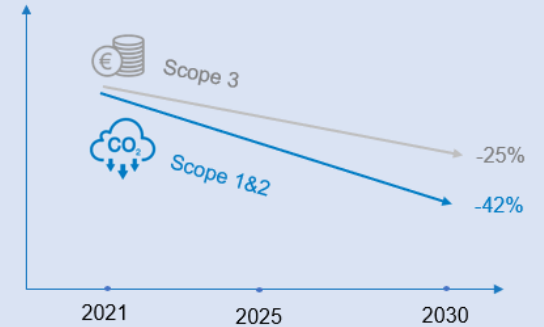
#4

Decarbonizing our processes

We are consistently reducing our greenhouse gas emissions at all locations in line with scientifically based targets.

Targets

- Based on 2021, we aim to reduce absolute greenhouse gas emissions by 42% in scope 1 and 2 by 2030, as well as
- a 25% reduction in scope 3 emissions from purchased goods and services.



Strategic initiatives and measures

- Comprehensive, annual greenhouse gas accounting since 2021 in accordance with the globally recognized Greenhouse Gas Protocol
- Continuation of our EMAS validation at the Norderstedt site, established as a pioneer in 1996
- Procurement of green electricity and thus zero emissions from electrical energy at all company production sites since 2024
- Digitization of data management using ESG software starting in 2026





#5 Partnerships to achieve our goals

We rely on trusting partnerships to continuously improve our products and processes.

Targets

- Together with our customers, partners, employees and other stakeholders, we aim to drive forward the ongoing transformation process in line with our key priorities

Strategic initiatives and measures

- To reliably communicate our values, efforts and achievements and ensure they are properly documented, we rely on external certifications and commitments to key initiatives.
- In this way, we ensure transparency for our stakeholders and build trust, enabling us to establish valuable, long-term partnerships.





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If you have any questions or suggestions regarding our Sustainability Progress Report, please feel free to contact our Sustainability Department:
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The content is not automatically updated.