

# Sustainability Policy



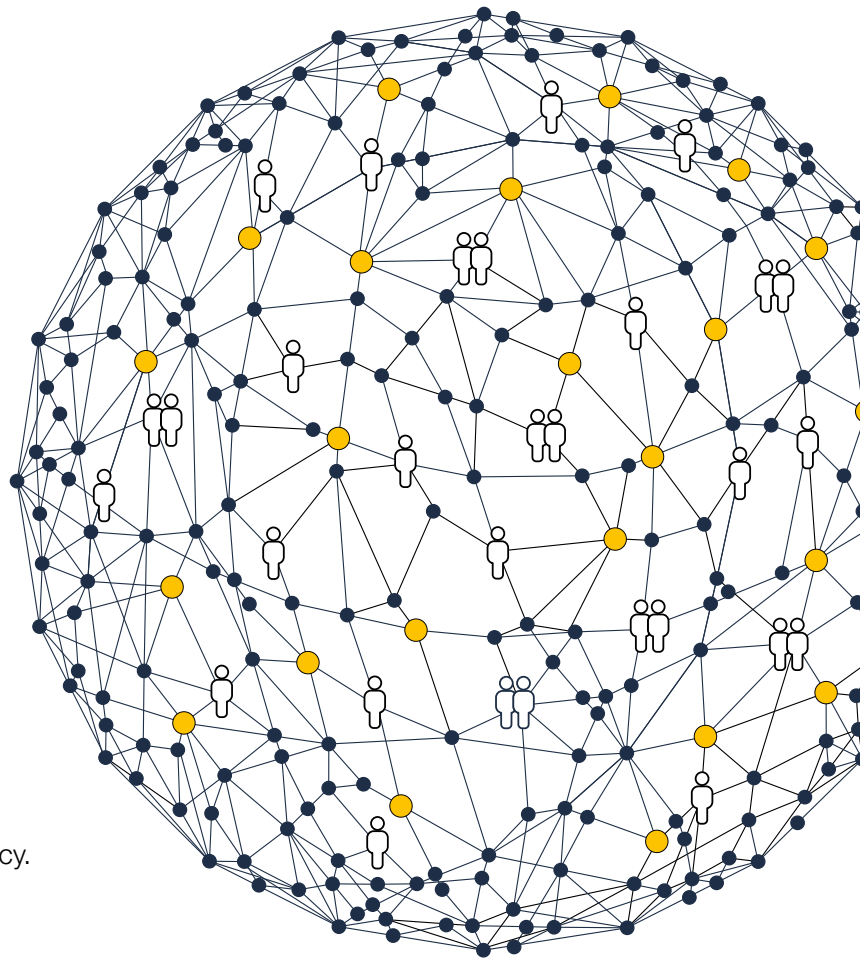


## Our contribution to the earth and the society

The 2030 Agenda with its 17 goals for sustainable development is a set of goals adopted by the United Nations to promote sustainable peace, prosperity and protection of our planet. Sikla is aware of the social and environmental impacts of its business activities. We are committed to making our contribution to the Sustainable Development Goals (SDGs) and to environmental protection and society in general.

Our employees are encouraged to act in accordance with our sustainability policy. The sustainability policy is aligned to the goals of the United Nations.

As a company, we see it as our responsibility to contribute to achieving the SDGs within the scope of our abilities. In our sustainability policy, we focus on the goals, on which we can make a significant contribution.





## Our vision

### We make digital construction complete

The construction sector changes dramatically. There are the transformations of power generation, mobility, and there is digitalisation itself. As pioneers in our field, we must stay on top of the game.

Being a part of shaping the future is what we want. What we can do now is helping our clients through all these changes, making them successful by providing advanced, smart and reliable products, solutions and services.

The efficiency of digitalisation enables our customers and partners to realise their full potential. There are entirely new opportunities to plan, install, deliver and recycle.

Our products, solutions and services will continue to set industry standards. We recognise trends and turn them into reality: smart, fast and safe – siklasicher.



## Our mission

### We make it siklasicher

Since the company was set up in 1967, we have been committed to this principle.

Only those solutions that have been thought through to the end are what we accept as good enough for our customers. Hangers and supports seem a small, low budget, detail to many. However, we know that their performance has the potential to turn a project into a profit or a loss. For this reason, we not only contribute our ideas to running projects, but we think ahead and beyond.

This is what drives us: providing our customers with the best solutions. These must be clever but, above all, safe. It begins at planning and logistics services but cuts right through to the hassle-free installation of our modular frames. Our hardware, software and services must work throughout the operation as a well-oiled machine. When achieving this, our customers can rely on us at every stage of a project, not just today but in the future.



**End poverty in all its  
forms and everywhere.**

## We contribute to poverty reduction

We are committed to paying our employees, even in times of crisis/inflation, in a way that drifting into poverty is prevented. Sikla largely compensates for inflation-related additional costs with basic increases for direct employees.

In addition, we invest in social projects. The Sikla Group supports social projects on a significant scale through its projects. The support is demanded and controlled by the holding company management.

We voluntarily commit ourselves to complying with the regulations of the Supply Chain Sourcing Obligations Act and monitor legal developments at EU level. We pay our suppliers fairly and oblige them, to pay their employees fairly as well.



**Assure a healthy life  
for people of every age  
and support their well-being.**

## Health and safety for employees and end-users

The success of a company depends to a large extent on the health and motivation of its employees. That is why we focus on a good work-life balance. Annual leave is taken in full, overtime is compensated for by time off, and workplaces are designed to be in a way that is conducive to good health. In addition we offer a company cafeteria with fresh, nutritious meals at reduced prices.

Health is the basis for earning a living and is therefore a valuable precious commodity. We take appropriate measures to ensure that accidents, work-related illnesses and injuries are prevented as far as possible. Occupational safety is a central component of the company's organization and is governed by a separate system. This system is monitored by independent experts and systematically further developed.

Safety equipment and emergency plans ensure the protection of our employees, the goods and equipment entrusted to us. Our operating equipment and our information and communication systems are continuously being developed to improve occupational safety, organizational safety and the requirements of the logistics and transport sector vis-à-vis our customers, suppliers and authorities. In addition, use of these systems also serves to optimize our processes and services.

We are committed to educating, training, and using the latest methodologies. We encourage our employees and all involved in the business process to behave in a preventive way and to comply with hygiene regulations.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

## We support training of our employees

We offer our employees extensive internal and external training opportunities and encourage and demand lifelong learning. We offer attractive apprenticeships and study places.





**Gender equality and  
empowering all women  
and girls**

## Specific promotion for women

We are committed to further increasing the share of women in management positions and to achieve equality in the long term. To achieve this goal, we provide targeted support for women in training and further education. We accept and promote the right to self-determination. We ensure a good work-life balance by offering part-time and flexible workplaces as well as working from home – also for managers. Sikla remunerates its employees according to their qualifications and regardless of gender.



**Secure access to affordable,  
reliable, sustainable and  
modern energy for all.**

## Usage of sustainable energy sources

By using all statically suitable roof surfaces to generate electricity, we are making a substantial contribution to the sustainable energy generation. Our country organisations are committed to converting their energy procurement to renewable energies as part of the strategic timetable.





**Ongoing, robust and sustainable economic growth, productive full employment and decent work for all.**

## **We focus on reliability and sustainable growth**

Our production facilities are close to the sales market. By promoting local production, we make a sustainable contribution to local economic growth and make our contribution in a CO2 reduced economy by minimizing transport distances.

Long-term relationships based on trust and a supplier code of conduct help Sikla to shape its value chain according to its own needs and enforce social standards. We are not aiming for short-term profit maximization, but for reliability.



**Build a resilient infrastructure, promote widespread and sustainable industrialization and support innovation.**

## Flexible. Efficient. Innovative

Innovative design methods allow products to be manufactured up to 70% lighter with comparable structural performance. This reduces both CO2 emissions during production as well as during transportation and handling on site. The products are designed in line with the service life of the buildings and facilities equipped therein. They can be dismantled and reused as part of a closed-loop recycling system.

The respective CO2 footprint of our products will gradually be identified and made available in our documentations. Sikla will on request return all products that are not needed on the construction sites. Old products can be reused.

Investments into new buildings and conversions and equipment are planned with sustainability in mind.



**Reducing inequalities  
in and between countries.**

## Openness and respect are the principles of our success story

We practice a friendly and open culture and treat each other with respect. We collaborate on a level playing field. Sikla provides disabled access to its own buildings to promote inclusion.

We promote better understanding within our company group by promoting staff exchanges. Students are encouraged to spend at least 1 semester in another country organization or change location after completing their studies. Our standard processes are internationally synchronized.

Treating each other with respect, regardless of gender, position or other differences, is part of our corporate culture and obligatory for all employees.



**11** NACHHALTIGE  
STÄDTE UND  
GEMEINDEN



Create municipalities  
inclusive, safe, resilient  
and sustainable

## We are committed to our locations

Sikla pays taxes at its respective operating locations.  
The tax burden is not optimized by complex offshore  
structures.



**Ensure sustainable  
consumption and production.**

## **Resource conservation and production close to the market**

We reduce the consumption of resources by consistently using the extended workbench. Dispensing with our own production increases flexibility in the use of economical and environmentally friendly production methods. In addition, we avoid any form of overcapacity because our products are manufactured alongside similar products from other customers of our manufacturers. The manufacturers are required to prepare their own sustainability concept. in place. The awarding of manufacturing contracts in the future will depend on the presentation of such a concept and its introduction.

As an internationally active company, we produce our parts close to the market, i.e. we avoid long transport routes. Two thirds of our products are „Made in Germany“, a further 25% are manufactured in Europe. We attach great importance to support our European economic area. This also enables us to guarantee consistently high quality and environmentally friendly production. We have an interest in maintaining our manufacturer relationships over long periods of time.



**Immediate measures to  
combat climate change and  
its effects.**

## Our contribution to environmental protection

All national companies are supplied either directly from the manufacturer's plant or from one of our main warehouses in Germany, Austria or Poland. For the German market we store our goods in a distance of max. 300 km to the customers. This minimizes transport over long distances. In the future Sikla will work exclusively with transport companies that use a sustainable fleet of vehicles and who have set themselves a comprehensible target for achieving CO<sub>2</sub> neutrality.

Our products are made of 100% recyclable materials. All materials are labeled and can be recycled according to type. We refrain from the use of hazardous substances such as halogens. Furthermore, Sikla products are designed in such a way that the overdimensioning of individual components can be avoided. This saves resources in production and material usage. Sikla products consist mainly of steel with non-toxic corrosion protection systems. Plastics are kept to a minimum and do not contain any environmentally harmful components. Composite materials are largely avoided. Where this is not possible we use easily disposable materials based on GRP. All components are defined in workshop drawings and are marked as far as possible. We use exclusively cardboard boxes made of environmentally friendly and recyclable materials. The return and recycling of our packaging via certified disposal service providers also makes a valuable contribution to sustainability. On the basis of applicable environmental





regulations, customer requirements and other specifications, our goal is to systematically and continuously improve operational environmental protection and environmental performance.

We promote environmental awareness among our employees through education and training and motivate them to act responsibly. We regularly evaluate the status of environmental protection and the environmental management system in our company as well as the technical and organizational procedures and processes in order to identify weaknesses and initiate appropriate preventive or improvement measures. The effects of current and planned activities of our company on the local environment are regularly monitored and evaluated.





Promote peaceful and  
inclusive societies for  
a sustainable development

## We promote peaceful and respectful interactions with one another

Sikla positions itself against violent and warlike conflicts.  
As far as it is in our power, we support initiatives to mitigate  
the consequences for those affected.

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The Sikla Code of Conduct commits all managers  
to sustainable and corruption-free business practices.  
This Code forms the basis on which employees may  
demand compliant behaviour.

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These guidelines will enable us to be recognized by 2030  
as a 100% climate neutral company.

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Dieter Klauß  
CEO Sikla Holding

