



# 2022

## Sustainability Report

of JAB JOSEF ANSTOETZ KG



## PREFACE

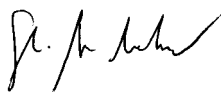
Dear Readers,

Sustainable behaviour for the benefit of the environment and social relations has always been one of our most important concerns. We see sustainability as a core task, not only in the areas of environment and energy. It is also key to our basic themes and principles and is reflected in our success targets, in the quality of our products and in our dealings with one another, both within the group of companies and with our partners worldwide.

Since 2021, the JAB ANSTOETZ Group (Living) has supported the United Nations Global Compact. Their ten principles in the areas of human rights, labour standards, environmental protection and the fight against corruption are also an integral part of our business management. We confirm these principles with our accession.

With the present Sustainability Report, we would like to express this commitment and present our progress and goals in relation to the ten principles of the United Nations Global Compact. We see the 17 UN Sustainable Development Goals (SDGs) as an important tool for uniting our efforts to make globalisation more socially and ecologically responsible. Our activities and initiatives are intended to contribute to this.


The management in November 2022



Stephan Anstoetz



Claus Anstoetz



Chris-Jacob Schminnes







# SUSTAINABLE DEVELOPMENT GOALS









# INTRODUCTION

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## 1.1 The company

Aligning an entire group of companies with sustainability is a considerable challenge. All of our activities are part of a continuously progressing, future-oriented development process, which opens up great opportunities for us.

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**We apply the highest standards to our products, to our suppliers and to all of us.**

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Creativity, passion and goal-oriented action have driven the JAB ANSTOETZ Group (Living) since 1946. The challenges were different then, but the philosophy has remained the same: we believe in open relationships, both within the company and with our business partners all over the world, at all levels, and with each and every individual. This is how we create trust, use synergies and achieve what we set out to do.

Sustainable behaviour for the benefit of the environment and social relations is a matter of serious concern to us. We want to become better and better at sustainability, a topic that not only concerns the climate, air quality, carbon footprints, the protection of water, waste reduction and the economical use of energy. Sustainability also refers, in a figurative sense, to people's behaviour, how they respect one another despite individual differences, how they learn from each other and live integration and inclusion. Here, every single company, every single person is equally necessary and called upon. We apply the highest standards – to our products, to our production, to all of us. This is our agenda and our motivation.

The JAB ANSTOETZ Group (Living) develops long-lasting and thus sustainable products. Our ranges in furnishing textiles, interior sun protection and floor coverings are usually replaced in a cycle of about ten years. The handmade upholstered furniture from BW Bielefelder Werkstätten is often only replaced after 20 years, and in many cases the old furniture is then refurbished with a new fabric and reupholstered.

Out of conviction and a sense of responsibility towards future generations, we attach great importance to the issue of sustainability. As early as 2004, we implemented our first sustainable measures in the field of environmental protection by developing the second largest photovoltaic plant in Northern Germany. Like our father Heinz Anstoetz, we run our company according to "optimisation". Optimisation for us means long-term thinking and future-oriented action that gives high priority to human, social and ecological aspects: they have always been an integral part of our corporate mission statement.

For customers all over the world, the name JAB ANSTOETZ stands for textile passion expressed in imaginative creations of select quality. The family-run company is one of the trendsetters in sophisticated interior design and creates worlds of living with its finely coordinated products that fascinate customers all over the world.

"We make sure that people feel comfortable and secure at home and whilst travelling." This motto, under which we celebrated our 75th company anniversary in 2021, sums up our objectives in a nutshell. People and their needs are at the centre. A beautiful home provides a

sense of security, while nature, as intact as possible, and harmonious coexistence are the prerequisites. Ever since the company was founded, JAB ANSTOETZ has developed products of outstanding quality: furnishing textiles, sun protection, floor coverings and upholstered furniture are available in a unique variety of designs and depth of range. From design to production, the JAB ANSTOETZ Group consistently applies the highest quality and production standards, both in-house and at all partner companies in Germany and abroad. Trends and current styles of living, technical innovations as well as influences from fashion and art are noted and adopted with a fine instinct. Every year, new collections interpret the lifestyle of their times.



The group's headquarters in Bielefeld



## Our milestones

**1946** Josef Anstoetz founds a wholesale business for decoration and upholstery fabrics in Bielefeld (= JAB).



**1956** Heinz Anstoetz founds the upholstered furniture manufactory BW Bielefelder Werkstätten. Timeless elegance made in Germany and the highest manufacturing standards become its trademarks.



**1961** The team grows steadily and already includes 157 people. The company logo gets a new look.



**1969** In the newly established production department, sewers also make extravagant window decorations like the crochet-look voile.



**1973** The Società Creazioni JAB starts operations in Milan.

**1979** The charitable Matthias Anstoetz Foundation is launched. It supports people in developing countries suffering from particular hardship or disability.

The third international location opens: JAB International Furnishings in London.



**1986** The company now has a workforce of 935 employees.



**1996** Heinz Anstoetz retires from the operative business shortly after celebrating his 50th anniversary with the company and hands over the management to his sons Ralph, Stephan and Claus, as well as to Dieter Ebert and Chris-Jacob Schminnes.



**1955** The sudden death of Josef Anstoetz hits both the family and the company hard. Heinz Anstoetz and his team of 28 employees have to undertake a structural reorganisation.



**1959** Laying of the foundation stone for the new building complex at Potsdamer Strasse 160 in Bielefeld-Oldentrup.

**1968** In Paris the Société des Créations JAB opens its doors.



**1971** The UNIVAC computer system goes into operation and heralds the start of the digital age at JAB ANSTOETZ.



**1974** With JAB ANSTOETZ Flooring the product range is extended to include floor coverings. Carpets and rugs are created in the hand-craft manufactory at the Herford-Elverdisen site.

**1976** The workforce grows to total 507 people.

**1982** The acquisition of the oldest textile publishing house in North America, Stroheim & Roman in New York, marks the beginning of the success story of JAB USA INC.

**1983** Opening ceremony of JAB JOSEF ANSTOETZ AG in Zurich.



**1989** The second graphic redraft of the company logo uses three capital-letters at the centre.

**1990** JAB ANSTOETZ branches are founded in Spain and Belgium.

**1998** Heinz Anstoetz dies at the age of 68.

JAB ANSTOETZ Middle East opens in Dubai.



## Our milestones

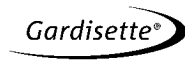
**1999** Through the acquisition of shareholdings, the Dutch fabric publisher Chivasso with the brands Chivasso and Carlucci becomes part of JAB ANSTOETZ.

**2000** JAB ANSTOETZ Poland opens in Warsaw.



**2005** The traditional brand Gardisette comes in to complement the brand portfolio.

The company now has 1,300 employees worldwide.



**2009** JAB ANSTOETZ expands its range to include interior sun protection products. Panels, roller blinds and pleated blinds are marketed under the JAB ANSTOETZ Systems brand.



**2009** The opening of the Jabinis day-care centre on the company premises facilitates the compatibility of work and family.

JAB ANSTOETZ Hungary gets off the ground.



**2012** Pioneer: with the commissioning of the biogas cogeneration unit, the company site becomes an energy supplier. The modern plant supplies the JAB ANSTOETZ Group with electricity and heating.

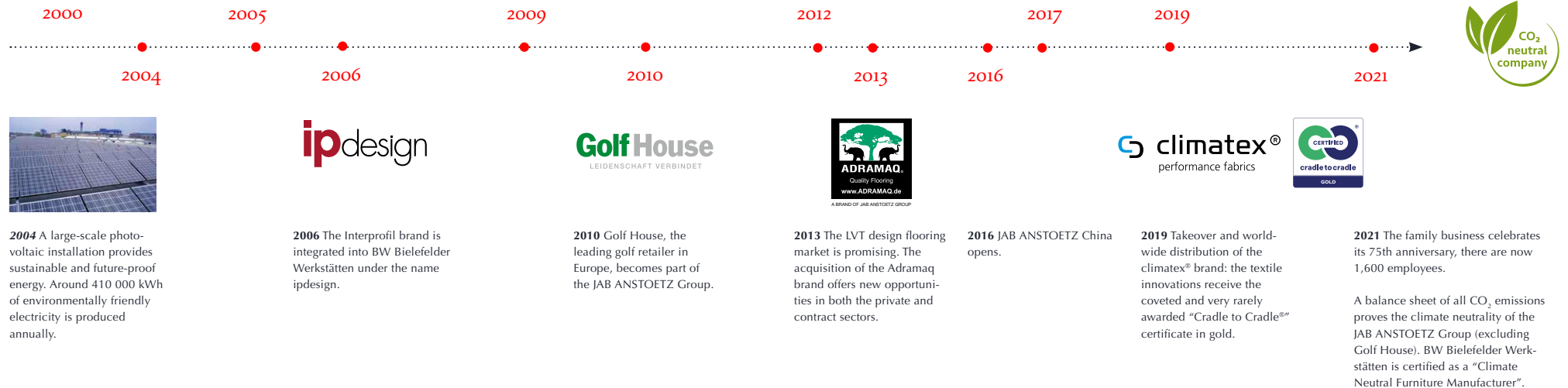


**2017** Other locations follow: JAB ANSTOETZ Singapore Pte Ltd with showrooms in Singapore and Shanghai, and the House of JAB ANSTOETZ in Moscow, Russia. In the same year JAB ANSTOETZ Turkey is opened with celebrations in Istanbul.

**2019** The production department for interior sun protection is expanded. Customers can now obtain finished curtains, panels, roller blinds and pleated blinds "Made in Bielefeld".



**2021** In 2021, the JAB ANSTOETZ Group sets another milestone for the circular economy and sustainability. JAB ANSTOETZ Fabrics launches the NatureProtect brand for decoration fabrics and voiles manufactured using OceanSafe technology.





### Our Values

As a company, we benefit from a clear code of conduct. At JAB ANSTOETZ, our mission statement is lived by all employees in every area of their business activities and thinking.

The principles of openness, reliability and proportionality are the basis of sustainable development, from which the company, society and the environment benefit in equal measure. That is why social responsibility and ecological awareness are just as much part of JAB ANSTOETZ's corporate culture as entrepreneurial foresight and fairness in dealing with customers, business partners and employees.

As an international employer, we attach particular importance to multicultural interaction based on respect and confidence. We view diversity in teams as an enrichment, and bring people together with their different experiences, convictions and perspectives. In order to ensure equal opportunities and to shape our internationality in a socially responsible manner, we welcome everyone as employees, regardless of age and gender, ethnic and social origin, religion or world view, sexual identity or disability.



**FLEXIBILITY**

**MODERATION**

**AMBITION**

**OPEN-MINDEDNESS**

**RELIABILITY**

**OPENNESS**

**GROUNDING**

**RESPECT**

**INDIVIDUALITY**



## Our environmental policy

Environmental protection is an important corporate goal in our company; we want to contribute to relieving the burden on the environment. Endeavouring to protect the environment is an obligation towards our customers, our fellow human beings and future generations.

With our environmental management system and the active participation of all employees, we aim to contribute to sustainable development at our site. When designing our environmental management system, we

also take into account current developments in our company's situation as well as the expectations and needs of interested parties.

We regularly inform our employees, our contractual partners and the public about our environmental activities through our environmental statement. We prevent environmental pollution, always pay attention to low energy consumption and focus on renewable resources. When making new acquisitions, we also check for an economical use of energy and materials.

We comply with all the relevant binding obligations and are also committed to continuously improving our environmental performance. In all environmental protection measures, we are guided by the best available and economically viable technology.





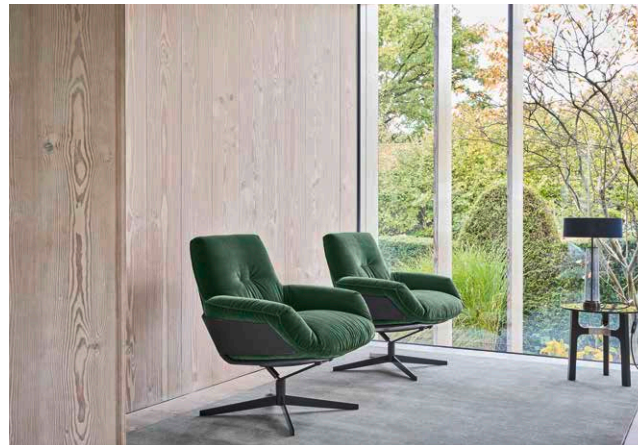
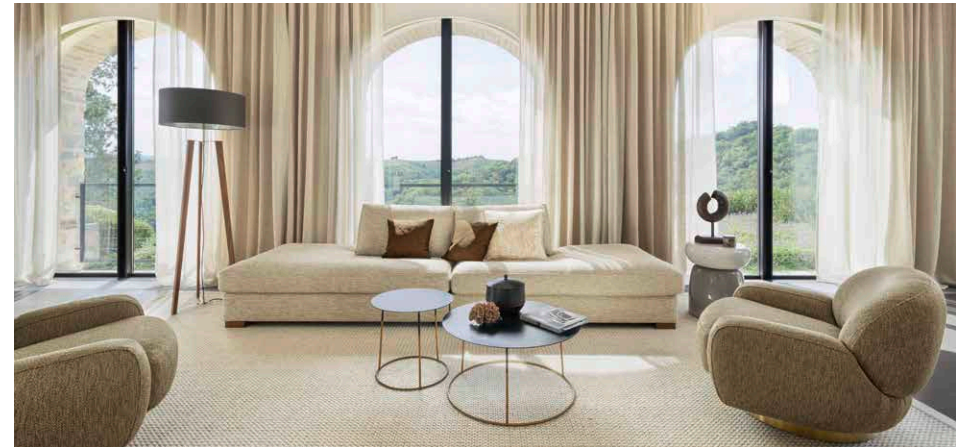
## Our product ranges

The approximately 1,600 employees worldwide contribute significantly to the growing success of the JAB ANSTOETZ Group (Living) and ensure the unmistakable signature of the individual companies and brands, including JAB ANSTOETZ Fabrics, Chivasso, Carlucci, Gardisette, climatex® and NatureProtect, which stand for furnishing textiles. JAB ANSTOETZ Flooring offers high-quality carpets, rugs and design floor coverings.

At BW Bielefelder Werkstätten and ipdesign, upholstered furniture, upholstered beds and home accessories are carefully handcrafted.

As a harmonious addition, the group of companies offers partner products such as interior sun protection solutions and wallpapers.

The subsidiary Golf House is one of the leading golf retailers in Europe and with its top-class portfolio of equipment and service also caters for sophisticated lifestyles.





## The company worldwide

Trade customers and end consumers can experience the fascinating world of textile interior design in the JAB ANSTOETZ showrooms. In Germany, these are primarily the showrooms in Bielefeld, Berlin and Munich, where all the brands of the group of companies are presented as an ensemble.

The JAB ANSTOETZ Group (Living) is represented in more than 80 countries with its high-quality furnishing fabrics, carpets and upholstered furniture. In the most important markets, the company presents its collections in its own showrooms. With their know-how and sure sense of style, experienced consultants, who are

all familiar with the multifaceted range of the group of companies, support interior designers, decorators and architects in selecting the right products. We employ people from over 40 nations worldwide. At the Bielefeld site, 23 nations are represented.





## Key data

Employees from more than  
**40** nations

**3.2 million**  
metres of fabric  
in stock

**300 million**  
euros turnover  
in 2022

Represented in  
**80** countries

**35**  
languages  
spoken

**3,000** articles in  
**35,000** colours

**20**  
showrooms  
worldwide

**1,600**  
employees world-  
wide

**16 years**  
average period of  
employment



# CLIMATE STRATEGY AND ENVIRONMENTAL PROTECTION

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## 2.1

### Our products with “Cradle-to-Cradle” certificate

We are continuously working on making our company site even more ecological. As a member of C2C e. V. Germany, we are committed to products that are specially recyclable: at the end of a long life cycle, the materials can be homogeneously separated and reused for the manufacture of the same product. In the future, we want to significantly increase the proportion of recyclable materials in our product ranges.



#### Collection climatex®

climatex® is the world's first “Cradle to Cradle®” certified textile fabric. The fabrics of the climatex® brand are based on innovative, patented technology. This allows climatizing and recyclable upholstery textiles and functional fabrics with outstanding properties to be produced from sustainable materials. After use, the fibres can be separated homogeneously and 100 percent recycled. All climatex® fabrics can be individually adapted to the customer's wishes in terms of both appearance and structure.

Following the addition of the new articles “Nano”, “Circle” and “Colourflow”, a total of 400 colour variations and 16 fabric types are available. climatex® fabrics regulate not only temperature but also moisture, thus promoting health, and they are very durable thanks to their high abrasion resistance values. The fabrics are also flame retardant and thus help to optimise fire protection. For this high-tech innovation, our company was awarded the “Cradle to Cradle” certificate in Gold.



### EcoProtect

To carry this label, decoration and upholstery fabrics must be made predominantly from recycled fibres. The proportion of recycled fibres should be as high as possible but must not fall below a minimum of 50 percent. We only use high-quality recycled yarns in order to meet our quality standards in terms of ease of care and durability. For us, the percentage is between 80 and 100 percent, depending on the design and manufacturing process. We use it for the collections of the Gardisette and Carlucci brands.



### NatureProtect

The Cradle to Cradle® principle is also applied to the decoration fabrics of the NatureProtect brand. Fabrics produced in this way can be reused after use and even composted – without any harmful residues. This means that they are not only ecologically friendly, but also create added value: composting produces humus, which returns to the biological cycle as a valuable raw material.



## Furniture from BW Bielefelder Werkstätten

The term sustainability is understood and interpreted differently depending on the category. At BW Bielefelder Werkstätten, sustainability is defined by the keywords “durable”, “environmentally friendly” and “reasonable”. The durability of our products, the selection of materials and our production methods show how deeply rooted the basic idea of sustainability is at our company. At the same time, sustainability is a process that needs to be repeatedly reassessed and revised. At BW Bielefelder Werkstätten, we not only constantly review our raw materials, working methods and processes, we also constantly strive to keep improving. This begins with the timeless

design language. In the construction of our furniture, we pay particular attention to solidity where the dimensions of components and connections are concerned. To support local suppliers and avoid long transport routes, we only use wood from regional forestry and process it according to the highest standards of craftsmanship, which guarantees our products a long lifespan. In addition, we offer our customers the upcycling of their older pieces of furniture. The piece of furniture they love is thus professionally reupholstered in our factories.







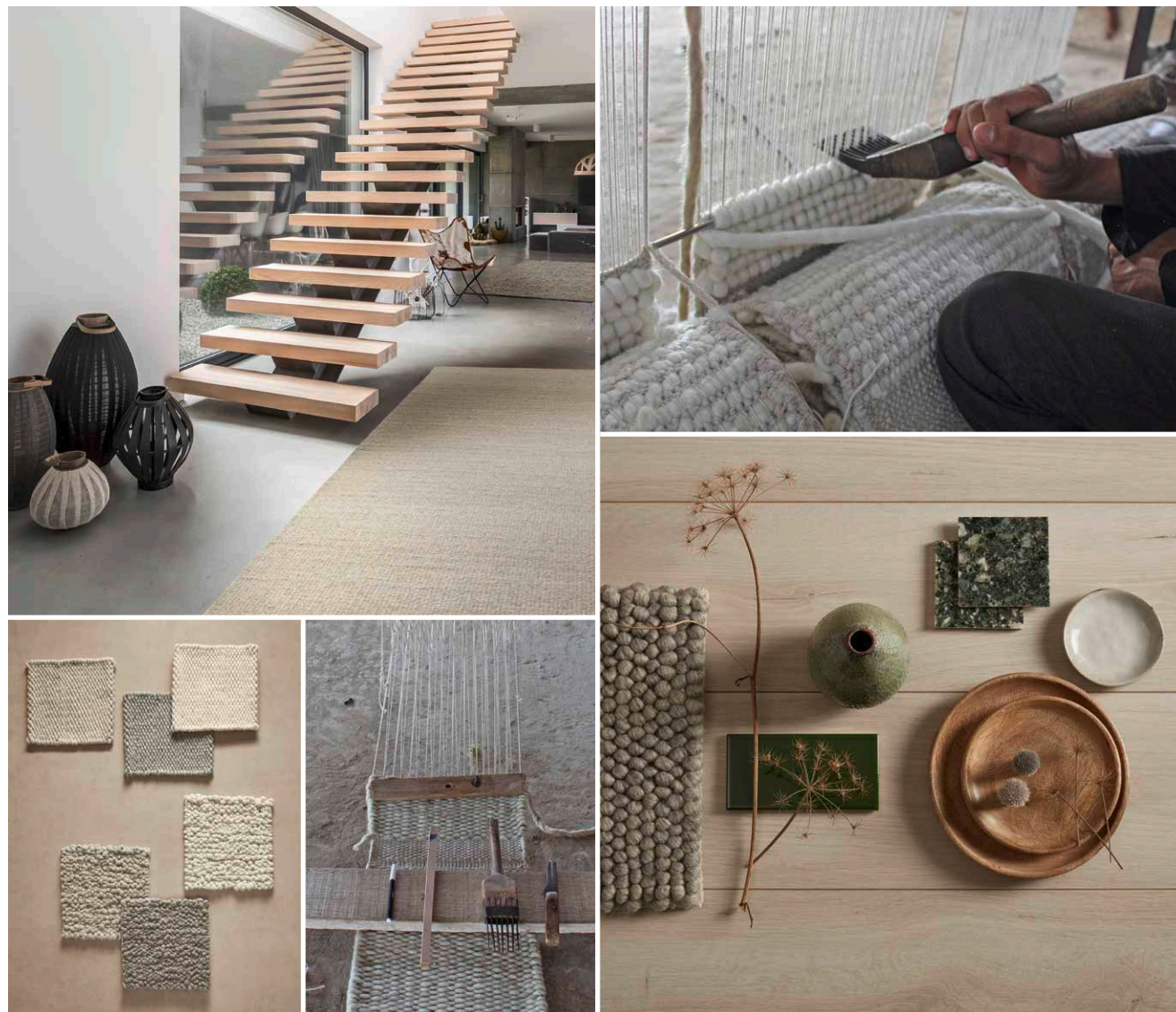
## Carpets from JAB ANSTOETZ Flooring

All the carpets in the CALMA collection are made from natural materials using traditional hand-weaving processes. First, the wool is blended from natural wool dyes, then felted into resistant yarns, before being woven into high-quality carpets on mechanical looms. In this process, we attach great importance to fairness and sustainability, for instance through environmentally friendly production, fair wages, good working and living conditions and the prohibition of child labour, as documented by the Step label.



## REACH conformity

The EU chemicals regulation REACH stipulates the registration, evaluation, authorisation and restriction of chemicals and requires that the chemical substances used are constantly monitored and minimised to protect health and the environment. All the products of the JAB ANSTOETZ Group are REACH-compliant and can thus be used without risk.





## 2.2

### Participation in environmental networks

We aim to constantly improve our environmental performance in order to further reduce our CO<sub>2</sub> emissions. To increase our know-how in the areas of sustainability, climate friendliness and energy efficiency, we have joined the following networks.



#### Foundation Development and Climate Alliance

The Foundation Development and Climate Alliance is an economic cooperation that was established in autumn 2018. The aim of the alliance is to promote both global sustainable development and international climate protection. JAB ANSTOETZ is one of more than 1,000 members from large and small companies working to achieve climate neutrality by avoiding, reducing and compensating their greenhouse gas emissions.



#### Initiative “Together Climate Neutral 2030”

The umbrella of the new regional climate initiative of the Chambers of Industry and Commerce of Lippe and East Westphalia brings together all the local companies that set an example for the climate engagement of the business community in East Westphalia by making a voluntary commitment.

JAB ANSTOETZ joined the initiative in spring 2022. The project is intended to show that business is not a hinderance to climate protection, but is boldly moving forward. The Chamber of Industry and Commerce wants to use the initiative, firstly, to involve all very committed companies and “forward thinkers” in East Westphalia and, secondly, to motivate even more companies to join, particularly those who are looking for quick and easy access to the topic.



#### UN Global Compact

The United Nations Global Compact is the world's largest and most important initiative for responsible business management. Based on 10 universal principles and the Sustainable Development Goals, it pursues the vision of an inclusive and sustainable global economy for the benefit of all people, communities and markets, today and in the future. All companies in the UN Global Compact commit to reporting their progress in implementing the 10 principles and their activities to promote sustainable development.



The UN Global Compact thus pursues the following goals:

- Promotion of transparency
- Continuous improvement of entrepreneurial activities
- Ensuring the integrity of the UN Global Compact and the United Nations
- Promotion of learning from one another through the dissemination of good practices

All COPs are published on the UN Global Compact website – more than 33,000 reports are available to view.



## Energy audit

To certify our commitment to climate-friendly energy supply, we regularly undergo an energy audit in accordance with DIN EN 16247-1. The idea behind this is to become better acquainted with our own savings potential, thus allowing us to utilise it in a targeted way. For this purpose, external auditors record the primary energy flows of the company on the basis of current operating data and analyse the energy data. A final report shows where more energy can be saved and which measures are economically efficient and recommendable.



## EMAS (Eco Management and Audit Scheme)

We are currently in the process of implementing the EMAS environmental management system. EMAS, also known as eco-audit, is a European Union system for environmental management and environmental auditing. Companies and organisations of various types who independently decide to improve their environmental performance can register. Based on the international standard EN ISO 14001, EMAS is the world's most sophisticated environmental management system.

With EMAS, the JAB ANSTOETZ Group (Living) is laying the foundations for climate neutrality: we actively participate in climate protection, use resources sparingly, verifiably comply with the applicable environmental regulations, and involve our employees in the responsible protection of the environment.



## Environmental management and environmental officer

Environmental and climate protection and an economical use of resources are essential preconditions for pursuing sustainability goals in companies. The implementation of an environmental management system and/or energy management system is an important step towards integrated operational management and strengthening the environmental awareness of all parties concerned. By increasing efficiency and promoting sustainability in the company, economic advantages and a clear competitive edge can be achieved. As part of this development, an environmental management officer has been appointed in the company.



Tasks in this area include, for example:

- Establishing, managing and updating the documentation of the Environmental Management System EMAS
- Supporting the environmental goals of the group of companies
- Organisation of internal audits
- Writing and updating the annual environmental reports

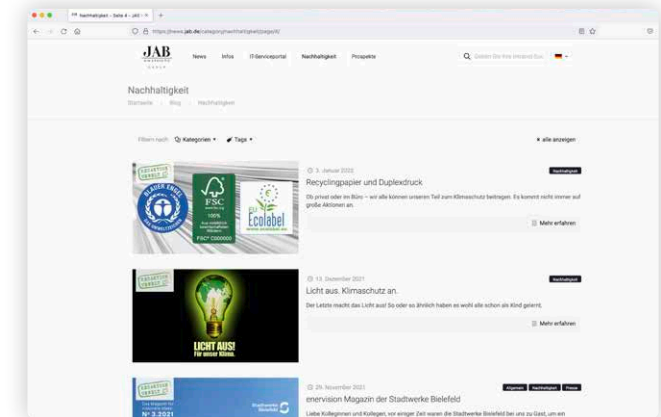




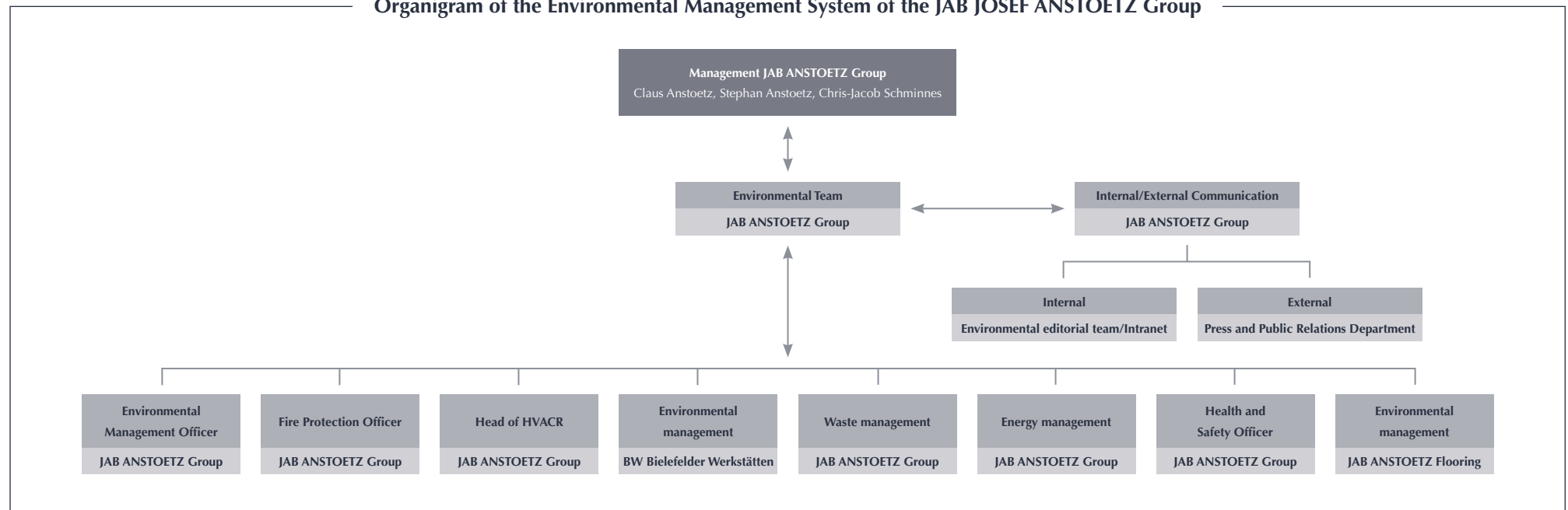
## Environmental team and editorial team environment

In our environmental team, a wide variety of aspects of our own operations are examined and investigated. This includes our carbon footprint, packaging etc., etc. Our employees scrutinise all departments when it comes to improving our environmental balance. It should go without saying that we need to promote intensive engagement with such issues. This is precisely the reason that the environmental team – with participants from various departments – was brought into being. This team deals with our environmental policy and related measures at regular intervals. Collectively, they examine possibilities for improve-

ments in the company. The intranet is used to keep employees informed about new developments. Here an area on the subject of sustainability has been created and there is also an environmental editorial team that meets and writes comments on a wide variety of topics. These range from very simple things, such as an appeal not to leave the lights on unnecessarily, to explanations of the UN Global Compact or the environmental management system.



Organigram of the Environmental Management System of the JAB JOSEF ANSTOETZ Group







## 2.3 Reducing CO<sub>2</sub> emissions

### Biogas cogeneration plant

At the beginning of 2012, our modern biogas cogeneration plant (CHP) started up in accordance with EEC regulations, making us a pioneer in the region. With an annual electricity and heat production of 1,700,000 kWh – an output that corresponds to the supply of about 400 four-person households for a year – it supplies both the subsidiary BW Bielefelder Werkstätten and the JAB plant. With an annual full-load running time of 4,500 hours, the CHP saved almost 6,100 tonnes of CO<sub>2</sub> from the beginning of its operations until the end of 2019. What's more, a particularly low proportion of maize is used to produce the biomethane gas supplied to us by Stadtwerke Bielefeld, which in turn reduces the amount of farmland required. With our biogas cogeneration plant, we save around 871 tonnes of CO<sub>2</sub> per year compared to fossil fuels.

### Photovoltaics

A large-scale photovoltaic system has been producing green electricity since 2004. In 2020 alone, the sun generated more than 450,000 kilowatt hours of environmentally friendly energy at our Bielefeld site. This can supply around 100 four-person households with electricity for an entire year. In 2022, another photovoltaic system will be built at the JAB ANSTOETZ Carpets site in Herford, and further systems are being planned at other sites.

In 2024, the 20-year-old PV modules of the plant in Bielefeld will be replaced by new, more powerful modules.

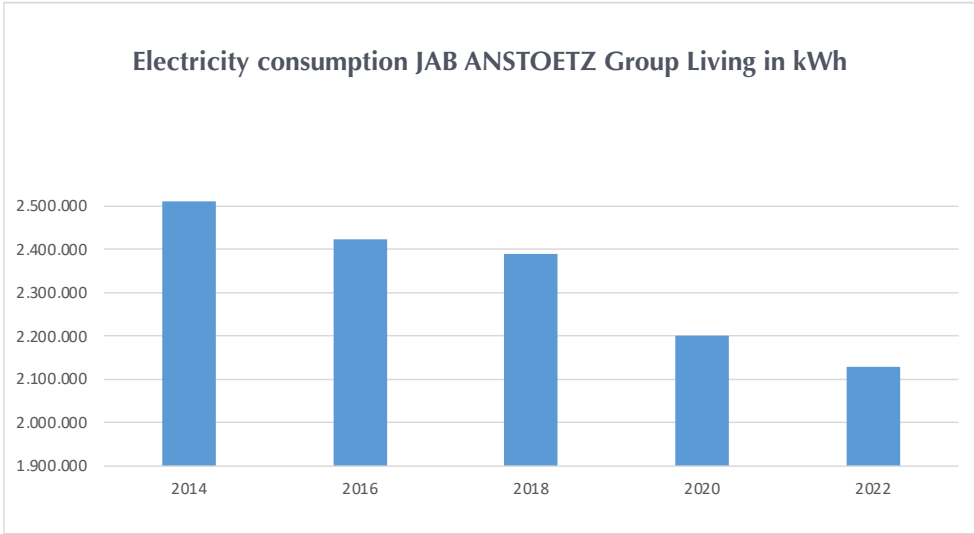
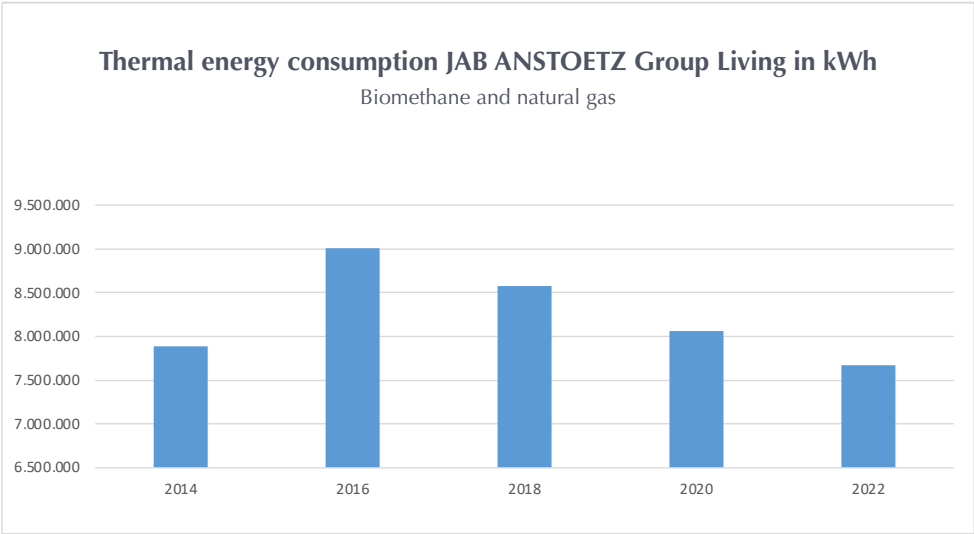




Producing CO<sub>2</sub>-friendly electricity and thermal energy

Continuously improving the CO<sub>2</sub> balance of our company is our main goal for sustainability and climate protection. Already at the beginning of 2002, the City of Bielefeld recognised JAB ANSTOETZ as an ECOPROFIT company. In 2014, our subsidiary BW Bielefelder Werkstätten Heinz Anstoetz Polstermöbelfabrik KG also followed suit. ECOPROFIT is the abbreviation for “Ecological project for integrated environmental technology”. In this project, municipalities and commercial enterprises are gradually

joining together to form a network to conserve resources while at the same time reducing operating costs. In order to become an ECOPROFIT company, an enterprise spends about a year on consulting and workshops, creating suitable concepts and implementing measures. In 2019, the ECOPROFIT network of the Bielefeld region saved 943,000 kWh of energy, 100 tonnes of waste and € 310,000 of costs.







## Use of highly efficient HVACR (heating, ventilation, air conditioning and refrigeration) technology

Since new computer technology requires less and less space despite enhanced performance, the previous computer centre could be greatly reduced in size and a smaller area now requires air-conditioning. The previous air-conditioning units have been replaced by smaller, efficient, CFC-free units.

Air compressors and heating pumps have been replaced by highly efficient, modern units. The heating is controlled by individual room regulation. When the windows are open, the heating switches off automatically so that no energy is lost.

Replacing our lighting with modern LED tubes is a continuous process. Replacement is carried out with a sense of proportion so that we only replace the old lighting if it is defective.

Daylight-dependent LED lighting is used in the carpentry, sewing and dispatch departments of the Bielefelder Werkstätten, taking into account the amount of daylight available, which then does not have to be additionally provided by artificial lighting. This allows artificial lighting to be reduced as much as possible.

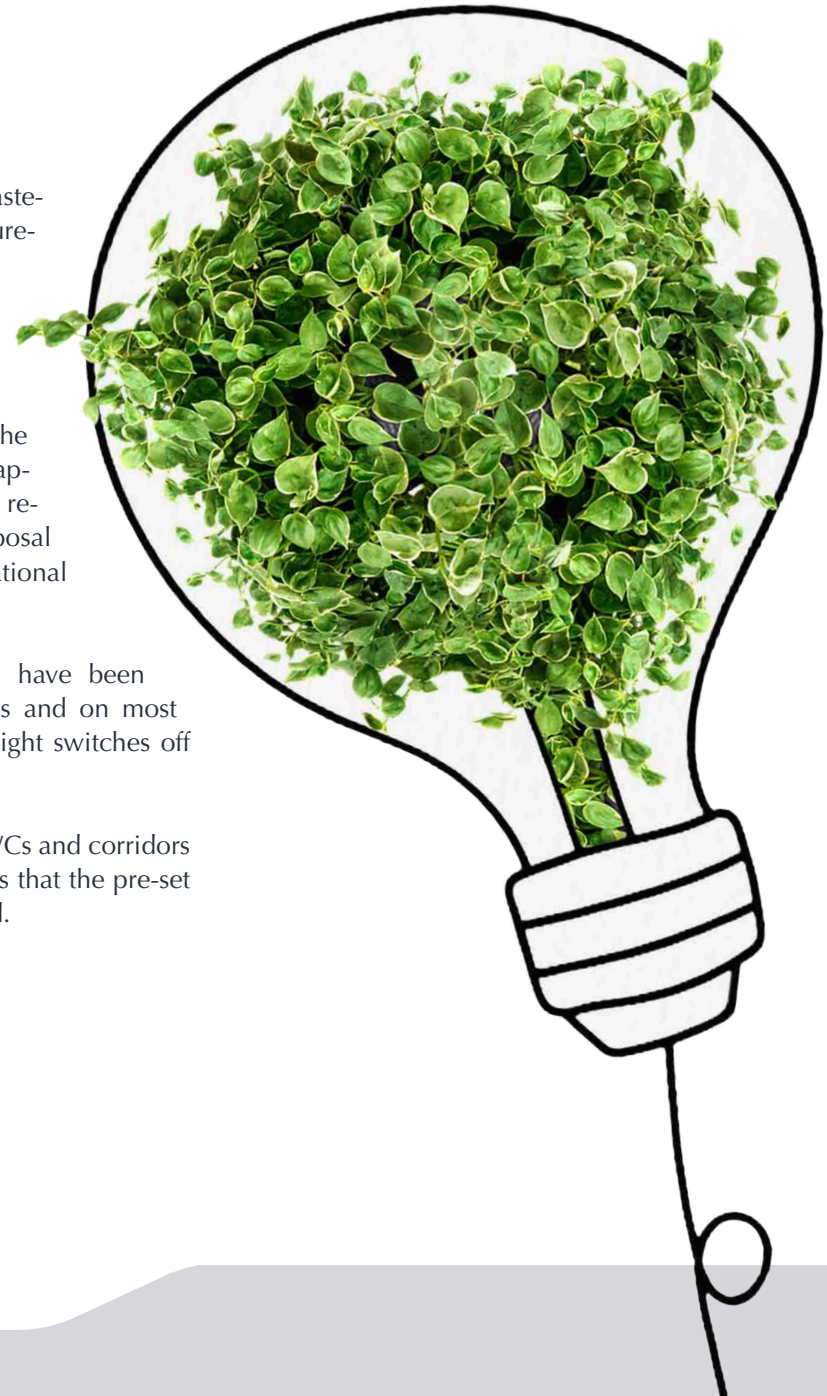
At the Bielefelder Werkstätten, the old painting facility has been replaced by a new one featuring heat recovery. In the process, the old water walls, which produced a lot of toxic sludge, were replaced by a new filter system utilising dry extraction. Only the filter material now has to be disposed of. This saves water and avoids the

time-consuming treatment of the wastewater containing paint sludge. A pressure-guided control system now ensures the efficient regulation of the fan motors. Only solvent-free, water-based paints are used.

Our new waste compactor reduces the volume of waste by compacting it to approx. 1/6 of the previous volume. The result: valuable space savings, lower disposal costs and a more effective use of operational floor space.

Automatic staircase lighting systems have been installed in many stairwells, corridors and on most walkways. With this technology, the light switches off automatically after a short interval.

Special valves have been fitted in all WCs and corridors in the group of companies. This means that the pre-set room temperatures cannot be changed.





## JobTicket

Together with selected companies, the JAB ANSTOETZ Group (Living) is participating in the pilot project “Job-Ticket 2021”, set up by the Stadtwerke Bielefeld municipal utility. The new JobTicket offers employees even more favourable conditions than the conventional Job-Ticket, allowing them to get to work in a climate-friendly manner using public transport. Of course, the JobTicket can also be used privately. With this, we want to offer our employees an attractive subscription for leisure and work purposes and thus promote the sustainable mobility of our staff.



## E-charging station

Electric vehicles are considered by many people to be the future of automotive transportation. Consumers are buying hybrid and electric cars in increased numbers. There are now more than 10,9 million electric cars on the roads worldwide and, according to the Ministry of Transport, significantly more are to be expected. As there is currently still a lack of the necessary charging infrastructure, we will be setting up 7 e-charging stations for our employees and vehicle fleet at the Bielefeld site. In addition, in cooperation with our local energy supplier, a public e-charging station will be put into operation and will be available to our customers.





## 2.4 Preserving resources



### Shipping films

We use LDPE (low-density polyethylene) shrink films for shipping fabric meterages. LDPE films are environmentally friendly and sustainable because they are almost completely recyclable. In addition, polyethylenes meet the top objective of the packaging law that has been in force since 01.01.2019.



### Duplex printer

All printers in the group are automatically set to print on both sides of the paper. With this change, we use only half as much paper.



### Recycled paper

The JAB ANSTOETZ Group (Living) uses only recycled paper with the "Blue Angel" label throughout its operations. Not a single tree has to be felled to produce recycled paper, as it is made from 100 % wastepaper.



### Cleaning products

We are overhauling our cleaning products and want to replace environmentally harmful products with environmentally neutral ones.





### LUCID packaging register

The world is undergoing significant changes – this is also reflected in packaging consumption. The packaging recycling market needs more transparency, fairness and a competitive level-playing field.

Of course, we are registered in the LUCID packaging register, thus taking responsibility for our products.



### EAR Electronics WEEE Register

The EAR Foundation is a foundation under civil law and was originally established in 2004 by manufacturers and associations of the electrical and electronics industry as a “Joint Body” of manufacturers under the Electrical Act (“ElektroG”). Today, the Foundation performs tasks under both the Electrical Act (“ElektroG”) and the Battery Act (“BattG”).

As a company that markets electrical equipment, we are registered in the EAR.

Registration number of the EAR foundation: WEEE Reg. No.: 5724961







## 2.5 Waste by type, disposal, recycling

It is important to us to work as resource-efficiently as possible and to significantly reduce the amount of non-recyclable waste. To this end, we want to develop a sustainable waste concept in the coming years that allows us to separate our waste by type and achieve a high recycling rate. We are already trying to avoid waste altogether, regardless of its origin, as far as possible.

### Batteries / Spray cans

Old batteries contain important and valuable raw materials such as iron and zinc, which can be recycled and reused. In addition, some batteries contain special pollutants such as mercury, lead or even cadmium, which are harmful to the health of humans and animals, and which pollute our environment and nature. The Battery Act ("BattG") stipulates that batteries may not be disposed of with normal household waste.

Empty spray cans may still contain hazardous residues, often highly flammable substances and gases. Here further regulations on environmental protection must be observed in connection with disposal and collection for disposal.

For this reason, we have placed appropriate containers for old batteries and spray cans at JAB AN-STOETZ Fabrics, BIELEFELDER Werkstätten and JAB ANSTOETZ Flooring.

### Fabric remnants / Leather scraps

We donate the fabric remnants from the cutting process to charitable organisations and kindergartens. Pen cases and key rings are made using the leather scraps from furniture production.



### Drinks

Only glass bottles that can be returned in a deposit system are available in our vending machines.

### Carton packaging machine

Our packaging machine produces cartons in a wide variety of shapes and sizes: after the optimum type of packaging has been determined and the product measured, the machine selects the optimum width from three different widths of endless cardboard and produces the carton so that it is cut to fit the product exactly, which not only makes the best possible use of the corrugated cardboard but also saves additional filling material and storage space. We use a shredder to produce filling material from the cardboard offcuts, which protects the contents of the packages during transport without using plastic.



## 2.6 Compliance

In order to comply with applicable laws, guidelines, standards and agreements, the JAB ANSTOETZ management has established compliance guidelines which are binding for every employee. Since laws and regulations change frequently or are replaced by new ones, the compliance guidelines are continuously revised and supplemented.

Many of the topics mentioned above are included in our compliance guidelines. Our goal is to ensure that all employees are aware of their own actions and responsibilities and that they constantly review the framework within which they operate.

True to our principle of behaving responsibly towards our environment, all employees are obliged not only to use resources such as fuels, electricity and all other auxiliary materials as sparingly and economically as possible, but also to observe all emission regulations.



## 2.7 Nature and insect protection, strengthening biological diversity

### Wildflower meadows

As a food source for many useful insects, such as bumblebees, butterflies and bees, several large lawn areas have been converted into wildflower meadows since 2019. These areas only need to be mown twice a year. Further renaturalised meadow areas are being planned.

### Insect hotel

Intensive human intervention in global ecology has so changed the natural landscape that only a few natural habitats for insects remain. To help compensate for this, an insect hotel was built near the wildflower meadow to help small insects nest and overwinter. More insect hotels are planned.

### Beehives

The importance of the honeybee for ecology – far beyond its role in beekeeping – cannot be overestimated. To complement our wildflower meadow, we set up several beehives at the Bielefeld site in 2021. They are looked after by a hobby beekeeper from our team.

### Nest boxes

We are counteracting the lack of nesting places for many cavity-nesting bird species with nest boxes of different sizes. In 2021, we set up 18 nest boxes. In this way, we are making a contribution to bird biodiversity at the company site.

### Tree planting campaign trainees

Recent climate change means that the forestland Teutoburger Wald, the green lung of East Westphalia, is slowly running out of air. Environmental awareness and nature protection are thus the greatest challenges of our time. For this reason, DSC Arminia Bielefeld has called for a major tree planting campaign in autumn 2022. As a partner and sponsor of DSC and "Bündnis OWL" (East Westphalia Alliance), our trainees participated in this campaign with great enthusiasm. Two hundred sessile oaks were planted under the guidance of the local district forester.







## Compensation of CO<sub>2</sub> emissions

The success of emission reductions depends to a large extent on voluntary and consistent action by businesses in industrialised countries. The JAB ANSTOETZ Group (Living) has organised the recording of the greenhouse gas emissions resulting from our company's activities and offsets them by purchasing climate protection certificates. In this way, we support a forest protection project in Brazil that has been certified under the Verified Carbon Standard and the Climate, Community and Biodiversity Standard.

We are aware of our special responsibility as a company towards future generations and act accordingly. We have determined the extent of the climate impact of our company with the support of an external sustainability consulting firm: our carbon footprint is 3,903 tonnes of CO<sub>2</sub>-equivalent pollutants per year. By way of comparison: on average, a person in Germany produces about 11.6 tonnes of CO<sub>2</sub> per year.



kilometres travelled by car produce the same amount of CO<sub>2</sub> as our company



persons in Germany produce about the same amount of emissions as our company



trees are needed to bind the CO<sub>2</sub> emissions of our company



around-the-world flights by one person create the same amount of CO<sub>2</sub> as our company



# JAB ANSTOETZ AS AN EMPLOYER

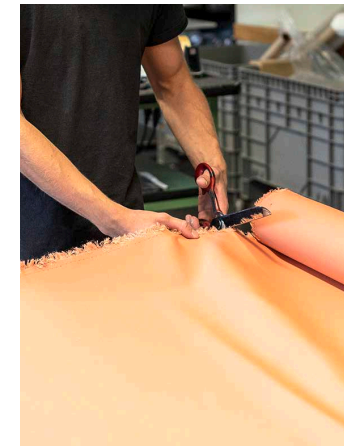
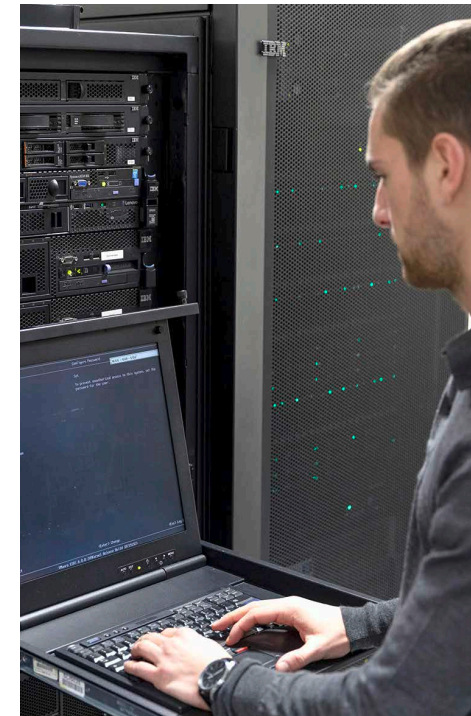
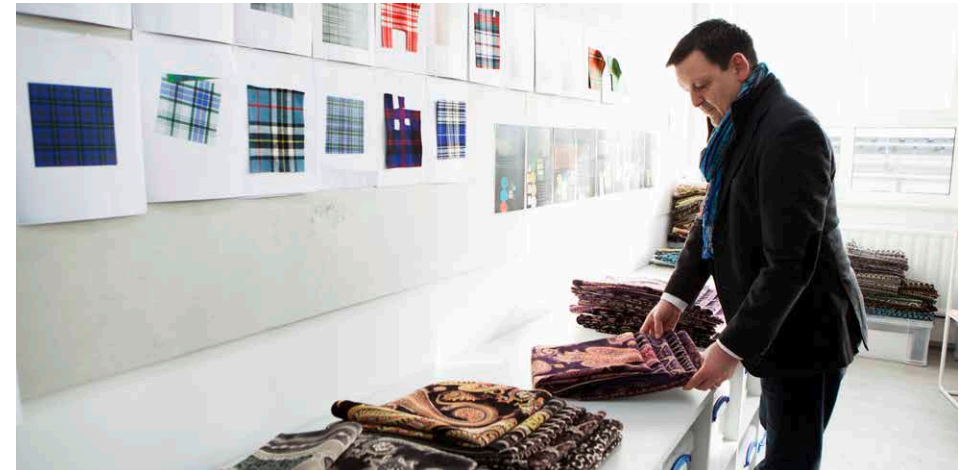
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## 3.1 Introduction

It is important to us that our employees not only talk about environmental protection and sustainability, but also get really involved and live their commitment. We motivate them to take the train on business trips whenever possible, to use the company-funded e-bikes to get to work, or to take advantage of the JobTicket provided by the company. Beyond that, however, we do everything we can as an attractive employer to create optimal conditions for our employees so that they feel comfortable in the company. Our efforts pay off.





### Our awards

Because good work is always down to the success of competent and motivated employees, we offer a wide range of company benefits and attach great importance to a good work-life balance. And because we ourselves are a family business, we pay particular attention to the compatibility of family and career.



#### Employer of the Future

Employer of the Future is an initiative that has emerged from a cooperation between DIND (German Innovation Institute for Sustainability and Digitalisation) and the media partner DUP UNTERNEHMER, the lead publication for transformation and future-relevant topics such as digitalisation and sustainability.

Based on a three-stage testing procedure, the German Innovation Institute annually presents awards to companies that are particularly fit for the future, especially in these fields. Of the more than 2,500 companies analysed, JAB ANSTOETZ is among the top 7 % and may thus present itself as an Employer of the Future. The ranking was established using independent data collection.



#### We are “BEST PLACE TO LEARN”

AUBI-plus is a service company specialising in recruitment, certification and qualification for apprenticeships.

In the period from 09.05.2022 up to and including 27.05.2022, we participated in a certification procedure by AUBI-plus on the quality of our training. During this time, our current apprentices, our apprentice supervisors and our former apprentices who graduated within the last 3 years were asked a wide variety of questions about the quality of the training at JAB JOSEF ANSTOETZ KG.

With an outstanding participation rate of 97 %, we received 1,023 out of a possible 1,295 points for the quality of our training and thus the “BEST PLACE TO LEARN” seal of quality with the mark “GOOD”.



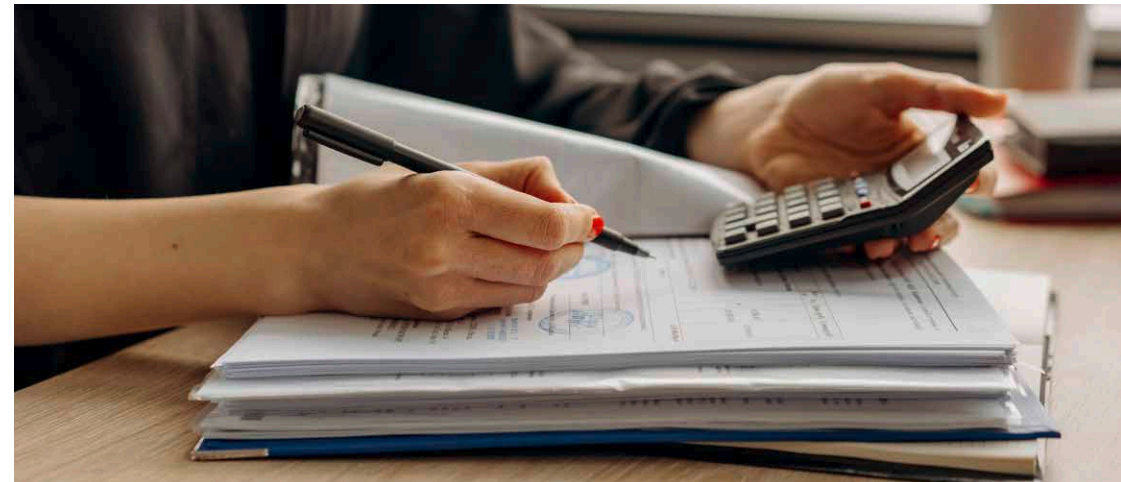


## 3.2 Employees

### Remuneration principles and additional benefits

The JAB ANSTOETZ Group (Living) remunerates all employees for their commitment to the company and their work on the basis of collective and company agreements. Fair remuneration in line with the market is a matter of course for us, and this also means that wages are paid irrespective of factors such as gender, religious denomination, ethnicity, age, disability, sexual orientation and cultural background.

We offer our employees a wide range of voluntary social and additional benefits. For example, we contribute to our employees' pension schemes, honour them on social occasions and anniversaries with monetary or non-monetary gifts, and regularly organise company parties. In addition, our employees benefit from discounts through our Corporate Benefit System in numerous online shops and at cultural and sporting events.



### Health and safety at work

Protecting health and safety at work is a top priority for us – after all, health is as important to the success of our company as the motivation of our employees. We continuously update our safety regulations in all areas and ensure that we eliminate components, constructions, defects or side-effects that could injure or endanger the life and health of people during the manufacture, use or disposal of products.







## Equal treatment

For us, attentiveness to the needs of our fellow human beings is a continuous process that we constantly adapt and improve. We not only ensure safety at work and fair remuneration, but also equal opportunities and freedom of expression.

We have aligned our measures accordingly. We do not tolerate physical or moral hazards. We ensure that our employees are provided with appropriate sanitary facilities, we protect them from harassment in the workplace of any kind, whether physical or psychological, verbal or sexual, from abuse and threats, and we ensure that their lives and health are not endangered at any time during the work processes. We meticulously ensure that the provisions of the General Equal Treatment Act (AGG) are complied with. To this end, we have appointed an equal opportunities team to look after the interests of our employees.

## STEP: Active for justice and fairness

JAB ANSTOETZ voluntarily undertakes all production according to the standards of the Swiss Fair Trade Label STEP, founded in 1995. For the employees, this means safe working conditions, an explicit ban on child labour, fair wages and compliance with environmental protection standards.







## 3.3 Work-life balance

A harmonious balance between professional demands and private needs is immensely important. We are pleased to see that our efforts towards ensuring the well-being of our employees are bearing fruit. We see the duration of employment of staff at our locations as a telling indicator and have determined that in the past years, staff remained with us for an average of 15 years.

### Nursery “JABinis”

Family friendliness is a top priority for us. Our in-house nursery with trained staff has been lovingly caring for the little ones for over ten years, allowing parents to relax and devote themselves to returning to work after parental leave without any organisational effort.



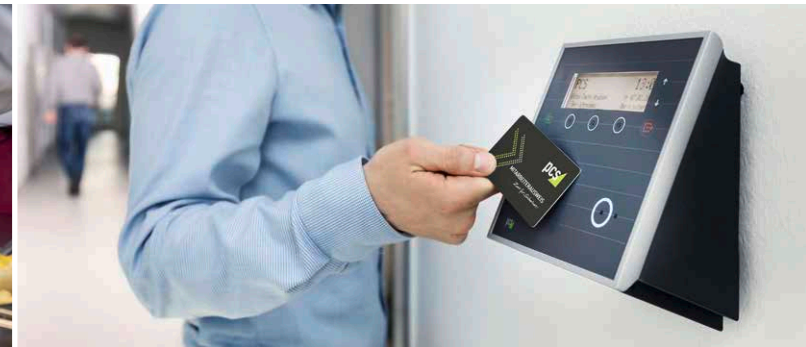
### Our company canteen

In more and more company canteens, the focus is no longer just on the simple provision of food between appointments. It's about taking a break, conscious enjoyment, networking and communication.

In addition to a wide choice of meat dishes, the canteen also has a varied selection of vegetarian and vegan treats. A large salad buffet and various desserts also invite you to feast.

A big plus is the buffet-style of the meals that the canteen offers. Here, every employee can decide for themselves what they want to eat and, above all, how much. The advantage of a canteen is that it is a central meeting place for all departments and employees can exchange ideas during their breaks. Such informal meetings in a relaxed atmosphere stimulate creative thinking, help generate new ideas and lead to randomly and suddenly discovered opportunities for synergy.

So you could say that here at JAB ANSTOETZ, food takes on the role of enjoyable fuel!



### Flexible working hours

Because flexible time management in many areas of our company enables our employees to reconcile personal needs and professional challenges, we have several, very individual working time models. The group of companies tries to find customised solutions through flexitime, part-time models and working in flex offices.

For example, we offer our employees the opportunity to switch from full-time to part-time work if this makes it easier to reconcile family and career. In addition, we offer flexible working: the flex office option gives our employees the opportunity to pursue their work outside of the company workplace, provided the location is suitable, i.e. it allows temporary absence from the company without impairing results, the operational process or contact with the company, and allows data protection to be guaranteed.





### 3.4 Education, training and further education

Accompanying and actively supporting young people in their vocational training is a matter of course for us. We not only attach great importance to the acquisition and expansion of professional skills, but also to personal development. We pursue the goal of qualifying our apprentices so that they can be successful on national and international markets after their graduation. In the group of companies, there are always 50 ongoing apprenticeships in a wide variety of training professions. This includes commercial training as well as the skilled trades of our industry, but also various activities in the field of IT and media design.

We offer placements for students who want to gain their first work experience in possible future fields of activity before they leave school, and once a year we organise the Girls' and Boys' Day, our action day to counter role clichés in the profession – girls gain insights into technical and craft professions in the field of industry or in the IT sector, and boys explore a variety of activities on this day, especially in social work, healthcare, nursing and education.

And finally, we also offer internships, usually lasting six months, for students who would like to explore practice-related professional themes in more detail while they are still studying.

It is particularly important to us to offer our employees continuous training and further education, because the importance of their skills and abilities for the progress and success of our company cannot be over-estimated. With our annual "Fit for the Future" programme, we have set up an advanced training programme with more than 30 different courses, ranging from courses in working techniques and IT training to communication training and seminars on improving personal resources. We develop customised individual solutions for our professional staff and executives.

And last but not least, we would like to mention our language courses: because of our global activities, foreign language skills are essential for our employees in almost every area of work.

#### Commercial trainings

Wholesale and foreign trade management  
Industrial management assistant



#### Crafts

Upholsterer and decoration seamstress  
Interior decorator  
Upholsterer



#### Others

IT specialist for system integration  
IT specialist for application development  
Media designer digital and print  
Media designer image and sound  
Warehouse logistics



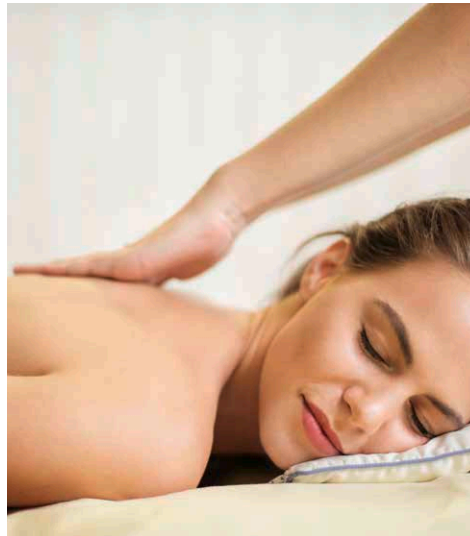
Our apprenticeships in all  
areas of the group of  
companies



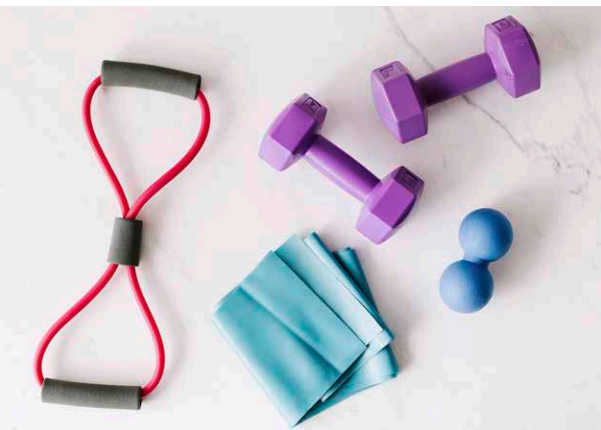


### 3.5 Stay healthy...

Well-being in the workplace not only helps our employees, but also benefits our company. It goes without saying that medical services are on standby. The company doctor not only takes care of acute emergencies, but also supports us in risk assessments, safety inspections, accident analyses and other problems as required. Our employees can seek medical advice at any time. In addition, preventive measures such as vaccinations are available. Furthermore, we organise special health days to sensitise our employees to relevant topics, to give them food for thought and action and, if necessary, concrete tips for a healthier lifestyle.



Various modules are offered as part of the health days, from mini check-ups to thyroid and skin screenings to series of lectures on bowel cancer screening, addiction and prevention measures. Our company sports association promotes the health and well-being of our employees and offers various courses such as back muscles training, yoga, Pilates and table tennis. And last but not least, we offer our employees the opportunity to be treated by a qualified masseuse during working hours.

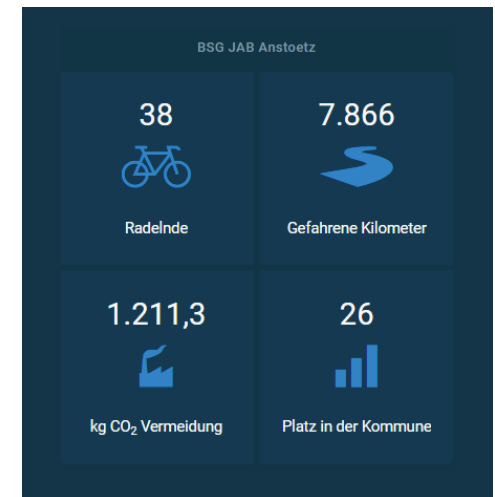


Through JobRad GmbH, JAB ANSTOETZ employees can lease a company bike that they can use as desired, also for private use. This saves up to 40 per cent of the shop price – another incentive to commute in a climate-friendly and healthy way.

As so many employees participate in the JobBike model, two additional roofed bicycle parking facilities, illuminated with solar lamps, have recently been built at central locations on the company site, and, in accordance with the JobBike theft insurance guidelines, have sturdy bars anchored into the ground.



Our company sports association enthusiastically participates in the “Stadtradeln” (City Cycling) event in Bielefeld, a campaign organised by the Climate Alliance network. The aim is to cycle as many kilometres as possible as a group or individual within a given period of time, mainly to reduce one's own and the participating municipality's CO<sub>2</sub> emissions.







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## 4.1 Matthias Anstoetz Foundation

Founded by Heinz Anstoetz in 1979 in honour of his father, the charitable foundation supports people in need in developing countries. The heart of the foundation is the “Jeevan Jyoti School” in Varanasi. Over the years, the foundation has built a large complex with several schools there, including a boarding school for about 200 visually impaired girls who would have no future prospects in their own families. There is also a school for girls and boys with multiple disabilities and a general day school for 530 children, where around 30 visually impaired children receive inclusive education.

The foundation also supports numerous other projects, including hostels, schools and a children’s hospital in the north Indian diocese of Tezpur. A settlement with 70 single-family houses, in which poor large families have found new homes, has also been built in this region.



## 4.2 Support for people in need in crisis areas

Political events affect us all. The war in Ukraine is a daily focus in the media. JAB ANSTOETZ KG called for donations to help provide for refugee children in Slupca, Poland. For this purpose, a list of the utensils needed was drawn up and displayed. Alternatively, money could also be transferred to the municipality in Slupca, whose employees organise the procurement of food in the local area. Furthermore, attention was repeatedly drawn to fundraising campaigns, such as for the construction of a village in Chmelnizkyj for escaped orphans from Mariupol and Charkiw.







### 4.3 eeWerk – Cooperation with disabled persons

Inclusion and integration are becoming increasingly important in our time. The JAB ANSTOETZ Group (Living) has therefore been working together with the eeWerk in Lemgo for over 3 years.

The eeWerk belongs to the Eben-Ezer Foundation and sees itself as a diaconia for life in diversity. Based on the place Eben-Ezer from 1 Samuel 7.12 where God protects and preserves life, the foundation creates a safe atmosphere, characterised by respect and responsibility.

In addition to working with disabled persons, the Protestant foundation also provides care for young people and children, as well as for the elderly.

For JAB ANSTOETZ Systems, pleated blinds production, employees in the eeWerk workshop pack various assembly bags. They are also responsible for linking some of the individual parts.

JAB ANSTOETZ sends the components to the eeWerk, where they are also stored. Employees can then pack the assembly bags according to parts lists. The ready-packed bags are sent to us and assigned to the respective system types. As soon as the reorder level is reached, we receive a notification and deliver the required material.

In this way time-consuming work is taken off our hands and is conscientiously undertaken by the employees of the eeWerk. JAB ANSTOETZ thus supports inclusive work and creates a regular daily routine for disabled persons.



### 4.4 Association for the promotion of international students in Bielefeld (VISIB)

It is important to the association and to us as sponsors that international students come to Bielefeld. The VISIB association aims to support international students and visiting academics in Bielefeld, to promote relations between them and local people, to offer help in emergency situations, to provide practical assistance in studies and everyday life, and to organise an alternative leisure and cultural programme that focuses on the state of NRW.





## 4.5 Campaign “Aktion Lichtblicke”

Within the framework of this campaign, the JAB ANSTOETZ Group (Living) supports children, young people and families in North Rhine-Westphalia who are in material, financial or emotional distress. The campaign was launched by 45 local radio stations in the region, and the Caritas and Diakonie associations, and generated around four million euros of donations last year.



## 4.6 We donate fabrics

From our large stocks, goods are regularly donated to “sew a smile”, a far-reaching sewing campaign for the benefit of refugees, to local churches and kindergartens as well as to special campaigns for various institutions (hospitals, workshops for the disabled, social institutions).



## 4.7 DKMS (German database of bone marrow donators)

Eine Stammzellenspende kann Leukämiekranken das Leben retten, wenn beizeiten ein passender Spender gefunden wird. Viele unserer Mitarbeiter\*innen sind bei der Deutschen Knochenmarkspenderdatei registriert.

## 4.8 “Bielefelder Bürgerstiftung” (Bielefeld Civic Foundation)

The “Bielefelder Bürgerstiftung” is a civil society alliance. With our Gold Sponsorship, we support projects that directly benefit local people and the environment, for example, the planting campaign “Our Tree for Bielefeld” and the annual Advent calendar. The proceeds are used for children's and youth cultural projects.



## 4.9 Kausa

The coordination office for training and migration – KAUSA – has been supporting entrepreneurs with a migration background, young people with a refugee or migration background and their parents in all matters relating to training since 1999. Throughout Germany, KAUSA projects are important points of contact at regional and national levels. Young people with a migration background have found permanent jobs in our factory BW Bielefelder Werkstätten, among others.







# SUPPORT AND PROMOTION OF THE CRAFT

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## 5.1 Master schools

Since January 2020, the title of master craftsman in interior design has once again been a prerequisite for running a business independently. The master craftsman requirement promotes the attractiveness of the profession, enhances its reputation in society, and last but not least, ensures high-quality work. In order to provide the master craftsmen with an attractive working and development environment, we support ten interior design schools with fabrics, carpets, wallpapers and everything else required. The complete brand portfolio is available to the participants of the master classes. We provide the journeymen and women with the tools for their training and sponsor the necessary materials with up to 500 euros.



## 5.2 Training initiative “Das ist Bodenhandwerk“

The initiative “Das ist Boden Handwerk” is an association of several crafting enterprises in the flooring industry. It has set itself the goal of presenting the occupational branches of the flooring trade in a more attractive way and thus acquiring trainees and interns for companies throughout Germany in the coming years.





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## 6.1 Energetic aspects of renovation measures

In all renovation and conversion work, the JAB ANSTOETZ Group (Living) also takes energy aspects into account. This is part of our environmental policy. We make sure that radiators are not covered or obstructed and use thermal fabrics from our own collection.

## 6.2 Scraps with a sense

Leather scraps from the furniture production at BW Bielefelder Werkstätten are passed on to various producers. These companies then use the scraps to make wallets, key rings or various other small items.



## 6.3 Save heating costs with textile furnishings

The JAB ANSTOETZ Group (Living) has developed an elaborate campaign to show customers and end consumers that even the simplest of steps can lead to energy savings.

With a professionally planned concept, heating costs can be saved and CO<sub>2</sub> emissions reduced. In view of the current political situation and the expected inflation rates in the energy sector, this is a convincing argument. Even the Federal Minister for Economic Affairs, Robert Habeck, mentioned curtains in his appeal to save energy: "If you heat the home and draw the curtains in the evenings, you save up to five percent energy", he explained.

The following ranges from the JAB ANSTOETZ Group (Living) have a noticeable effect on how warm people feel and thus on heating costs: furnishing textiles, interior sun protection, carpeting and rugs.



### 6.4 Bielefelder Kunstverein (Bielefeld Art Association)

The “Bielefelder Kunstverein” is a place for presenting and discussing contemporary art and its relation to current life and thought. The art association makes a significant contribution to Bielefeld’s profile as a city of culture.

Founded in 1929 as a citizens’ initiative by art lovers, the association celebrated its 90th anniversary three years ago with free entry to all exhibitions and events.



### 6.5 Commitment to “Bündnis Ostwestfalen” (East Westphalia Alliance)

In November 2018, several renowned companies from the East Westphalia-Lippe region joined forces in “Bündnis Ostwestfalen”. The most important goal of this alliance was to save the football club DSC Arminia Bielefeld, which was struggling financially at the time, from the threat of insolvency – among other things, by purchasing shares in the Schüco Arena, the club's stadium. An alliance of this kind is unique in German professional football, because the companies involved have neither classic sponsoring interests nor the goal of taking a financial stake in the club. Instead, the East Westphalia Alliance wants to preserve Arminia Bielefeld as a cultural asset and important locational factor for Bielefeld and the region of East Westphalia-Lippe. The alliance has grown into a partner-like exchange between the club and the companies, in which both sides learn from and strengthen each other.



### 6.6 WEGE

As the municipal economic development agency for the city of Bielefeld, WEGE is committed to all companies in Bielefeld, including JAB ANSTOETZ. WEGE is the link between the city administration and the business community. As a partner, it supports companies and new entrepreneurs and assists them with all location-relevant and operational matters.



### 6.7 DKAB (THAT COMES FROM BIELEFELD)

Bielefeld companies and the municipal economic development agency WEGE are working on a joint locational project to increase regional and supra-regional visibility. Together they want to promote awareness of which market leaders, brands and products come from Bielefeld and which companies are innovative and successful and make attractive employers.

JAB ANSTOETZ, as one of the 120 companies involved, also benefits from the collegial exchange in terms of networking on company-relevant topics – both live and in digital formats. In this way the DKAB has developed into one of the largest networks for Bielefeld's economy.





# JAB

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ANSTOETZ  
GROUP



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