



SUSTAINABILITY REPORT 2022/23

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Taking responsibility every single day

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Dear readers,

in an age where the effects of climate change and other ecological challenges are becoming increasingly visible, we feel duty-bound to contribute to environmental protection and the promotion of sustainable development.

We firmly believe that economic success and ecological responsibility go hand-in-hand. For us, sustainability is an ethical obligation that runs through every area of our company. Since as far back as 2011, we are committed to corporate environmental protection as part of the regional project "ECOPROFIT" in the district of Steinfurt, Germany. Following our many years of passion-driven commitment, we now take responsibility for the environment, society and future generations with a comprehensive sustainability strategy.

To achieve this, we have spent the past few months restructuring the issue of sustainability within our organization and embedding it in the company by way of a staff unit for sustainability management. Working closely with the entire W&H group, we will increase the professionalism of our sustainability activities to date and gradually adjust to new ecological, social and corporate challenges.

One outcome from this work is our first sustainability report, that you see here. In this report, we describe our commitment within a new integrated understanding of sustainability, which is based on the three fields of action Environment, Social and Governance. Equally, this report serves as a chance to take stock and commit ourselves to responsible management and a path to a sustainable future that we pursue together within the W&H Group.

We are aware that sustainability is an ongoing journey that calls for constant adjustment and improvement. We will therefore keep investing in research and development to find innovative and efficient solutions that both advance our own sustainability activities and support our customers with their sustainability targets. As part of the value chain for flexible packaging, we face particular challenges: On the one hand, packaging is essential because it protects valuable

goods. On the other hand, it is a burden on our environment through the use of resources and the global pollution of ecosystems around the world with rubbish. With the packaging market facing the struggle of striking a balance between product safety and environmental impacts, we are keen for our machines and packaging solutions to contribute the circular economy – the central aim of the packaging industry. We are also committed to the responsible use of resources and energy. We will be actively encouraging and empowering our employees to join us on this journey and share their knowledge and ideas.

As managing directors, we feel obligated to bear our responsibility for the environment and society and to think ahead and sustainable every day anew. We are determined to build a sustainable future and look forward to taking you with us on this journey.

Best regards,

Torsten Berding
Managing director

Joachim Lintemeier
Managing director





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Garant Maschinenhandel GmbH, GARANT for short, was founded in 1973 as a subsidiary of Windmüller & Hölscher KG in Lengerich, Germany. In 2022, GARANT employed 187 people and supplied customers from the packaging industry all over the world with an export rate of over 90 percent. The company's only site is located in the rural surrounds of Lengerich, Germany. Windmüller & Hölscher KG holds 99 percent of the shares of GARANT.

From expert advice and engineering to the delivery of high-quality machines and complete packaging production lines, GARANT provides its customers with everything from on single source. The focus of GARANT's work is on the production of new machines for the packaging industry, machines for the production of paper bags and packaging as well as machines for printing and finishing packaging solutions. Another area of competence ist the overhauling and trading of 2nd hand paper bag machines and large sack systems.

GARANT AT A GLANCE: FACTS & FIGURES



FOUNDED
1973



LOCACTION
LENGERICH, GERMANY



EMPLOYEES
187 (2022)



50 YEARS OF GARANT

A short history of our company

1973 FOUNDATION

GARANT was founded in Lengerich, Germany, in 1973 as a subsidiary of Windmüller & Hölscher KG with a focus on overhauling and selling used machines.

1998 NEW DIVISION: PAPER BAG MACHINES

In 1998, GARANT takes over the field of new paper bag machines from W&H. Over time, this division has become GARANT's core area of business and GARANT has evolved into a leading manufacturer of paper bag machines for the flexible packaging industry.

2019 MOVE TO A NEW SITE

Following a huge growth in revenue and a rising number of employees, GARANT moved into an exceptionally efficient new building in 2019 and is now located in the business park Antrup in Lengerich..

2023 50th ANNIVERSARY

2023 is a very special year for us: We are celebrating our 50th anniversary with plenty of festivities and lots of "community spirit" (find out more about our [sustainable anniversary actions](#) on page 42).



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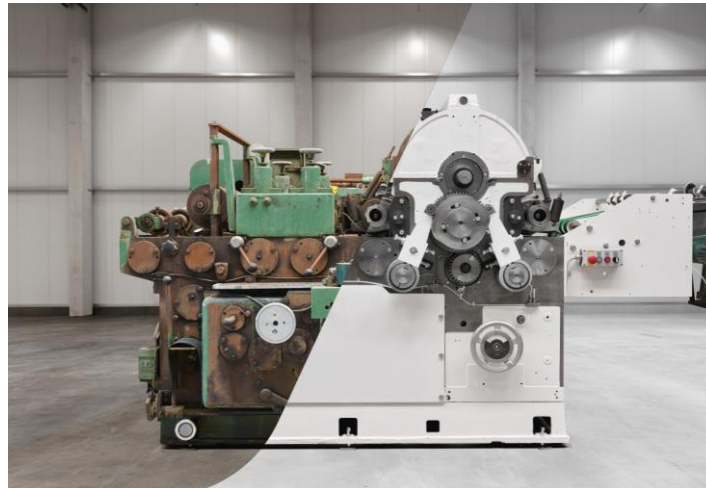
Within the market leading WINDMÖLLER & HÖLSCHER Group, GARANT is the specialist in paper bag machines and 2nd hand machinery. To be specific, GARANT develops, overhauls and sells machines used to manufacture and finish flexible paper packaging. GARANT also offers after sales services throughout the machinery's entire life cycle.

New machines

One of GARANT's main focuses is the production of new machines to manufacture and finish flexible paper bags and packaging.

GARANT's portfolio includes block bottom bag machines, flat and satchel bag machines, cross bottom machines, e-commerce mailer bag machines and cone bag machines. For the printing and finishing of paper, GARANT also supplies flexographic printing presses and slitter rewinders.

From small paper bags to paper carrier bags: Due to the natural material, paper bags are modern classics and in great demand.



Used machines

Another area of expertise is the trading of 2nd hand paper bag and large sack machines. At the very beginning, when GARANT was founded in 1973, this was GARANT's only and core area of business.

Knowing that machines from the W&H Group have a very long life, we have made it our business to buy used machines. The machines are then completely overhauled at our site by GARANT specialists and are delivered with the same quality as the original manufacturer. GARANT has a wide range of used machines and offers them as an alternative to new machines. Here, we see a key area of influence for sustainability. By reconditioning used machines, we can contribute to the circular economy as the machines and the valuable resources they contain remain in use and in the system. Turning old into new – our expertise with 50 years of experience!



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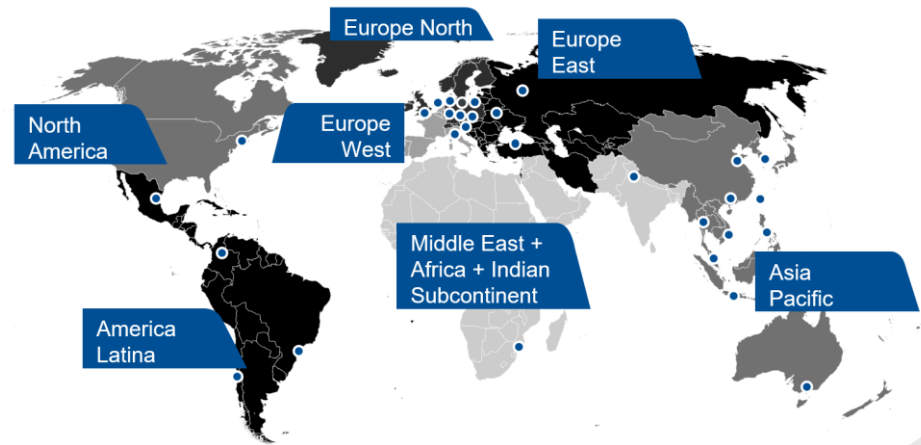
GARANT Service

GARANT's special and first-class after sales services cover a wide range of areas, from spare parts supply, training, upgrades and retrofits, field services and maintenance, digital services and applications, and remote support, to buying and selling of used machines. Technology, expertise and support throughout the machine's entire life cycle.



We are where our customers are – our global sales and service network

To provide our customers with the best possible expertise and support, GARANT has a global network of sales and service representatives..



SERVICE



Parts



Upgrades and Retrofits



Hotline and Remote Support



Training



Field Services and Maintenance



Lifecycle Services



Digital Services



Pre-owned Machinery



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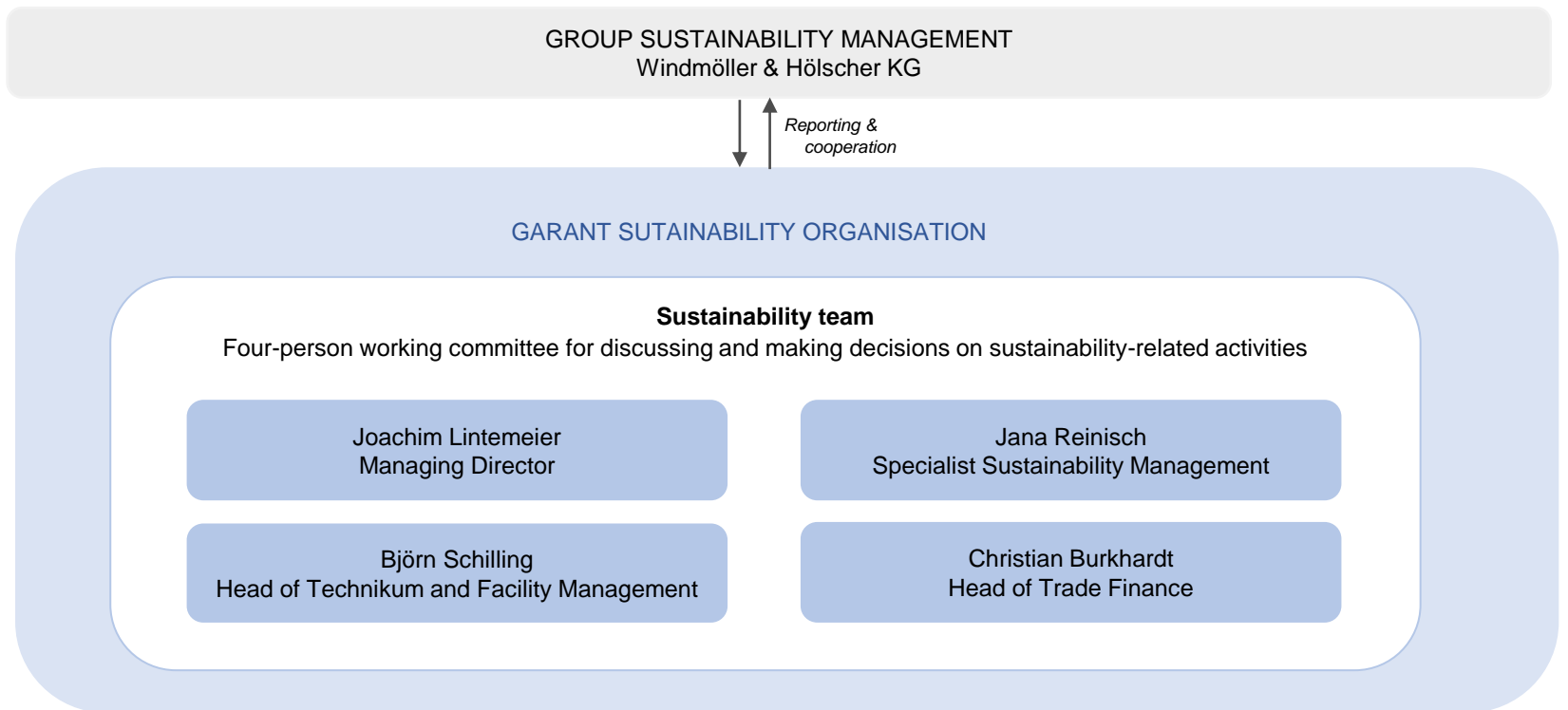
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Sustainability organization

Over the past few years, the field of sustainability has been restructured at GARANT and is now embedded in the organization as a staff position. In 2023, GARANT appointed a sustainability management specialist, who coordinates all our activities and reports to the Group's Sustainability Management of WINDMÖLLER & HÖLSCHER. Prior to this, all activities related to the environment and sustainability were implemented by a cross-divisional ECOPROFIT project team, which also dealt with the ECOPROFIT recertification process. The ECOPROFIT team is still part of our sustainability organization, acting as a sustainability team that offers regular dialogue and is responsible for decision-making.

We are in constant contact and exchange with the Group's sustainability management. The Group's guidelines of the sustainability strategy and the fields of action ensure that the entire WINDMÖLLER & HÖLSCHER Group moves in the same direction on our common sustainability path, with the same objective and with coordinated actions. At the same time, each company in the W&H Group is responsible for setting its own priorities for sustainability issues. This also applies to GARANT as a subsidiary as well.





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W&H Guidelines of the sustainability strategy

Our sustainability activities are embedded in the W&H Group's sustainability strategy. That is why we gear our work around the basic guidelines of WINDMÖLLER & HÖLSCHER for group-wide sustainability activities.

Since the beginning of the nineties, W&H has defined sustainability as one of the basic principles of its corporate activities in its Corporate Guiding Principles. On this basis, sustainability aspects have long been reflected in many areas of W&H and GARANT. In 2021, the WINDMÖLLER & HÖLSCHER Group began systematically professionalising its sustainability-related activities. To support the group's sustainability strategy, guiding principles were established and set by the Executive Board of WINDMÖLLER & HÖLSCHER in 2022 to define a common understanding of sustainability within the W&H Group. The key message: We don't see sustainability and Climate protection activities as a smokescreen. We want to communicate sustainability and emissions targets clearly, honestly and transparently instead of presenting them in a non-specific way focused on marketing.

W&H Guidelines of the sustainability strategy: How we see ourselves

- ✓ We want to expand and professionalize our sustainability activities. For this reason, it's our responsibility to initiate concrete measures, generate and promote initiatives, provide education, motivate and act as a role model.
- ✓ We structure all sustainability activities in line with the "ESG" criteria (environment, social and governance).
- ✓ We select our sustainability activities depending on their urgency and our effectiveness. This means that when implementing sustainability measures, we are not generally pioneers or fast followers, but instead take action where we can achieve the most.
- ✓ Sustainability measures must be affordable and there must be sufficient capacity for them. The activities must not lead to financial risk or to an overburden for the organization.
- ✓ We evaluate and judge the success of a measure by its sustainability improvement and its economic added value. We always implement legal requirements on time. We harness the opportunities of digitalization to map legally compliant actions in our work processes directly.
- ✓ We recognize that sustainability improvements cannot be implemented on our own. Wherever it makes sense and is possible, we make use of external knowledge, form alliances and seek out collaborations with other companies.
- ✓ We prefer to take action ourselves rather than making donations; nevertheless, we support selected initiatives worldwide.
- ✓ We want our employees to be a part of this responsibility and motivate them to participate.



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Our sustainability activities are embedded in the W&H Group's sustainability strategy and are centered around the shared fields of action **Environment, Social and Governance (ESG)**. We therefore base our sustainability strategy on the three dimensions of sustainability.

Last year, GARANT performed its first materiality analysis of sustainability aspects. During this process, interviews were conducted to incorporate the interests of internal and external stakeholders. In addition, primary and secondary data was used. Based on the W&H Group's fields of action and our materiality analysis, we have defined eight focus topics for our sustainability management that are listed together with their respective overarching guidelines at the end of this chapter. In 2023, these fields of action will be reassessed and further developed in a group-wide systematic materiality analysis.



Embedded in our corporate strategy: GARANT's Vision for 2030

Here at GARANT, we have been thinking about sustainability and taking action in this area for a long time. Over the past year, we have embedded aspects related to sustainability into our vision for 2030. This vision sets out how we want to act in an ecologically and socially sustainable manner and use our machines to contribute to an environmentally friendly society. Over the next few months and years, we will be translating this vision into specific, measurable targets to be tracked as part of environmental and sustainability management.

Our contribution to the United Nations' 17 Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) are a global call for action to the international community to enable and change the development of our world in a sustainable way. These goals include end hunger and poverty, ensure quality education, protecting our flora and fauna, and facilitating prosperity for all.

The SDGs were set out by the United Nations in 2015 as part of the Agenda 2030 and make sustainable development both tangible and measurable by way of 169 sub-targets. As such, they now serve as a shared global vision. The Agenda 2030 also embodies a new global understanding of prosperity that goes further than just looking at income per capita.

With our sustainability measures, we want to make an active contribution to the SDGs. We acknowledge the decisive role they play in steering global efforts to create a fair and sustainable future. For this reason, our approach to sustainability management is also centered around the SDGs. In this respect, we looked which Sustainable Development Goals we could address in particular with our business operations and sustainability activities.

In the current turbulence of the modern world, both mechanical engineering and the flexible packaging industry are not only subject to rising pressure for innovation, but also an urgency to make products and production processes more sustainable. This trend is being driven not only by the political world, but also by consumers who are increasingly looking for environmentally friendly packaging solutions.





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Flexible packaging offers properties that support sustainable development. These include, for example, a low material weight, which allow transport emissions to be kept at a low level, and less materials needed to manufacture the packaging. At the same time, packaging protects goods from damage. These are two areas where we, within the W&H Group, see ourselves contributing the most to the sustainable development of our sector. Our machine innovations also have a direct influence on the sustainability-related efforts of our customers within the packaging industry, thereby have the possibility to help them reaching their sustainability targets.

However, at the same time, we acknowledge that packaging material contributes to the pollution of our land and water and therefore can have a negative impact on our eco-systems. For this reason, we are working intensively to identify innovations and strive to promote a circular economy. Our goal is to bring materials into this closed loop, thus preventing them from entering the environment.

As part of the value chain for flexible packaging, we see our contribution and impact in particular in the following Sustainable Development Goals:



As a medium-sized mechanical engineering company, we also want to make sure that our internal processes and the daily working routines of our employees are future-orientated, social and environmentally friendly. As such, we would also like to support the following Sustainable Development Goals:



More information about the SDG: <https://www.un.org/sustainabledevelopment/>.

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.



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Overview of our fields of action

Our sustainability activities base on the shared fields of action of the group-wide WINDMÖLLER & HÖLSCHER sustainability strategy and the overarching guidelines of these action areas.

Environment

We are contributing to achieving the global Climate protection targets and creating a circular-oriented future. We do this by reducing our own emissions, realigning our business processes and empowering our customers with innovative machinery and products.

Climate protection

As a manufacturing company, we strive to make our contribution to reach the 1.5°C-target set out in the Paris Climate Agreement. Basing our approach on the Science Based Targets initiative, we aim to reduce our Scope 1 and 2 greenhouse gas emissions by 21 percent within 5 years. This corresponds to reducing emissions by an average of 4.2 percent a year.



Circular economy

We meet our special responsibility in the flexible packaging market by promoting a Circular economy and mitigating the consequences of waste through our actions and technologies.



Environmental protection and biodiversity

We are committed to protecting and caring for our natural environment, flora, fauna and ecosystems to preserve them for future generations. To achieve this, we systematically manage our key environmental aspects and continuously improve our environmental performance.





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Social

We are helping to build a better life for everyone. To this end, we promote equal opportunities, especially in education. As a reliable employer, we are a valuable part of society at our sites.

Equal opportunities

We are committed to providing equal opportunities for everyone, and improving their quality of life.



Good employer

As a growing and attractive employer, we meet the need for employment that's meaningful and fairly compensated.



Community engagement

We consider ourselves part of society and we actively promote social life, voluntary work and education and qualifications outside our company.

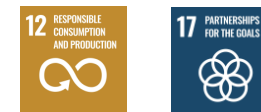


Governance

We are committed to value-based governance. Trust, openness and optimism shape our actions. Long-term thinking and honest, open communication are important to us. Compliance with legal requirements is the basis of our business ethics.

Transparency

We regularly report our progress on sustainability to our stakeholders. We base our results on measurable and comparable KPIs where possible.



Business ethics

We act legally at all times. Moreover, we are a reliable and honest partner for customers and service providers, and our word can be relied upon.





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Projects and actions we have started, continued and/or successfully completed in 2022/23

		Measures	Status
Environment	Climate protection	Start of carbon footprint accounting: First greenhouse gas balance for 2021 was calculated in 2022	✓
		Switch to greenhouse-gas-neutral natural gas* from 2022 onwards	✓
		Expansion of electric charging infrastructure: A total of 9 new charging points on site (seven new charging points in 2022 and three in 2023)	✓
		Development of GARANT Production Monitoring	✓
		Development of GARANT Energy Monitoring	○
		Launch of Product Carbon Footprint pilot project	○
	Circular economy	Development of e-commerce mailer bag machine MATADOR e.BAG	✓
		Development of cross bottom bag machine EXTRA 5-FS	✓
		Ongoing overhauls of used machines	✓
		Introduction of a reusable deposit system in our canteen	✓
	Environmental protection and biodiversity	ECOPROFIT recertification in 2022	✓
		Development of a biodiversity concept for GARANT premises in 2022	✓
Start of concept implementation in 2023: Creation of a meadow orchard and perennial bed		✓	

Legend

✓ *successfully completed*

○ *in planning / in progress*

*greenhouse-gas-neutral due to the certified offsetting of greenhouse gas emissions



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		Measures	Status
Social	Equal opportunities	Remote work embedded as a works agreement	✓
		Flexibilization of working hours	✓
		Signing of the charter on the reconciliation of work & long-term care	✓
		Implementation of standardized technical training management	○
	Good employer	Ideas contest for sustainability projects in 2022	✓
		Strategic restructuring of occupational health management in 2023: Development of a 7-pillar model	✓
		Offer of annual Covid-19 and flu vaccinations available at work	✓
		Specialist talks on health topics	✓
		Cooperation agreement for external psychological employee counselling	✓
	Community engagement	Training of an employee as an internal addiction counsellor	✓
		Annual donations to associations and charitable organizations	✓
		Ongoing involvement in regional networks such as the Steinfurt district ECOPROFIT Klub	✓
		Support for voluntary work	✓
		Nature conservation action day as part of GARANT anniversary	✓

Legend

✓ *successfully completed*

○ *in planning / in progress*



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	Measures	Status
Governance	Inclusion of governance as a field of action for sustainability management in 2023	✓
	Transparency	
	Start of sustainability reporting	✓
	Development of internal and external means of sustainability communication	✓
	Participation in regional dialogues and networks such as the ECOPROFIT Club in the district of Steinfurt	✓
	Business ethics	
Introduction of a material compliance management system	✓	
Development of a whistleblower protection system in accordance with the German Whistleblower Protection Act	○	
Implementation of processes to enforce the German Act on Corporate Due Diligence Obligations in Supply Chains	○	

Legend

✓ *successfully completed*

○ *in planning / in progress*



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100%

green electricity since 2011



34%

savings in natural gas consumption were achieved in 2022



Top Employer in the district of Steinfurt in 2021 in the Family-Friendly category

39

sustainable ideas



were submitted during the ideas contest for sustainability projects in 2022

81.575 €

of investment by GARANT in 2022 for employee professional development

The oldest machine ever to be overhauled by GARANT was built in

1958



1.08%

staff fluctuation rate in 2022

63%



of vehicles in the GARANT fleet are electric*



32

 fruit trees

planted in 2023 to create an orchard on site



 **GARANT MASCHINEN**
MEMBER OF W&H-GROUP



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Environment

» We are contributing to achieving the global Climate protection targets and creating a circular-oriented future. We do this by reducing our own emissions, realigning our business processes and empowering our customers with innovative machinery and products.«

Climate change is one of the biggest challenges of our time. As a company and as part of society, we want to make our contribution to achieving the Paris Climate Agreement. As part of the flexible packaging value chain, we have an impact on the packaging market and can support striking a balance between product safety and the environmental impact of packaging waste. For this reason, the sustainability aspects of climate protection and circular economy are of utmost importance to us in the area of environmental action. Furthermore, we will build on our existing commitment to environmental protection and develop a systematic approach to environmental management in line with international standards.



Environmental timeline

Examples of our environmental protection activities – not a complete list.

Our Actions to protect the environment since 2010

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- ✓ First Corporate Carbon Footprint
- ✓ Start implementing an environmental management system according to ISO 14001



2022/23

- ✓ Participation in the employer rating “Great Place to Work”
- ✓ Health management offers such as a vaccination pass check
- ✓ Procurement of an e-transporter and another electric car

2020/21

- ✓ Start of vehicle fleet electrification: First electric car
- ✓ Installation of three charging stations
- ✓ Relocation to a very energy-efficient new building



2018/19

- ✓ Installation of a photovoltaic system and switch to cutting-edge heating and lighting technology in the new building at the old site
- ✓ Introduction of bike and e-bike leasing
- ✓ Double-sided printing for technical documentation

2016/17

- ✓ Introduction of a weekly organic fruit delivery service
- ✓ Launch of healthy back training courses and running groups
- ✓ Installation of waterless urinals in production halls



2014/15

- ✓ Replacement of diesel forklifts with gas- and electric-powered models
- ✓ Procurement of an efficient cleaning system for machine parts
- ✓ New skylights with better insulation

2012/13

- ✓ Move to 100% green electricity
- ✓ Replacement of plastic packaging chips
- ✓ Switch to LEDs in outdoor lighting



2010/11





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Field of action: Climate protection

»As a manufacturing company, we strive to make our contribution to reach the 1.5°C-target set out in the Paris Climate Agreement. Basing our approach on the Science Based Targets initiative, we aim to reduce our Scope 1 and 2 greenhouse gas emissions by 21 percent within 5 years. This corresponds to reducing emissions by an average of 4.2 percent a year.«

In view of the increasing changes to our environment and a rising number of extreme weather events, the need for global transformation is becoming more and more obvious. In light of this, we are adapting our actions to the growing challenges and aligning our business activities with the Paris Climate Agreement and the German Climate Protection Act, which sets the legally binding target of carbon neutrality by 2045.

Our first carbon footprint

In 2022, we calculated our first greenhouse gas emissions balance retrospectively for the 2021 financial year. The calculation was based on the principles of the international recognized standard Greenhouse Gas Protocol. The results for the year 2021 now serve as a base year and reference for measurably reducing our greenhouse gas emissions in the coming years. We calculated our carbon footprint in accordance with the internationally recognized Greenhouse Gas Protocol standard. This year we used the same calculation method to calculate our carbon footprint for the year 2022. Both balances were calculated in cooperation with an external consultancy firm.

Corporate Carbon Footprint 2022

In total, we emitted 1,485 tons of CO2 equivalents through our business activities in 2022. By switching to eco-gas in purchasing, 142 tons of CO2e generated by the use of natural gas were offset by international certified CO2 projects. In comparison to 2021, we were able to reduce our Scope 1 and Scope 2 emissions by 31 percent. We have therefore far exceeded our target of an annual reduction of emissions by 4.2%. Meanwhile, Scope 3 emissions in upstream and downstream value chains rose by 20 percent.

Overall, as a result of these developments, 80% of greenhouse gas emissions in 2022 occurred in Scope 3 categories, meaning in upstream and downstream value chains. These changes can be attributed to the environmental aspects of energy and mobility, which are explained in more detail overleaf. By introducing carbon footprint accounting, we have been able to identify that mobility in particular – with emissions caused by business trips and commuting routes used by our employees – makes up a large part of our corporate carbon footprint.

Greenhouse gas emissions per employee (Scope 1, 2 and 3)

	2021	2022
t CO ₂ e (Scope 1-3)	1,319	1,485
Total number of employees	161	187
t CO₂e per employee	8.2	7.9

Despite an increase in total greenhouse gas emissions, we were able to reduce our emissions per employee compared to the previous year.

Further development of carbon footprint accounting

Over the next few months and years, we will gradually adjust our carbon footprint in line with reporting requirements under the new European Sustainability Reporting Standards (ESRS). As a result of this, the balance will be developed further and broadened to include additional material Scope 3 categories.





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Our commitment: Climate neutrality by 2030

By achieving climate neutrality by 2030, we want to meet our global responsibilities and contribute to the curbing of climate change. Oriented towards the Science Based Targets initiative, we aim to reduce our Scope 1 and 2 greenhouse gas emissions by 21 percent within 5 years compared to our base year of 2021. This corresponds to reducing emissions by an average of 4.2 percent a year.



Total greenhouse gas emissions (Scope 1, 2 and 3)

Greenhouse gas emissions in t CO ₂ e	2021	2022	Percentage change
SCOPE 1	201	139	-31 %
Gas	191	128	-33 %
Fuel	10	11	+4%
SCOPE 2	0	0	
Green electricity*	0	0	
SCOPE 3	1,117	1,346	+20%
Upstream energy-related emissions	60	37	-39%
Business travel and hotel accommodation	402	656	+63%
Employee commuting and remote working	155	211	+36%
Water and waste generation in the company	75	38	-50%
Paper consumption	6	5	-18%
Hardware	95	48	-50%
Consumables production	113	90	-20%
Internal logistics by third parties	58	111	+91%
Capital goods	154	152	-1%
Total emissions	1,319	1,485	+13%
Total emissions minus offset emissions	1,319	1,344	+2%

*market-based approach used for calculation



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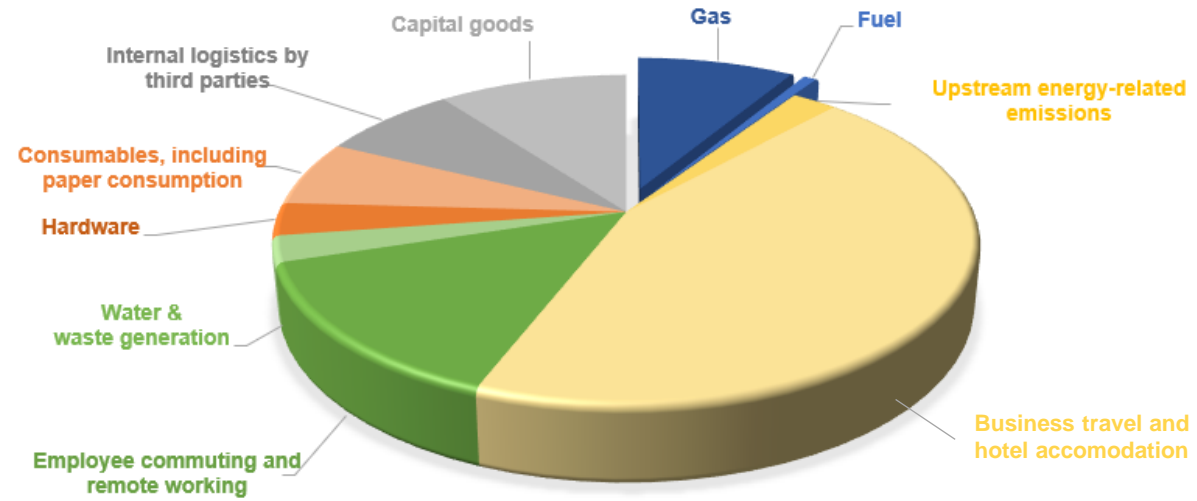
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CORPORATE CARBON FOOTPRINT 2022



Percentage distribution of greenhouse gas emissions in 2022
(Scope 1 and Scope 2 emissions shown and highlighted in blue)



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Energy

Efficient energy and heat supply on site

We have been involved in our region's ECOPROFIT project since 2011. As part of the four certification processes we have undertaken, we have implemented a number of energy-saving measures. Between the start of the project and present day, we have only ever procured 100% green electricity. In 2022, we began procuring climate-neutral natural gas to offset related emissions that are currently unavoidable.

In 2019, we moved into a cutting-edge, energy-efficient new building in the Antrup business park in Lengerich. Since then, the majority of our heat consumption has been covered electrically by three highly efficient air/water heatpumps. The majority of the production halls and the office building are heated by underfloor heating. Two modern gas condensing boilers with a cascade function support the heat pumps during peak loads and for hot water heating. In summer, we cool the office areas efficiently using the air/water heat pumps. The modern building automation system supports us with energy monitoring and control.

Due to our new building technology, we were able to significantly increase our area-based energy efficiency. Compared to our old site, we need approximately 30 percent less electricity per m² of building and up to 50 percent less gas per m².

Energy consumption and mix

	2021	2022	Change in %
Total gas consumption in kWh	944,028	625,999	- 34 %
Natural gas consumption in kWh	944,028	547,333	
Liquid gas consumption in kWh		78,666	
Green electricity consumption in kWh	724,983	779,951	+ 7 %



34% SAVINGS IN NATURAL GAS CONSUMPTION WERE ACHIEVED IN 2022 COMPARED TO THE PREVIOUS YEAR

Slight increase in electricity consumption due to the use of additional space

Electricity consumption rose slightly last year. This can be attributed to the fact that we have converted two halls that were previously used purely for logistics into assembly halls.

Even though our carbon footprint puts our Scope 2 emissions at 0 tons due to the use of green electricity, we assess our electricity consumption on a regular basis. As part of an environmental management system, we are developing a systematic approach for managing our use of energy. Our building automation system supports us in this regard. In addition, we take targeted action against compressed air leaks, for example, in collaboration with a regional service company.

Natural gas savings during energy crisis

To ensure a secure supply during the energy crisis, one of the gas boilers was converted to liquid gas in 2022. GARANT also complied with the German Federal Network Agency's call to industry: In 2022, GARANT was able to reduce its total gas consumption by 34 percent compared to the previous year. This was achieved primarily by reducing the temperature in the office building and production halls. As such, we significantly exceeded the EU member states' savings target of 15 percent.



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Mobility

Rise in business travel

To set up machines for our customers all over the world and to offer top-class service, our business activity requires our employees and service technicians – who possess specialist machine-specific knowledge – to undertake business trips.

After a fall in business travel during the Covid-19 pandemic, our travel activities returned to normal levels in 2022. At the same time, travel has also increased continuously due to our increasing revenue over recent years. For this reason, a significant rise in travel emissions has been recorded compared to last year. However, we are working hard to expand and improve our range of digital services so that services can be offered and completed digitally, using remote technology where possible.

Business travel and mobility indicators

Travel-related emissions	2021	2022	Percentage change
Flight emissions in kg CO ₂ e	337,358	528,111	+ 57 %
Flight emissions in kg CO ₂ e per employee	2,095	2,824	+ 35 %

	2021	2022
Total number of vehicles in fleet	10	9
Of which electric	60%	63%
Charging stations on site	7	14



63% OF VEHICLES IN THE GARANT FLEET IN 2022 WERE ELECTRIC



Expansion of electric mobility and promotion of sustainable employee mobility

Over the past few years, we have started to electrify our vehicle fleet. Furthermore, we are keen to continue expanding our on-site charging infrastructure. By 2022, we had installed a total of 14 charging stations on our premises. In 2023, we have already expanded our charging options by another three charging points.

In order to make the use of public transport more attractive, a new 49-euro "Jobticket" is being introduced in November 2023, subsidized by GARANT. Via the GARANT occupational health management, we also offer our employees the option to lease a work bike. Almost 100 employees have already signed up to this service.





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Product responsibility

GARANT Production Monitoring & Energy Monitoring

GARANT Production Monitoring (GPM) is our intelligent, connected system for monitoring production data; it has been an integral part of our digital service portfolio since 2022. GPM provides users with the opportunity to record and analyze production data and make data-based optimizations to their processes. Furthermore, the system can be used for effective production management, including the planning of orders and shifts and the definition of individual setpoints for the triggering of notifications. As such, GPM helps to achieve optimum productivity in packaging systems and reduced material waste.

To complement GPM, work on the development of an energy monitoring system for our packaging systems began in 2023. The new GARANT Energy Monitoring system records a range of relevant energy consumption values from production in the form of real-time data and historic averages to facilitate effective energy management. Over the course of 2024, this system will be made available for all GARANT machine models.

In the future, the new monitoring system will enable our customers to find the ideal balance between energy input, material waste and productivity, thereby improving the resource and energy efficiency of their products on the basis of data. Furthermore, with this new database, we are building the foundations needed to calculate product-specific environment indicators, such as a product carbon footprint or a product environmental footprint. And last but not least, both systems also provide our design engineers with top-class, informative figures for continuing to enhance the energy and resource efficiency of our machines.

Product carbon footprint pilot project

Besides evaluating the emissions generated by on-site activities, we aim to assess the greenhouse gas emissions along our products' value chains to enable data availability and effective climate protection.

After we calculated our first corporate carbon footprint for the year 2021, we launched a product carbon footprint pilot project for one of our machine models in 2023. As is the case with the corporate carbon footprint, the availability of information for the calculation process is the biggest challenge here to begin with. So, as a member of the VDMA (German Mechanical Engineering Industry Association), we are guided by standards and approaches that are recognized and used across our industry.

To begin with, we will perform a cradle-to-gate calculation, which means we will look at the product's life from the time of raw material production until it reaches our factory gates. Using this as a basis, we want to evaluate the methodology as the next step and optimize the validity of the data. In future, our goal is to expand the cradle-to-gate calculation with a reference scenario for the usage phase and expand the calculation to other machine models. As such, we would like to gradually calculate the carbon emissions of our products and make these available.



Emissions avoidance by extending machine life cycle

First and foremost, the sustainable effects of our used machine overhauling work can be attributed to our field of action of "Circular economy" since this work enables us to extend our machines' life cycles and keep their valuable resources within the system (see also [Circular economy](#) on page 28). Nevertheless, the overhauling of machines also contributes to climate protection because it reduces the consumption of resources and avoids the greenhouse gas emissions associated with this.





Field of action: Circular economy

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»We meet our special responsibility in the flexible packaging market by promoting a Circular economy and mitigating the consequences of waste through our actions and technologies.«

For us, the term “circular economy” is not a group of empty words; it is a business model that we have been putting into practice since we were founded in 1973. Circularity is also the central vision with regard to the packaging industry. As such, the closed-loop economy is a future issue that is particularly relevant to our company and business model in a number of ways.

Overhauling of used machines: Circular economy since 1973

Our origins lie in the overhauling of used machinery: GARANT was founded in 1973 as a subsidiary of Windmüller & Hölscher with the aim of reconditioning and reselling used W&H machinery. It was not until 1998 that GARANT also began developing and producing new paper bag machines and it has been the W&H Group’s expert for paper bag machines ever since. The overhauling of used machinery remains a central part of our business model and identity.



Circular economy at our site: Waste management

As a company based in Germany, our waste management is of course based on the relevant legal stipulations and requirements concerning the separation and disposal of waste. Despite this, we have identified potential to ecologically optimize our current waste disposal concept. That’s why we will further develop our disposal concept over the coming months.

A new reusable deposit system in our canteen

Together with W&H and our catering company, we introduced the reusable deposit system Recup & Rebowl in January 2023. Instead of single-use containers, we now use returnable cups and bowls made from BPA-free plastic. The containers can be used 500 to 1,000 times and are recyclable. This protects the environment by reducing waste and is both convenient and practical for our employees. Our caterer is also committed to climate protection and has been supplying us with daily fresh food on a climate-neutral basis since August 2022.



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Maschineninnovationen zur Produktion kreislauffähiger Verpackungen

EXTRA 5-FS

Rediscovering the cross bottom paper bag

With the new EXTRA 5-FS, GARANT is picking up on the global packaging trend for paper cross bottom bags. At the 2023 “interpack” trade fair, we presented our new cross bottom bag machine, which meets the requirements for modern and ecological production. Areas of application include the hygiene sector, for example in the form of secondary packaging for diapers.

Known also as the cross bottom bag, it is distinguished by a cross-shaped fold at the base of the bag. Compared to a block bottom bag, the cross bottom bag has no side gussets, meaning that a robotic gripper can easily open it for filling purposes. As such, the switch from paper to plastic is generally simple for downstream filling lines to handle. This means that no new investment is required at this point. Because the bag is so easy to fill, a number of different application examples are possible.



With our new machine, conventional secondary packaging for hygiene products can now be made of paper



In technical terms, the EXTRA 5-FS is based on the TRIUMPF 5-F6, the reference machine for block bottom bags since 2021. During the design phase, it was particularly important to GARANT to raise the bar for efficiency in day-to-day production routines. In the past, paper bags were long considered a niche product. As such, the technology developed very little. The EXTRA 5-FS works with servo support, which reduces retooling times – even for frequent changes of format. Production can be fine-tuned while the machine is running, avoiding interruptions and start-up times. Operator guidance is automated to a large extent, which makes training and operation easier, even if operating staff change. The plastic sealing surfaces needed to seal the bags are reduced to a minimum. Even thin paper can be used what makes a resource-efficient production possible.



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MATADOR e.BAG

E-Commerce shipping and return mailer bag machine

With the MATADOR e.BAG, GARANT has developed a machine especially for the e-commerce market. It enables a paper-based mailer bag solution that meets the high standards needed for shipping and returns. At the same time, it makes end consumers more aware of sustainable shipping.

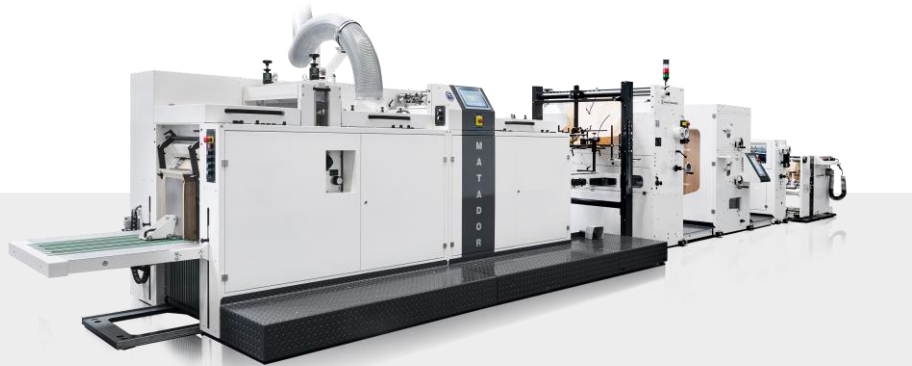
The first MATADOR e.BAG was presented at the W&H Virtual Expo in 2020. Since then, the e-commerce market has developed at enormous speed. GARANT has discussed and analyzed the resulting requirements with its mailer bag customers. On this basis, the MATADOR e.BAG has been developed into a machine line, taking all requirements into account.

The connection of customized new developments and the optimization of existing power units ensures that the MATADOR e.BAG delivers precisely the solutions expected from the mailer and



Paper-based and user-driven:

Thanks to the paper tear strip and double sealing strip, the new paper-based e-commerce mailer bag enables convenient shipping and returns



returns bag market. Quick packaging processes and practical returns can be achieved without any hassle. A high level of innovation, the use of multiple servo drives, and cutting-edge drive technology deliver high efficiency and also guarantee economic, competitive bag production. To enable it to process paper grammage of up to 130 g/m² with ease, the machine has a high motor capacity. The robust design of the MATADOR e.BAG ensures that it is a high-quality, durable machine, as customers have come to expect from GARANT. As the bag finishing unit is positioned after the main machine, the bag is not finished until it is complete, resulting in fewer downtimes and less waste. With advanced functions, such as the inline solution for applying a tear strip, opening mailer bags has never been easier or more convenient. In contrast to conventional plastic tear strips, the ones created in the e.BAG series are made of paper. The modular design of the MATADOR e.BAG still enables our customers to respond flexibly to changing market requirements.



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Field of action: Environmental protection and biodiversity

*»We are committed to protecting and caring for our natural environment, flora, fauna and ecosystems to preserve them for future generations. To achieve this, we systematically manage our key environmental aspects and continuously improve our environmental performance.« **

Corporate environmental protection

ECOPROFIT recertification in 2022

GARANT has taken part in the regional environmental management project “ECOPROFIT” for the fourth time and has thus achieved its third recertification . As part of this project, GARANT worked with ÖKOPROFIT consultants to perform a status check and collect relevant environmental data. Using the results as a basis, measures were developed for corporate environmental protection and employee healthcare.

During the fourth certification process, greater focus was placed on the subject of electric mobility. The measures implemented include expanding the charging infrastructure to include 14 electric vehicle charging points at the new site. Further action was taken to continue electrifying the vehicle fleet. New electric pool vehicles, a new electric company car and an electric transporter were added to the fleet, while one diesel vehicle was removed. Furthermore, the time of the certification process was shaped by the Covid-19 pandemic. The company therefore began giving employees the chance to receive annual Covid-19 and flu vaccinations at workplace.



Honoured engagement since 2011

We have been involved in the ECOPROFIT project for corporate environmental protection since as early as 2011. As part of this engagement, we have already implemented a number of ecological and social measures. What exactly have we achieved?

This is outlined in our **Environment timeline** on page 21.

Outlook: Systematic environmental management in accordance with the international ISO 14001 standard

Through the ECOPROFIT project, GARANT has been familiar with the methods and measures of corporate environmental management for over a decade. In 2024, GARANT intends to professionalize and standardize its existing activities in environment management by obtaining certification in accordance with the international ISO 14001 standard. In this regard, we have already started establishing an environment management system.

**This guideline is currently being expanded into a comprehensive environmental policy.*



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A location that is close to nature

During our relocation to our new building in Lengerich’s business park in 2019, full consideration was given to the building’s energy efficiency and the technology used was exceptionally efficient (see environmental aspect “[Energy](#)” on page 25).

Also at the request of our employees, GARANT introduced a new sustainable focus area of building management: Measures that bring our site closer to nature and increase biodiversity on the premises. Working in collaboration with the regional nature conservation association “Arbeitsgemeinschaft für Naturschutz Tecklenburger Land e.V.” (ANTL), GARANT has developed a concept of measures to promote biodiversity on the company’s premises. The cooperation with ANTL was one of the excellent proposals submitted for the 2022 sustainability ideas contest (see also “[Employee involvement](#)” on page 38) and was able to be implemented in the very same year.

The first few measures have already been implemented on the site. In spring 2023, an orchard containing 32 fruit trees was planted around the building. In late summer, this was followed by a perennial bed and a Mediterranean herb garden. The Implementation of the biodiversity concept will continue in 2024. Further planting of hedges and bushes and wildflower meadows will then follow.

Implementation of this biodiversity concept on our company premises provides native insects and species with a natural habitat. In the future, the fruit trees will also supply our employees with fresh and exceptionally local fruit.

Water

GARANT’s business activities consume very little water. Nevertheless, we still evaluate the water consumption at our site on a regular basis and keep consumption levels to a minimum given water’s status as a very relevant environmental factor due to increasing water shortages and droughts.

The increase to our water consumption in 2022 can be attributed to the regular watering of newly planted trees on our property. As a result of the implementation of our extensive biodiversity concept, our water consumption is expected to increase again next year due to additional trees and planting. For this reason, we aim to examine the extent to which rainwater can be stored on the site and used for irrigation in 2024.

Water indicators

	2021	2022
Fresh water consumption in m ³	695	1,421
Wastewater discharged in m ³	695	1,421
Fresh water consumption in m ³ /employee	4.3	7.6





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Social

» We are helping to build a better life for everyone. To this end, we promote equal opportunities, especially in education. As a reliable employer, we are a valuable part of society at our sites.«

At GARANT, it's all about the people. For us, respectful cooperation and responsible interaction with all employees and colleagues form the basis of our corporate culture. Furthermore, as part of the WINDMÖLLER & HÖLSCHER Group, we are firmly rooted in Lengerich and its region. We see ourselves and GARANT as part of this community and are therefore eager to actively participate in our region. As such, the Social field of action did not need to be redefined under the umbrella of sustainability – employee responsibility, social commitment and carefully cultivated relationships with customers and business partners have been the foundation and integral part of our day-to-day business from the very beginning. In this action area, particular focus is placed on promoting equal opportunities and diversity in the workforce, recognizing our responsibility as an employer, and playing an active role in the region.



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Field of action: Equal opportunities

»We are committed to providing equal opportunities for everyone, and improving their quality of life.«

Fair treatment of all employees regardless of their age, gender, origin, disabilities, religion, beliefs or other personal qualities forms the basis of our relationships at work. Furthermore, no distinction is drawn between employees with a permanent contract and employees from temporary employment agencies. As a mechanical engineering company, the proportion of female employees at our company is low for historic and social reasons. This makes it all the more important for us to actively welcome and promote diversity in our company and to give all employees the same opportunities.

Flexible working hours and remote work

During the day-to-day working life, we want to grant our employees the greatest possible degree of flexibility. In this way, we aim to facilitate and encourage various forms of personal and family circumstances. After office workers temporarily worked from home during the Covid-19 pandemic in 2020, remote working was incorporated into an official internal works agreement in June 2022. Since then, employees have been able to work remotely from a flexible location up to three days a week – if sensible and feasible. At the start of 2023, another works agreement was established to increase the flexibility of working hours. Traditional core working hours were scrapped and replaced by basic and functional working

hours. Flexible time regulations also apply in the commercial sector if the specific areas of activity allow. Furthermore, employees are able to request an individual part-time model; so far, these requests have always been approved within a few days.

Reconciling of long-term care and work

The demographic transition not only results in corporate challenges, such as a skills shortage and the risk of losing knowledge; in an aging society, reconciling work life with the private caring for family members also becomes increasingly important. GARANT would therefore like to actively support employees who take on this additional and important task.

To this end, a GARANT employee underwent external training to become a qualified occupational care guidance counselor in 2021. She now acts as an internal contact for all questions related to caring responsibilities for family members. As a care guidance counselor, she is able to provide quick and competent support and put employees in touch with external advisory services if necessary.

In 2022, GARANT also became one of the first companies in the federal state of North Rhine-Westphalia to sign the charter on the reconciliation of work and care. This charter is part of the state-wide



TOP EMPLOYER IN THE DISTRICT OF STEINFURT

In the Family-Friendly category

Since 2021, GARANT has had the honor of being named “Top Employer in the District of Steinfurt” in the Family-Friendly category. Particular emphasis was placed on GARANT being a very health-conscious company that facilitates the reconciliation of long-term care and work and has a support fund for employees to use in an event of a personal emergency. GARANT also addresses caring responsibilities and work-life balance through flexible working hours and models.



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"Reconciliation of Work & Care" program, which was initiated by the state of North Rhine-Westphalia in 2022 and which we have been involved in ever since. By signing this charter, GARANT has committed itself to improving conditions for employees with caring responsibilities in the company. In addition to appointing an occupational care guidance counselor, we increased the flexibility of our working hours in 2023. As previously mentioned, we also offer our employees the opportunity of flexible working time models.

Education, professional development and training

Professional development and knowledge management are pioneering and crucial for an innovation-oriented company like GARANT. At GARANT, professional development is primarily provided by the WINDMÖLLER & HÖLSCHER Academy. The W&H Academy is a company of the W&H Group that deals exclusively with training and professional development within the WINDMÖLLER & HÖLSCHER Group and therefore bundles all activities related to the topic of "education". The Academy distinguishes between three target groups: Customers, employees and apprentices. Employees benefit from a wide array of professional development options that take place face-to-face or online on the digital "W&H Learn" platform. Here, employees are able to access the W&H training catalog at any time and get an overview of courses offered by internal and external coaches. In addition to in-house training at the W&H Academy, GARANT explicitly supports and promotes external training courses.

In 2022, GARANT began developing and standardizing training management. The goal of the new training management system is to standardize in-house training on technical topics and enhance training courses for customers and external partners. To facilitate this, six employees at GARANT are currently being trained as technical coaches. In future, the trained coaches will act as knowledge multipliers and teach colleagues technical content using standardized training courses. The aim of this approach is to keep promoting the strong technical skills of our service engineers and employees and optimizing the quality of our customer trainings. The development of a



Diversity indicators

Employees by gender	2021	2022
Total number of employees	161	187
Male employees	126	145
Female employees	35	42

Employees by age	2021	2022
Total number of employees	161	187
< 19 years	0	0
19-29 years	25	35
30-39 years	43	49
40-49 years	38	43
50-59 years	41	48
> 60 years	14	12



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training management also plays into the aspect of knowledge management as we are able to document technical knowledge in form of training documents and videos and maintain it over the long term.

GARANT supports the W&H Academy's education processes. Apprentices are trained in the W&H Academy on a cross-company basis. Some apprentices from the W&H Academy can complete their 3rd year of apprenticeships at GARANT. The interests and concerns of apprentices in the W&H Group are represented by a separate youth and apprentice representative.

Professional development indicators

	2020	2021	2022
Investment in professional development	24,271 €	33,217 €	81,575 €

Professional development courses completed at the W&H Academy by GARANT employees in 2022

	2022
Trainings completed	95
Training course participants	175
Hours of participation	1,047
Number of online training courses completed	1,397

Student theses indicators

	2022
Number of student theses completed	7
Retention rate	86 %



"Right at the beginning, I felt very welcome thanks to the collegial and relaxed atmosphere. Due to the appreciation of my work, the creative freedom and the trust shown, it was quickly clear - I want to stay here!"

- Alina, Assistant Marketing and Product Management; Alina joined the GARANT team in 2022, having previously successfully completed her bachelor thesis at GARANT.

Student theses at GARANT

Since 2021, GARANT has regularly offered vacancies for Bachelor and Master students to write their theses at our company. After completing an internship during which the young people get to know the company and processes and define the details of their projects, the students realize it and finish their theses. A win-win situation for both sides: GARANT is able to appoint young, motivated students to look at innovative issues – which would otherwise take up a lot of time during day-to-day work – and shed light on projects from both an academic and practical perspective. In turn, students gain valuable practical experience in an internationally operating company and write an academic thesis with practical relevance. The first thesis written in cooperation with our company were submitted in 2022. A large proportion of the participating students to date have been successfully employed at GARANT after submitting their theses.



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Field of action: Good employer

»As a growing and attractive employer, we meet the need for employment that's meaningful and fairly compensated.«

The wellbeing and happiness of our employees is particularly important to us. They are the driving force behind our company's success. As a medium-sized organization, we have always cultivated a culture in which the health, safety and wellbeing of our employees are given high priority.

Representation of interests, fair pay and social security

We want to offer our employees secure jobs that are fairly paid. Salaries are determined exclusively by the field of activity and the qualification of the person employed. When it comes to its contractual arrangements, GARANT is not bound to any collective models, but uses Windmüller & Hölscher KG's in-house collective agreement as a guideline. With this approach, we aim to safeguard fair working conditions and fair remuneration. The interests of our employees are represented by a works council.

We also actively support the social security of our employees with a range of measures. These include offers such as contributions to capital formation and a company pension scheme. For unexpected financial emergencies such as an accident, care for a family member or high illness-related costs, we are also able to access the W&H support fund, which is a confidential and unbureaucratic resource for employees in financial emergencies.

Employee satisfaction indicator

	2020	2021	2022
Fluctuation rate	0.69 %	0.00 %	1.08 %



A TOTAL OF 39 EXCELLENT IDEAS WERE SUBMITTED BY EMPLOYEES IN A SUSTAINABILITY IDEAS CONTEST IN 2022

Employee participation

GARANT places a great deal of emphasis on employees' initiative. Innovative spirit, ideas and suggestions are strongly encouraged and required during day-to-day work. Outside of their own area of work, employees can participate in change processes via an in-house suggestion scheme. In 2022, an additional ideas contest was held for the field of sustainability. As part of this, GARANT employees could name their ideas for sustainability projects and proposals for improvements. A total of 39 excellent proposals were submitted. All ideas were awarded an apple tree seedling in spring 2023.



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Occupational health management

The “Occupational Health Management” working group actively looks after employees’ health within the company. What started with running groups and a hotpot day at the former company site in 2015 has gradually evolved into a diverse bundle of measures that provides GARANT employees with new and ongoing offers all year round.

The area of occupational health management was strategically restructured in 2023 and a seven-pillar-model was developed. From now on, health promotion is being structured, managed and implemented using the model as a basis.



Das **GARANT**-Gesundheitsmanagement

HEALTH PROMOTION

Mental health

- Occupational care guidance counselor
- Company addiction counselor
- External psychological advice
- Support fund

Physical health

- Vaccinations
- Subsidized massages at workplace
- Support with quitting smoking
- Preventive measures like health checks
- Company doctor & Health manager

Sport, exercise & balance

- Grant for gym memberships
- Bike Leasing
- Free swimming passes for regional public baths
- Sporting activities and events

Nutrition

- Free organic fruits
- Free water
- In-house canteen

Health competence

- Specialist talks
- First aid courses
- Health information from Occupational Health Management

Good health at workplace

- Grants for vehicle safety training
- Insoles for work shoes
- Adapted hearing protection
- Grants for glasses for computer work
- Ergonomics at workplace

Employee wellbeing

- Anniversary contributions
- Special leave
- Purchases with discounts
- Periods of leave for childcare or long-term care
- Health management action days



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New measures by the Occupational Health Management in 2022/23:

- **GARANT fleece jacket: Healthcare campaign in fall 2022**

Last year, there was no question that GARANT would follow the German government’s calls and do anything possible to help save natural gas during energy crisis. The effects were felt physically by all employees at GARANT: much cooler offices and production halls. As not to ignore the wellbeing of our employees, the occupational health management team provided everyone with a GARANT fleece jacket in fall 2022.

- **External psychological advice for employees**

The relevance of psychological stress and mental illness is on the rise both on a professional and private level. In 2023, GARANT therefore signed a cooperation agreement with a professional social worker who is on hand to assist GARANT employees with personal problems, crises and issues. All advisory sessions are of course completely confidential. GARANT covers the costs for this source of support on an anonymous basis.

- **Specialist talks by external experts**

In 2023, the occupational health management launched another format aimed at promoting and expanding employees’ health skills. Twice a year, specialist talks are held by external experts, that employees can attend on a voluntary basis. In 2023, talks were held on the important topics of “Mental health and wellbeing at work” and “Patient decrees, power of attorney and testaments”.

- **Company addiction counselor training**

In 2023, a colleague from occupational health management completed a training to become a company addiction counsellor. A company addiction counsellor serves as a guide who can provide support for acute or long-term issues in this environment. She is now available to all employees as a confidential and competent contact person for questions and concerns relating to addiction.



Das **GARANT**-Gesundheitsmanagement



Field of action: Community engagement

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»We consider ourselves part of society and we actively promote social life, voluntary work and education and qualifications outside our company.«

In light of our company's history, we are firmly rooted in the city of Lengerich and the surrounding region. For us, social and regional commitment has therefore always been held in very high regard. As a successful company, we would like to make a positive contribution to society and our region.

Donations

We support a wide range of charitable organizations and projects working in the fields of healthcare, education, social equality and environmental protection through financial donations.

In addition to financial donations, in 2022 we donated cardboard boxes to the social services of the city of Osnabrück for their "Wohnen ist Würde" (Living with Dignity) campaign day. This special event took place on 5 November 2022 on the cathedral square to launch the emergency winter relief program for homeless people in Osnabrück. The project raised awareness of the fact that living conditions for homeless people intensify and become more difficult at the start of the winter season. As part of the campaign, a symbolic house made of cardboard boxes was built on the cathedral square arranged with demands and hopes related to the housing shortage and homelessness (see image). In parallel to this, visitors had the chance to speak to homeless people and staff from Osnabrücker Wohnungslosenhilfe (Osnabrück Homeless Support).



Supporting voluntary work of employees

We have lots of engaged employees at GARANT who voluntarily spend their free time working on social and ecological projects. GARANT has been supporting its employees' impressive efforts for a number of years with monetary donations to reflect the managing directors' appreciation and respect and to provide the projects with financial support. Each year, one employee's voluntary project is selected as a beneficiary.

Regional engagement

Wherever possible, we seek to establish local business relationships and use regional suppliers to strengthen the local and regional economy. Furthermore, we take part in regional dialogues and networks such as the ECOPROFIT Club in the district of Steinfurt, which we joined in 2012 and where we discuss topics relating to corporate environmental protection.



For us, regional responsibility also means looking at the activities on our site and considering their local effects. By planting an orchard, a perennial bed and other measures planned to be implemented in 2024 to promote biodiversity at our premises, we are contributing to creating a near-natural environment in Lengerich's business park and providing insects and other species with a place to live on our site (see "A location that is close to nature" on page 32).



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„Gemeinsam mit Gemeinsinn“: Together with a sense of community

This year, GARANT celebrated its 50th anniversary under the motto “GEMEINSAM MIT GEMEINSINN”. The motto can be translated as "Together with a sense of community" or "United by a common purpose".

As part of the anniversary weekend in September 2023, the entire GARANT team committed itself to regional nature conservation. Following the motto “together with a sense of community”, GARANT hat a clear goal: to do good for the region and strengthen team spirit at the same time.

More than 200 GARANT employees took part in four different projects. Trees were planted, nesting boxes were built, a piece of high moor was cultivated, and a diverse orchard was planted.

This day of action – which was dedicated completely to the topics of sustainability and environmental protection – underscored our deep connection to the region. A further aim of the day was to raise employee awareness of sustainability and emphasize the relevance of sustainability within GARANT. Cooperation with regional partners for each of the four actions generated benefits for everyone involved. The day of action ended with anniversary celebrations at the GARANT Technikum.

Our action day projects at a glance

Action I: We plant 500 trees

Working with the Landschaftsverband Westfalen-Lippe (LWL) and the responsible forest ranger, GARANT identified an area of forest that was in urgent need of help. On the day of action, 250 stalk oaks and 250 douglasia were planted, and a wise and a horde gate was built. We also set up a control fence and wildlife fence. A total of about 70 people were on assignment.

Action II: Nesting boxes for the region

With the support of the regional nature conservation association Arbeitsgemeinschaft für Naturschutz Tecklenburger Land e.V. (ANTL), a total of 300 nesting boxes were built for tit birds, bats and starlings. Three teams of around 30 people were involved.





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Action III: Out on the moors

Around 80 employees removed birch and rotten trees from the Recker Moor and transported them away in order to protect this unique habitat. This work was particularly strenuous and required a lot of effort from the staff. However, everyone left feeling proud of their achievements.

Action IV: A scattered orchard for the region

In direct proximity to the GARANT, an orchard was created containing heritage varieties of apple as part of the Münsterland park landscape. Approximately 30 people planted 30 apple trees to protect regional diversity. This campaign was carried out in cooperation with the city of Lengerich and the nature conservation association ANTL e.V..

A successful conclusion to a weekend of celebrations: GARANT Family & Friends Day

The anniversary weekend continued on Sunday, September 3, 2023. All employees together with their families and friends were invited to attend the GARANT Family & Friends Day on our site in Lengerich. All our guests enjoyed a diverse program of events and the chance to take a glimpse behind the scenes at GARANT. A particular highlight was the GARANT Rally, where visitors were invited to find out more about different areas at ten different stations and take part in special hands-on activities. In the best of weather, everyone had a lot of fun.





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Governance

» We are committed to value-based governance. Trust, openness and optimism shape our actions. Long-term thinking and honest, open communication are important to us. Compliance with legal requirements is the basis of our business ethics.«

Compliance with legal and internal regulations forms the fundamental basis for the existence and success of our company. The behavior of each and every employee shapes relationships within the company, our perception by business partners, and our long-term reputation. Legally compliant conduct forms the essential foundation for this.

In the past, particular focus was placed on environmental projects and social aspects when it came to sustainability-related activities. Now, corporate governance has been identified as a new, important area of action for sustainability management and incorporated into our sustainability strategy. Of course, compliance and legal conformity have always been the basis and a fundamental pre-requisite of our business activity. The intention behind the integrated management of ESG action areas is to establish a holistic approach to sustainability management and enable us to adapt to the new challenges that we face as a commercial enterprise and member of society; these are challenges that we intend to address actively.



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Field of action: Transparency

»We regularly report our progress on sustainability to our stakeholders. We base our results on measurable and comparable KPIs where possible.«

Since we introduced sustainability management in April 2023, expanding our sustainability-related communications has been a clear focus for the second half of the year. We have spent this time developing a range of internal and external communication formats. These include a sustainability management page on the internal company network, content for the GARANT homepage and W&H's in-house magazine "FÜR DICH", and this sustainability report. During this process, we are constantly striving to create transparent sustainability-related communication that is based on KPIs wherever possible.

The Greenovation logo: Communications with a recognition factor



Since all of GARANT's sustainability activities are embedded in the WINDMÖLLER & HÖLSCHER Group's sustainability strategy, we use the Greenovation logo to communicate our sustainability activities. The W&H Group has been using this logo for its sustainability-related communications since 2010. With the professionalisation of the sustainability activities of W&H in 2021/22, the Greenovation logo was revised and adapted to the broader understanding of sustainability by using of three colors that reflect the fields of action ESG.

Sustainable networking and dialogue

GARANT is actively involved in regional and inter-regional experience exchanges in an effort to speak to other companies about sustainability issues and activities. For example, we have been a

member of the Steinfurt district's ECOPROFIT Club since 2012.

In the years of 2022/23, we also performed our first materiality analysis for sustainability management. To this end, we assessed our impacts on the environment and society as well as the opportunities and risks upcoming from sustainability matters. We conducted interviews to incorporate the expectations of external stakeholders into this process. Over the next months, we will expand and further professionalize our dialogue with external stakeholders by conducting a materiality analysis for the entire W&H Group.

At a glance Our sustainability-related communications

TARGET GROUP	MEDIA & CHANNELS
Customers	Sustainability report
	Trade fairs and events
	Contacts in the sales team GARANT homepage
Employees	Internal company network
	Employee magazine „FÜR DICH“ Sustainability report
Local community & the Public	Regional events and networks
	GARANT homepage
	Sustainability report



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Field of action: Business ethics

»We act legally at all times. Moreover, we are a reliable and honest partner for customers and service providers, and our word can be relied upon.«

GARANT and the entire Windmüller & Hölscher Group have high standards for our company and employees when it comes to legally compliant and responsible conduct as the basis to our long-term success. Compliance with rules and regulations and a high level of tolerance and respect when dealing with colleagues, business partners and all other stakeholders remain our goal and demand without exception. We do not accept any compromises in this regard.

W&H Declaration of Principles and introduction of a whistleblower platform

To communicate our own values to customers and suppliers and to safeguard compliance both internal and in our upstream and downstream supply chains, the W&H Compliance and Risk Management team is currently working on a Declaration of Principles. In this statement, the Group will outline its stance on human rights, labor standards, environmental protection and the fight against corruption.

To complement preventive measures to preclude breaches of law, we have established a web-based whistleblower platform. The aim of this platform is to cover the requirements of the Whistleblower Protection Act and the Supply Chain Due Diligence Act, and to help anonymous whistleblowers to confidentially report potential deficiencies. As a result, we are able to quickly identify areas where action is required and resolve any issues.

Implementation of new data protection requirements

The high standards for compliance with legislation and the promotion of integrity across the entire company are also reflected in our handling of personal data.

GARANT is constantly striving to implement the requirements of the EU's General Data Protection Regulation (GDPR) and other applicable data protection regulations.

In 2018, we appointed an internal data protection officer, thereby restructuring the data protection organization. The data protection officer reports directly to the managing directors and is a member of the parent company Windmüller & Hölscher's IT security and data protection steering committee, which regularly meets to discuss all topics relevant to IT security and data protection.

A separate data protection page has been set up on the Intranet to share important information with employees. Employees receive regular training on current requirements and threats related to data protection and data security. New recruits automatically receive a prompt to take part in data protection training. In spring 2023, an updated version of the mandatory data protection training was made available to all employees on the W&H LEARN training portal.





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Focus on export control

In times of geopolitical and geo-ecological change, foreign trade legislation is more important than ever before. European policy-makers are increasingly striving to use foreign trade legislation to resolve or curb geopolitical and geo-ecological problems. A wide variety of instruments are available here in the form of economic sanctions, export controls, bans and restrictions, but also preferential access and free trade agreements.

Given the advanced internationalization of value chains, every single company that trades internationally is now affected by export control regulations and is therefore required to check what it is supplying, who it is supplying to, where it is delivering to and the purpose of its supply.

GARANT is eager to avoid any form of conduct that could endanger our international business relationships – including our international relations within the W&H Group – or the foreign and security interests of the Federal Republic of Germany. A key component of GARANT's corporate policy is compliance with national and international foreign trade legislation in our global business activities.

Every single employee is personally responsible for their own conduct in their area of responsibility. As a result of this, all employees are obligated to familiarize themselves and adhere to any applicable legislation and regulations. Illegal behavior is not tolerated. Staff at management level – particularly the managing directors – accept an increased level of liability in the form of selection, control and organization duties.

In order to meet the ever-rising requirements for foreign trade, the role of export control officer was established in 2019. The export control officer reports directly to the managing director responsible for exports. Their central duty is to check, organize and ensure the permissibility of export business transactions under foreign trade legislation. The role of export control officer is cross-divisional and cross-functional and involves the power to issue instructions.

Material Compliance

In light of increasing requirements, the introduction of a material compliance management system has been another focus areas in the field of business ethics and compliance in the reporting period.

To begin with, the organizational foundations required for this system were established. Through the introduction of a new role with responsibility for material compliance, the topic is now covered by a dedicated person at GARANT, enabling legal requirements to be carefully dealt during day-to-day operations. The new person responsible for this issue now deals with all regulatory requirements that apply to the materials that go into our machines and products. These stipulations include bans and regulations placed on products, substances or mixtures that are classed as hazardous to health or the environment.

To enable us to systematically deal with regulatory, ecological and health-related risks posed by these substances, a cross-company working group began to introduce a material compliance management system within the W&H Group in 2022. The management system was successfully implemented in 2023. As such, a group-wide standard is now in place for the handling of substances of concern; this system enables us to continuously check and uphold legal certainty.

Our regulatory work is now focusing on continuing to expand and improve our database, increasing the sharing of information along supply chains, and continuously improving and enhancing our implemented material compliance system. With the help of substitution checks and the resulting alternatives for hazardous substances, we are helping to increase the sustainability of our products and our activities in the field of healthcare and environmental protection.



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Handling of risks in supply chains

Another particular focus area during the 2022/2023 period under review was the implementation of the German Act on Corporate Due Diligence Obligations in Supply Chains. As a company who is aware of its responsibility, we acknowledge our obligation to ensure that our suppliers uphold human rights, protect the environment, adhere to social standards and therefore meet the requirements that arise from the German Act on Corporate Due Diligence Obligations in Supply Chains. For this purpose, 2023 saw preparations being made for an extensive risk analysis that will incorporate all direct suppliers. The next objective is to identify risks and develop any preventive and corrective measures needed. We will continue to pursue and expand this analysis consistently in 2024.



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About this report

This report is the first sustainability report prepared by Garant Maschinenhandel GmbH. The document contains excerpts from the group-wide “Sustainability Report – 2023 Update” prepared and published by Windmüller & Hölscher KG. The overarching W&H Sustainability Report is based on internationally recognized reporting standards, including the Global Reporting Initiative (GRI) standard and the German Sustainability Code (Deutscher Nachhaltigkeitskodex – DNK). This GARANT Maschinenhandel GmbH Sustainability Report depicts GARANT’s sustainability management and sustainability-related activities in a separate report.

In view of the changes to European legislation, our report is taking this informal format on a transitional basis. We are using this transitional period to prepare for legally compliant sustainability reporting within the group in accordance with the Corporate Sustainability Reporting Directive (CSRD).

Reporting period

This 2022/23 Sustainability Report contains details on our sustainability-related activities from the 2022 financial year and the ongoing 2023 financial year.

Editorial deadline: September 30, 2023