



# SUSTAINABILITY REPORT 2023



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# FOREWORD

**Dear readers,**

With our passion for rubber, we create innovative solutions for a sustainable world. As a family company, we grow by creating added value for our customers in a spirit of trust and cooperation.

We strive to find the best solutions for our customers' needs, making them successful and satisfied.

As a company, we embrace social and ecological responsibility and contribute to the improvement of daily life. We are committed to diversity and equal opportunity and foster our employees based on their strengths.

With the help of our **integrated management system**, we systematically develop and optimize environmental protection, occupational health and safety, sustainability and energy efficiency.

For more than 30 years, Gummiwerk KRAIBURG has been certified according to the quality standard ISO 9001, since 2002 according to the environmental standard ISO 14001 and since 2013 according to the energy standard ISO 50001. Compliance with these standards is audited annually by accredited auditors and recertified every three years.

In 2023, our sustainability management was certified for the first time by EcoVadis and our occupational health and safety management in accordance with DIN ISO 45001. We received the EcoVadis silver certification. We see this as confirmation of our long-standing efforts to continuously expand our management systems.

We adhere strictly to all legal requirements that apply to us and expect the same from our suppliers and contractors with regard to their legal conformity.



**Dr. Darijo Mijolović**  
CEO



**Thomas Brandl**  
Sustainability Manager

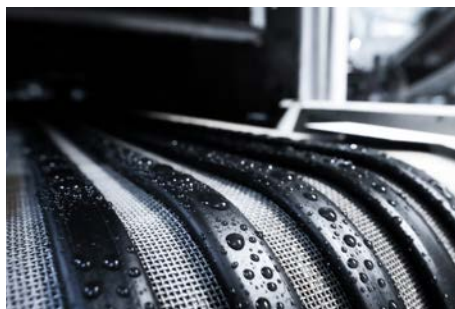
# COMPANY PROFILE



## GUMMIWERK KRAIBURG GMBH & CO. KG

Gummiwerk KRAIBURG GmbH & Co. KG is a leading manufacturer of rubber and silicone compounds. At our headquarters in Waldkraiburg (Germany), we develop and manufacture customized solutions to meet the demands of today and tomorrow. Our forward-looking approach combines tradition, partnership and innovation.

We address a wide range of applications in 12 different industries such as energy supply, construction industry, food industry, chemical industry, mobility and medical technology. Gummiwerk KRAIBURG compounds are characterized by consistently high quality, performance and reliability. We offer a portfolio of over 100,000 recipes, with around 3,500 different recipes produced in series every year.



# THE KRAIBURG GROUP

The origins of today's KRAIBURG Group can be traced back to the founding of Gummiwerk KRAIBURG in Waldkraiburg (Germany) in 1947. The KRAIBURG Group, which has been organized as a holding company since 2005 and as KRAIBURG Holding SE & Co. KG since 2022, is still entirely family-owned. Both the headquarters of KRAIBURG Holding and Gummiwerk KRAIBURG are located in Waldkraiburg. In the course of the group's long history, the business with elastic materials has been continuously expanded, companies have been acquired and the growing organization has been restructured time and again.

Today, KRAIBURG Holding comprises nine strategic business areas in the field of elastic materials, employing around 2,500 people and generated sales of approximately € 663 million in 2023. The companies of KRAIBURG Holding position themselves as specialists and competence leaders in their respective markets.

The nine strategic business areas, known as divisions, cover applications such as rubber compounds for technical parts and tires, TPE compounds as well as finished products made from recycled rubber for agriculture, sport, rail and construction. In addition, specialty products such as EPDM granules, PUR finished parts and rollers are manufactured and sold. For more information on the KRAIBURG group, please visit: [www.kraiburg.com](http://www.kraiburg.com)

# THE THREE PILLARS OF SUSTAINABILITY

For us at Gummiwerk KRAIBURG, it is crucial to integrate the three pillars of sustainability – ecology, economy and social responsibility – into our business practices in a balanced way. We believe that a sustainable company must be successful not only economically, but also socially and ecologically.

We are aware that although these three pillars of sustainability are closely linked, they often compete with each other. Therefore, our goal is to assess, consider and strive for a balanced harmony among all three aspects in our daily business practices.

For us, environmental sustainability means minimizing our environmental impact and working to conserve natural resources. We are committed to reducing emissions, using renewable energy and optimizing our production processes to minimize our ecological footprint.

In our corporate activities, we believe it is essential for us to contribute to a more just society. We provide fair working conditions and prioritize the health and safety of our employees. We comply with the United Nations Universal Declaration of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the provisions of Section 2, Paragraph 2, No. 1–12, of the LkSG (Lieferkettensorgfaltspflichtengesetz), Act of Corporate Due Diligence Obligations in Supply Chains. We expect the same from our business partners.

Through our commitment to all three pillars of sustainability, Gummiwerk KRAIBURG makes a significant contribution to sustainable development in line with the United Nations Sustainable Development Goals.

To express our commitment and our responsibility, we have developed the following symbol:



Gummiwerk KRAIBURG: **We care.**



# GOALS FOR SUSTAINABLE DEVELOPMENT

The United Nations' Sustainable Development Goals (SDGs) provide the global framework for sustainable development. Published in 2015 as part of the 2030 Agenda, they comprise 17 overarching goals with 169 sub-goals that address social, economic and environmental challenges. All sectors of society, including companies, are called upon to contribute to the achievement of the SDGs.



At Gummiwerk KRAIBURG, we align our actions with the 17 Sustainable Development Goals of the United Nations. We have identified the SDGs that are most relevant to our company in order to derive concrete measures.



## GOOD HEALTH AND WELL-BEING

Gummiwerk KRAIBURG implements a certified occupational safety management system, including emergency management, as well as a health management system. In cooperation with the company physician, additional preventive medical check-ups are offered. Furthermore, every employee has the access to a confidential, external social counseling service.



## GENDER EQUALITY

Positions at Gummiwerk KRAIBURG are filled on the basis of qualifications rather than gender. The company subsidizes childcare for employees' children and promotes a better work-life balance through flexible working hours.

7 AFFORDABLE AND  
CLEAN ENERGY



### AFFORDABLE AND CLEAN ENERGY

Since 2015, we have been producing environmentally friendly and therefore sustainable energy using photovoltaics, with continuous capacity expansion. A combined heat and power plant has been in operation since 2014. Our high-bay warehouse and production halls are cooled using highly efficient and environmentally friendly groundwater cooling.

9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



### INDUSTRY, INNOVATION AND INFRASTRUCTURE

As a leading specialist in rubber and silicone compounds, Gummiwerk KRAIBURG relies on its innovation strategy to ensure long-term success.

10 REDUCED  
INEQUALITIES



### REDUCED INEQUALITIES

In line with our values, we expect KRAIBURG employees to treat people with respect and integrity. We do not tolerate discrimination based on ethnic background, gender, religion or belief, disability, age or sexual identity. KRAIBURG is committed to a globally open, inclusive and tolerant corporate culture.

11 SUSTAINABLE CITIES  
AND COMMUNITIES



### SUSTAINABLE CITIES AND COMMUNITIES

Gummiwerk KRAIBURG is involved in a wide range of initiatives in the town of Waldkraiburg, the surrounding communities and the district of Mühldorf am Inn.

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



### RESPONSIBLE CONSUMPTION AND PRODUCTION

In our production processes, we focus on specification-compliant and high quality to conserve resources and avoid waste. Our products enable a long product life cycle, to reduce material consumption in the long term. We strive to recycle any rubber residue that cannot be reused in a second life cycle.

13 CLIMATE  
ACTION



### CLIMATE ACTION

Gummiwerk KRAIBURG is committed to reducing its greenhouse gas emissions in the long term. In addition to energy-saving initiatives, the renewable energy sources are being expanded.



# ECOLOGY



We consider it as our responsibility to use natural resources for our production processes, products and services as sparingly as possible. Therefore, ecological sustainability is deeply integrated in the business activities of Gummiwerk KRAIBURG. Through consistent optimization efforts, we achieve a continuous reduction in the consumption of energy and raw materials, both in the manufacture of our products and in the redesign and in the modernization of our buildings and machinery.

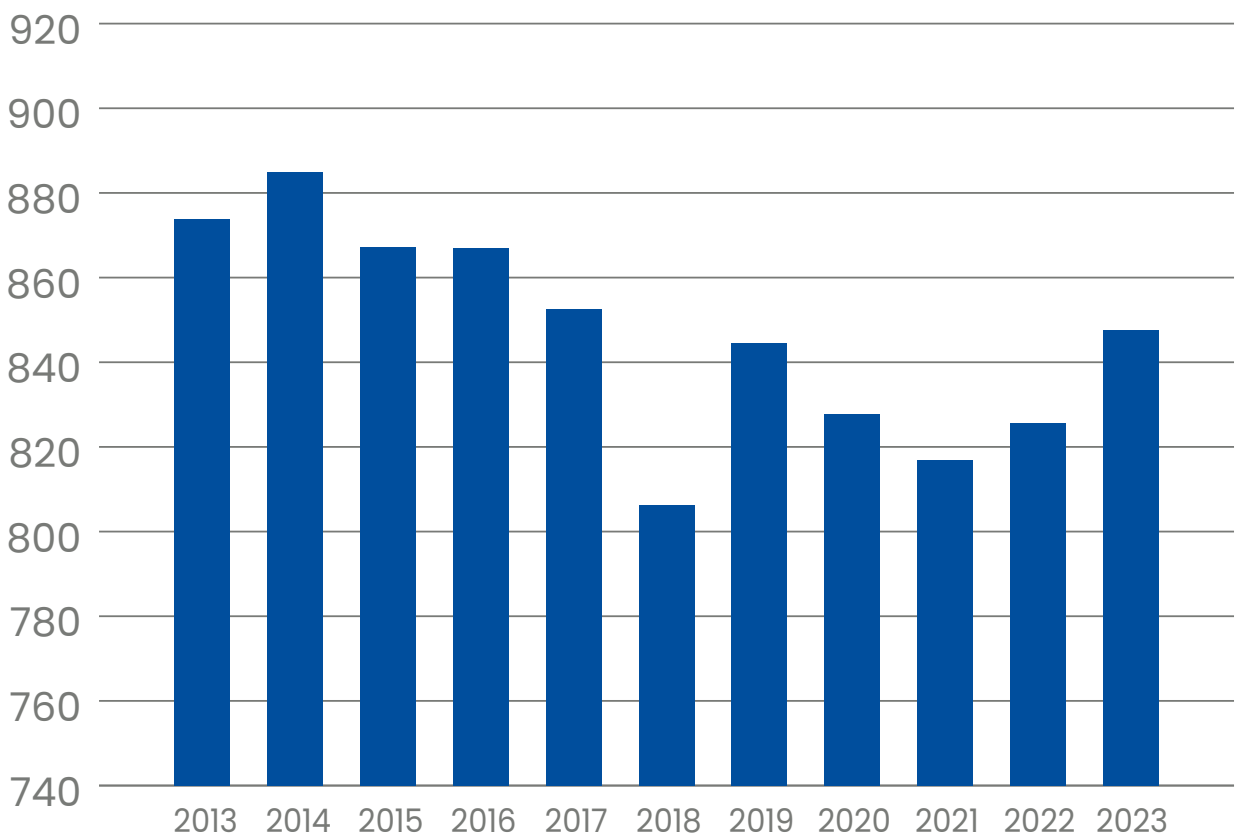




## ENERGY CONSUMPTION

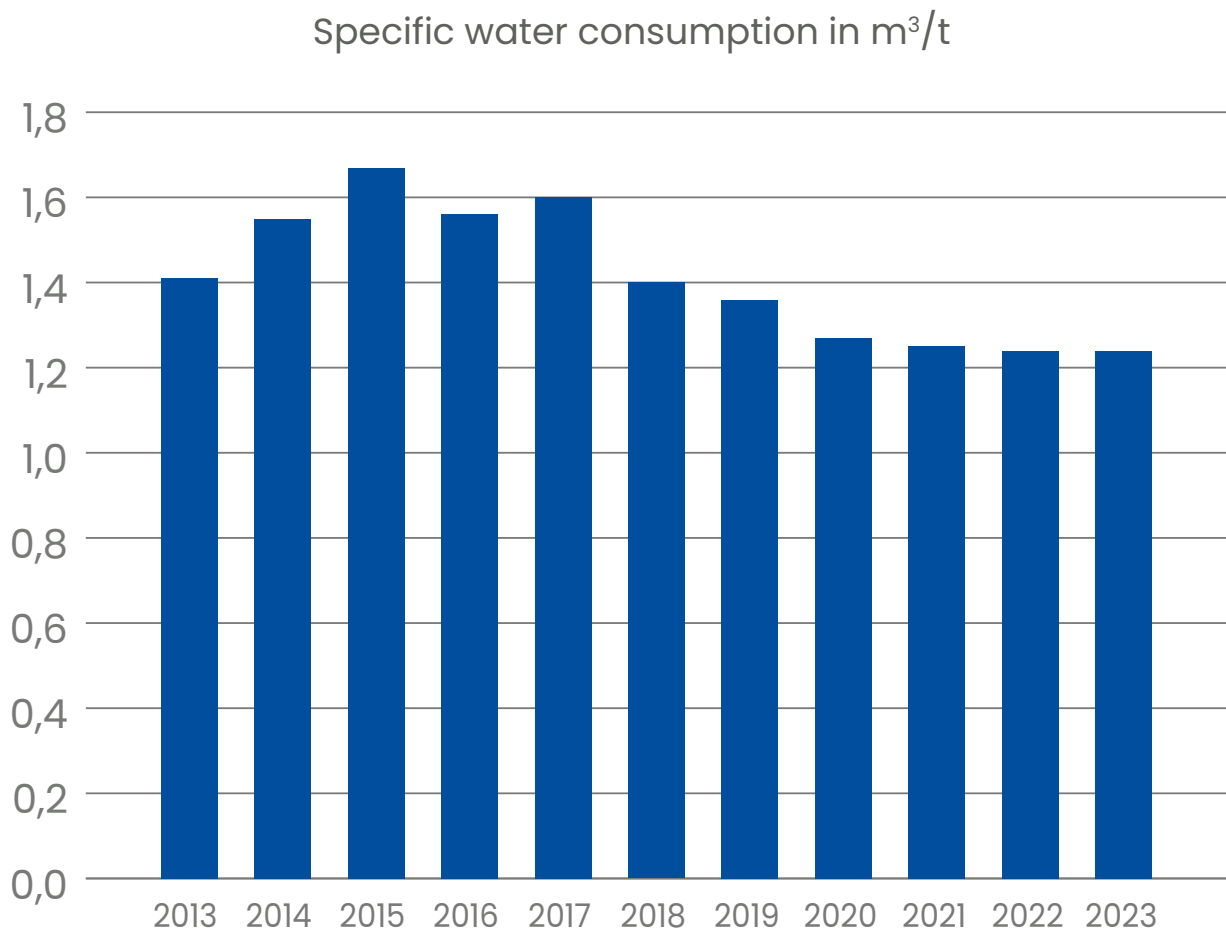
For years, we have been carrying out energy optimizations throughout our entire operational infrastructure. By operating the combined heat and power plant and photovoltaic systems, by using of groundwater for cooling and numerous other energy saving measures, we have continuously reduced the specific energy consumption per tonne of rubber compound sold.

Specific energy consumption in kWh/t



## WATER CONSUMPTION

Reducing our water consumption is another strategic goal, which has been successfully achieved since 2015. Despite changing climatic conditions, our water consumption has remained stable over the past four years.

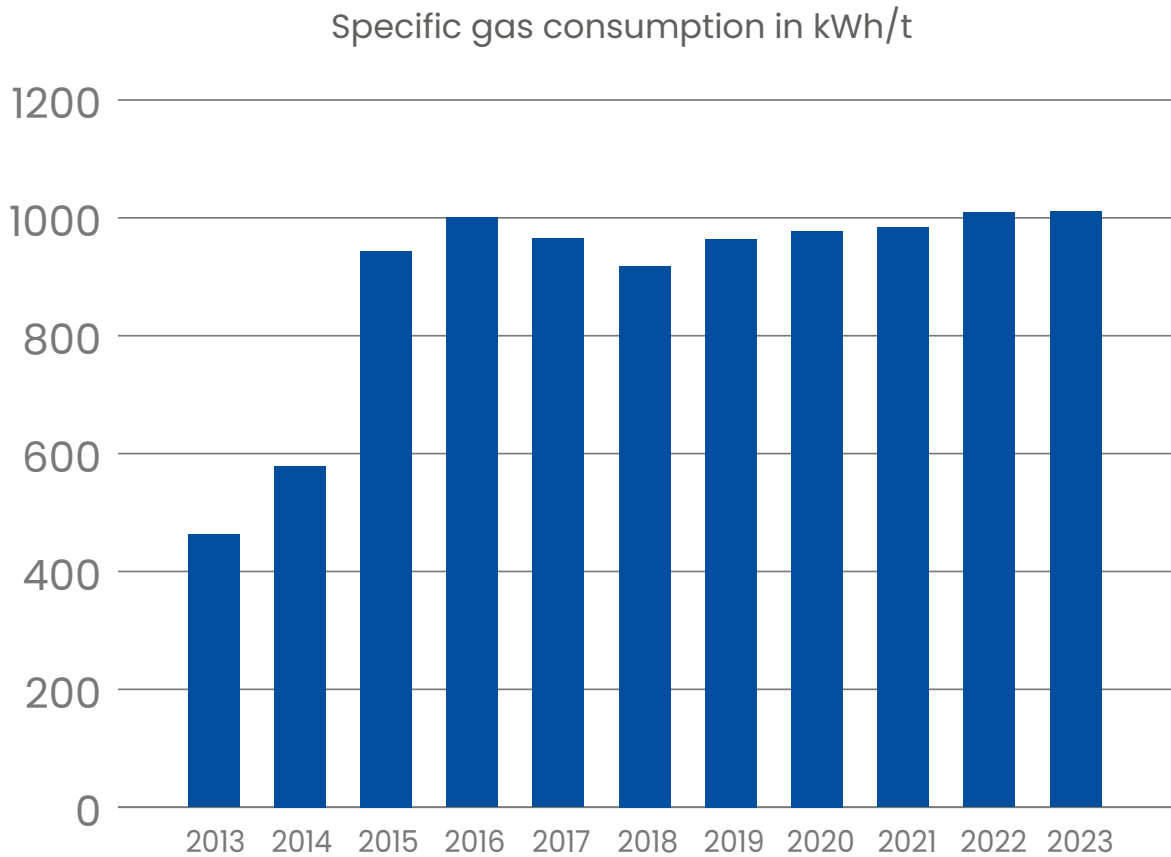






## GAS CONSUMPTION

After 2014, specific gas consumption increased significantly due to the installation of the combined heat and power plant. At the same time, the consumption of externally purchased energy has been significantly reduced as a result.



## EMISSIONS/INDIRECT DISCHARGE

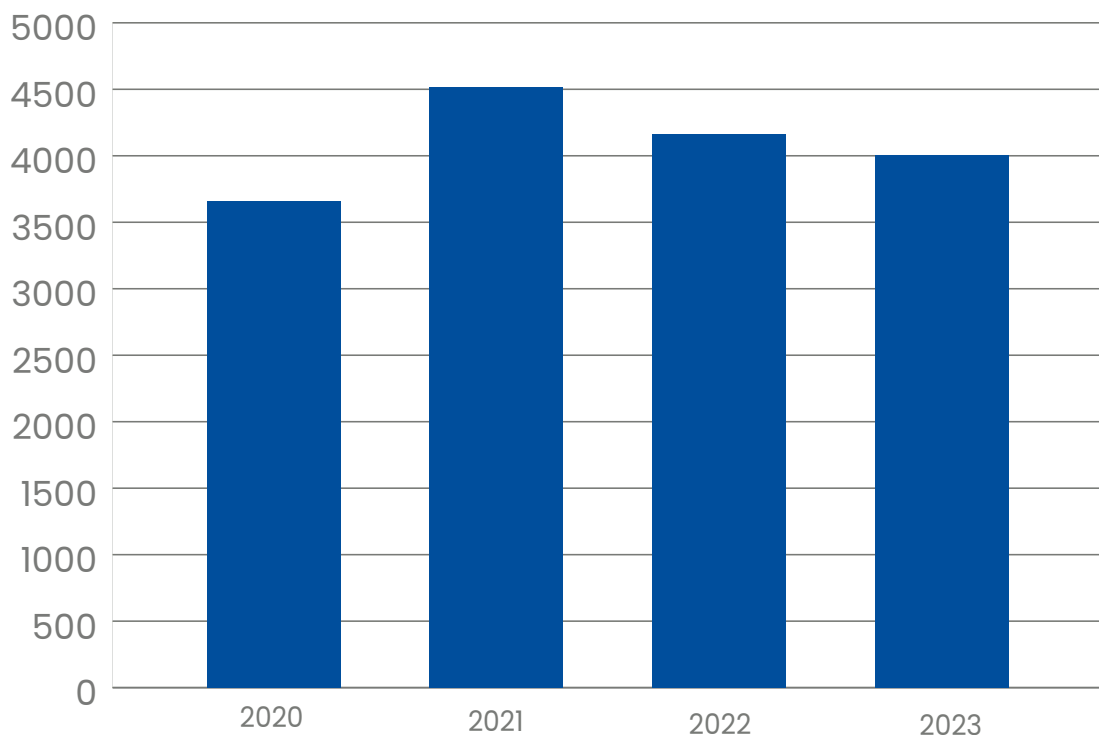
We monitor and adhere to the applicable limit values of the Technical Instructions on Air Quality Control (TA Luft) at our emission points. Our air conditioning systems are regularly checked for leaks by a specialist company. We have complied with the limit values set by the local drainage ordinances for the discharge of our industrial wastewater into the municipal sewer for years.

## GREENHOUSE GAS EMISSIONS

The electricity we purchase has a renewable energy share of around 59%. Overall, we are committed to reaching potential reductions in greenhouse gas emissions in the coming years.

To determine the company's annual greenhouse gas emissions, we use the Greenhouse Gas Protocol, which covers all Scope 1 and 2 emissions. However, a calculation of Scope 3 emissions is not currently feasible due to insufficient data.

Development of the Corporate Carbon Footprint in t CO<sub>2</sub> e



Emissions in t CO <sub>2</sub> e	2020	2021	2022	2023
Scope 1 - Direct emissions	2.393	2.775	2.703	2.377
Scope 1.1 - Combustion processes of stationary facilities	2.124	2.512	2.423	2.154
Scope 1.3 - Volatile gases	8	1	24	14
Scope 1.4 - Processes	16	17	17	17
Scope 2 - Indirect emissions from purchased power				
Scope 2.1 (market based)	1.263	1.745	1.461	1.627
<b>CFF (Scope 1 + 2)</b>	<b>3656</b>	<b>4519</b>	<b>4165</b>	<b>4004</b>



### FIRE AND EXPLOSION PROTECTION, CRISIS MANAGEMENT

Our internal fire and explosion prevention officers work closely with all managers and operators to ensure a high level of preventive fire and explosion protection.



To protect ourselves from fire hazards, regular firefighting training sessions are carried out for all Gummiwerk KRAIBURG employees. In the event of an emergency, the fire safety officer is supported by eight fire safety assistants. Trained emergency managers and company paramedics are available during all shifts.

A crisis management system was introduced in 2015. Regular crisis team meetings and crisis exercises help to derive and implement improvement measures.



## HAZARDOUS SUBSTANCES

Based on our internal hazardous substances policy, we have been ensuring since 2013 that no new hazardous raw materials (e.g. carcinogenic, mutagenic or toxic substances) are introduced. Fulfilling our legal obligations, we evaluate whether potentially hazardous raw materials can be substituted. We implement raw material substitutions in consultation with our customers.



## THE SHIPPING OF DANGEROUS GOODS AND HAZARDOUS SUBSTANCES

With our dedicated staff, we organize the transportation of dangerous goods and hazardous substances. We achieve a high level of transport safety through careful selection of our carriers, proper packaging, labeling, preparation of accompanying documents and securing the load.



## ENVIRONMENTAL INCIDENTS

Plant managers and internal operators work closely with environmental management to analyze environmental risks and incidents. Measures are defined and implemented promptly, with a focus on sustainable effectiveness.

We ensure that no substances enter the ground or the company's waterways. Leak detection is facilitated by containment basins. Any spills are dealt with immediately.

In 2023, there were three incidents: In all three cases, small quantities of raw materials were released into closed areas. The released substances were quickly absorbed and disposed of properly. There were no fire incidents in 2023.



## REUSABLE MATERIALS, RECYCLING AND WASTE

We follow the waste hierarchy according to the Waste Act:

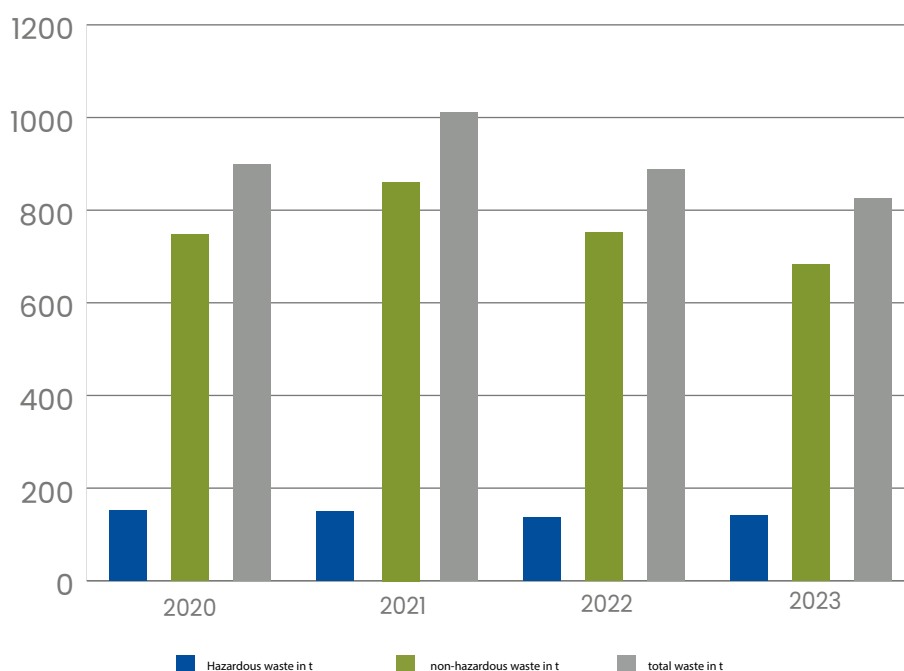
- Avoiding before
- Preparation for reuse before
- Recycling before
- Other utilization or backfilling before
- Disposal

We use reusable packaging such as grid boxes and Euro pallets. Packaging materials such as cardboard boxes, film and wooden pallets are largely recycled or prepared for reuse. Our separate collection rate was 91% in 2023.

In our production processes, we focus on compliance with specifications and high quality to conserve resources and avoid waste. Nevertheless, production-related waste is inevitably generated. Further waste is generated due to internal closures or external complaints. In these cases, we also apply the logic of the waste hierarchy. With external partners, we successfully implement downcycling or recycling. If such use is not feasible, we send the remaining quantities for thermal recycling.

Waste volumes per year	2020	2021	2022	2023
Hazardous waste in t	153	150	137	142
Non-hazardous waste in t	747	862	752	683
Total waste in t	900	1012	889	825

Development of waste inevitably in t

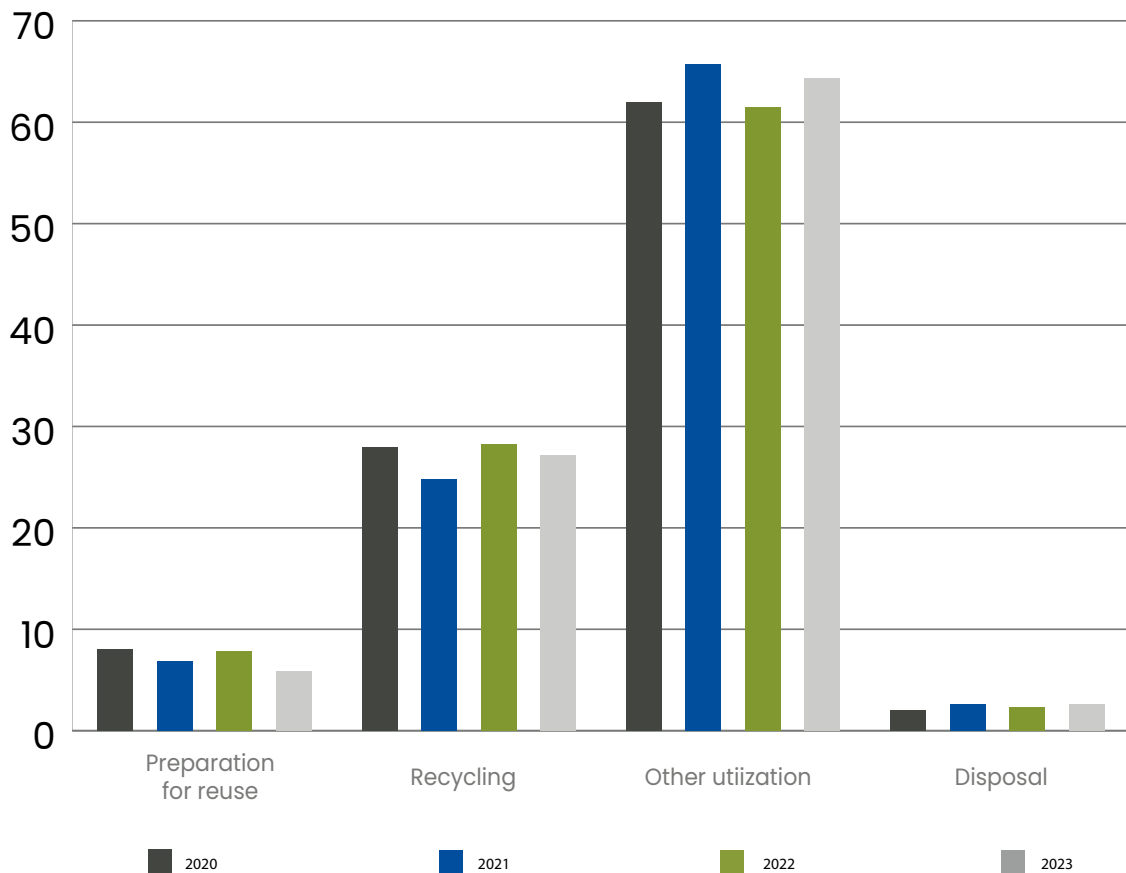


We are constantly working to minimize the amount of waste. In 2023 we achieved significant successes compared to the previous year.

In addition to reducing waste the corresponding disposal method is also crucial. Our goal is to maximize the percentage of waste is recycled.

Disposal types in percent	2020	2021	2022	2023
Preparation for reuse	8%	7%	8%	6%
Recycling	28%	25%	28%	27%
Othe utilization	62%	66%	62%	64%
Disposal	2%	3%	2%	3%

Types of disposal





# ECONOMY



As a company, we acknowledge our responsibility to our customers and to society. We are therefore committed to fair competition and to preventing corruption and bribery. Our business processes and decisions are guided by strict ethical standards and strictly comply with applicable laws and regulations. We strive to conduct our business relationships in a transparent and ethical manner to earn and maintain the trust of our customers and partners.



## ANTITRUST LAW

We believe that competition and a free market economy are essential elements of a free society. Their safeguarding and protection of these interests is a top priority for KRAIBURG.

We comply with the applicable European and international competition and antitrust laws and expect our business partners to do the same.

Regular internal training ensures compliance with current antitrust regulations.



## PROTECTION AGAINST CORRUPTION AND BRIBERY

All Gummiwerk KRAIBURG employees undergo regular training on their legal obligations to prevent corruption, bribery and corruptibility.

Offering, promising or granting an undue advantage (bribery) is strictly prohibited, especially to public officials and those with special public function.





# SOCIAL



As a company, we are responsible for the well-being of our employees. We are committed to protecting labor rights and ensuring a safe and healthy working environment. Equality of opportunity and respect for human rights are fundamental principles that we actively promote. Moreover, we engage in social projects and support local initiatives to fulfill our responsibility as a member of society.



## OCCUPATIONAL HEALTH AND SAFETY

Our aim is to identify, prevent or minimize potential hazards and health risks as early as possible.

Plant managers and internal operators, together with safety specialists, implement measures promptly and ensure their long-term effectiveness.

In 2023, there were ten reportable workplace accidents. This is two fewer reportable accidents at work than in the previous year. Measures were implemented to prevent accidents at work and thus promote the safety culture in our company. The thousand-man rate in 2023 was 26 and the LTIR 49.

There are designated noise zones in the production area where the sound pressure level exceeds 85 dB(A). A noise reduction program is in place for these areas and the noise limits are adhered to the site boundaries. In 2023, we were certified in accordance with ISO 45001 for Occupational Health and Safety Management.

Our internal health management is constantly being expanded. Besides offering up to two company bicycles per employee, we are increasingly offering courses such as yoga, back health, massages and smoking cessation. Moreover free fruits are provided once a week.

Gummiwerk KRAIBURG values work-life balance, so employees have access to flexible working hours and remote work. The company also subsidizes childcare fees and makes an annual contribution to the company pension scheme to help build up a retirement fund.



## EQUALITY AND RESPECTFUL TREATMENT

All employees are encouraged to treat others with respect and integrity. Our managers in particular serve as role models in this regard.

Discrimination on the basis of ethnic origin, gender, religion or belief, disability, age or sexual or political orientation will not be tolerated.

We are committed to an inclusive and tolerant culture.



Indicator	2022 Value	2023 Value
Employees (total)	421	420
Number of apprentices	28	28
Proportion of women in total workforce	19%	19%
Proportion of trainees in the total workforce	7%	7%

Reference date: end of December 2023



## HUMAN RIGHTS

Recognizing human rights, compliance and the environment with regard to the entire value chain has always been standard practice for us, also with a focus on the Supply Chain Duty of Care Act.



We oppose forced or child labor. The employment of children of school age or under the age of 15 is prohibited unless the respective national legislation requires a higher age limit.

Persons under the age of 18 may not carry out dangerous work without supervision and may not work at night.

Furthermore, remuneration and other benefits must not fall below the legal minimums and all other labor laws, such as maximum working hours, must be observed.

As part of our Group-wide compliance initiatives, we have implemented a digital blowing system at Gummiwerk KRAIBURG. This system enables employees and external persons to report violations of legal regulations anonymously. We take all reports seriously and investigate them thoroughly in order to safeguard the integrity of our company.



## SOCIAL COMMITMENT

Our historical ties are inextricably linked to the growth of our Bavarian home town of Waldkraiburg. We support local initiatives, activities and institutions in the town and surrounding communities.

In 2023, Gummiwerk KRAIBURG, along with 11 other companies from the region, was honored at a cooperation event by Familienpakt Bayern, a network with 1,400 member companies that is committed to improving the compatibility of family and career.

Being part of this initiative by the Bavarian state government, fills us with pride. For over 75 years, Gummiwerk KRAIBURG has devoted itself to the well-being of its employees and their families by continuously expanding its range of family-friendly initiatives.

## PROSPECTS

Ecological, economic and social performance, coupled with legal compliance, have been essential to Gummiwerk KRAIBURG for years, leading to positive results in 2023. This positive trend is to be continued in 2024, with a focus on accident prevention, increasing health indicators, reducing waste rates and specific energy consumption and securing our long-term energy supply.



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