

SUSTAINABILITY

REPORT 2022



PLANET



PEOPLE



PARTNERSHIP

BÖLLHOFF

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 Unless expressly stated otherwise, all figures and information in this report refer to:

- the Böllhoff Group locations in Germany, the USA, Brazil, China, France, India and Austria
- Gillis Aerospace and SNEP SA, acquired in 2021 and 2022 respectively
- associated companies Kaiser Spezialartikel GmbH and Verbindungselemente Engel GmbH



Long-term thinking in uncertain times

GRI #102 14



Ladies and Gentlemen, Friends and Partners,

Our family-run company, now in fourth-generation ownership, has been in business for over 145 years. Consequently, long-term thinking – a generational approach – runs deep at Böllhoff and shapes our values, our culture and our targets.

The year 2022 demonstrated once again that a long-term strategy and a focus on sustainability are vital, especially in uncertain times.





While 2020 and 2021 were dominated by the COVID-19 pandemic, 2022 was shaped by the war in Ukraine and its repercussions. The conflict's consequences have been and remain visible and tangible to us all in many different areas of our lives. People have fled the war and its impacts and rely on our support. Divisions have arisen in parts of the global community. And, as a consequence of it all, the energy markets have become extremely volatile, leading to concerns in the autumn of 2022 about whether Germany's gas reserves would see us through the winter. While these are just a few examples, they demonstrate how important it is to take bold, meaningful action.

We have succeeded in meeting many of these challenges with our Sustainability Strategy, which comprises three pillars: **Planet, People** and **Partnership**. Our energy management system has enabled us to work purposefully in identifying potential ways to make swift, significant energy savings (Planet). However, it is only by working together with our employees that we can leverage this potential (People) and make our contribution to society as a company. Our employees have also shown immense dedication in providing aid for Ukraine (Partnership).



We are constantly striving to improve as a company and provide greater transparency, including in our sustainability reporting. Transparency about where we are today. Transparency about what we already do well. And, undoubtedly the most decisive aspect: transparency about where we can go further and make our sustainability activities even better.

In this report, we outline our sustainability activities in 2022 and take you – our employees, customers, suppliers and business partners – with us on our journey to a more sustainable future. Let's continue to apply our passion for successful joining!

The Board of Management in July 2023



Michael W. Böllhoff



Wilhelm A. Böllhoff



Dr Cathrin Wesch-Potente



Dr Jens Bunte



Böllhoff: the company

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Our aim:

Creating successful connections

The Böllhoff Group is your partner for 360° joining technology with assembly and logistics solutions – worldwide. As a family-owned company, we have been standing for long-term success through innovative capacity and local presence since 1877. We know the specific needs of our customers from all industries and support them in enabling successful connections.

More than 3,300 employees continuously shape the future of joining technology – both at our headquarters in Bielefeld, Germany, and in our subsidiaries around the world. In 2022, we achieved sales of around 783 million euros.

Our product range extends from standard screws according to DIN and ISO specifications to special fasteners like HELICOIL® thread inserts and assembly systems. A wide range of services related to joining technology complete our portfolio, from connection testing in our accredited laboratory to application-related customer advice and cost-effective delivery of fasteners.

Böllhoff is now in the fourth generation of family ownership. The Board of Management is composed of managing partners Wilhelm A. Böllhoff and Michael W. Böllhoff, together with Dr Cathrin Wesch-Potente and Dr Jens Bunte.



Organisational profile

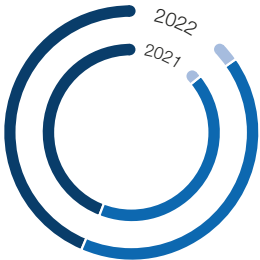
GRI #102 2, 4 The technologies and services of the Böllhoff Group centre around connecting and joining modern materials, cost-effective procurement, stocking and delivery of fasteners, and reducing assembly times and costs. Today, we are focused on providing customers with an extensive range of fasteners, supporting them throughout the entire value chain, optimising processes and reducing costs. We therefore offer our customers a comprehensive portfolio of joining technologies, from practical advice on innovative fasteners and corresponding assembly systems to cost-effective delivery solutions. As a strategic partner, we strive to create added value for our customers and thereby strengthen their competitive position. We apply this holistic approach throughout our company through our promise of 360° joining technology.

Our national and international clientèle includes manufacturers and suppliers in the automotive and aerospace industries along with a host of other industrial companies – including in the mechanical and plant engineering industry, the sheet metal and plastics processing industry and the electronics industry. Our network of 45 locations in 25 countries gives us access to all key markets. We have a total of 14 production sites in Brazil, China, Germany, France, the United Kingdom, India, Italy, Austria and the USA.

Customers by industry **GRI #102 6**

Sales in 2021 and 2022, broken down by customer industry:

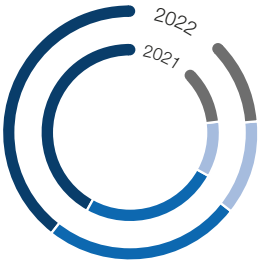
	2022		2021	
	T €	%	T €	%
■ Automotive	391,922	50.1	340,685	50.7
■ Industry	369,406	47.2	320,746	47.8
■ Aerospace	21,338	2.7	9,794	1.5
	782,666	100.0	671,225	100.00



Markets served **GRI #102 6**

Sales in 2021 and 2022, broken down by region:

	2022		2021	
	T €	%	T €	%
■ Germany	353,009	45.1	322,411	48.0
■ Europe without Germany	225,352	28.8	194,251	28.9
■ Americas	108,349	13.8	76,772	11.5
■ Asia	95,956	12.3	77,791	11.6
	782,666	100.0	671,225	100.0



Key figures at a glance

Böllhoff Group worldwide

GRI #102.7

 **45**
locations

 **25**
countries

 **14**
production sites

Production of over
18,000,000
fasteners per day

 **€783 million**
sales

Over
 **3,300**
employees

OUR VISION:

Passion for successful joining. ■

Corporate governance

Our passion for successful joining expresses the standards that we set ourselves in what we do and how we work together. We create added value for our customers with our broad portfolio of innovative products, assembly and logistics solutions and additional services related to joining technology, and we do it with real passion and enthusiasm. As a family-owned company, we focus on people. People form the foundation for our success both now and in future, through their own connections within and outside the company.



Ethics and integrity **GRI #102 16**

Our values

Independent family enterprise

We are a fourth-generation family-run business. We are therefore free in our decisions and act independently.

Sustainable orientation

Our company's development focuses on the long term. This makes us a reliable partner for our customers, suppliers and staff.

Good corporate citizen

We consider ourselves part of the local community and act accordingly, demonstrating social and environmental responsibility. We use the resources available to us with care.

Our culture

Our corporate culture is based on the three pillars of courage, fairness and trust.

Courage

We have the confidence to take pioneering decisions and calculated risks. This is how we ensure that we are constantly evolving.

Fairness

Cooperative and respectful togetherness is what sets us apart.

Trust

Only in an environment of mutual trust can we master challenges together and develop ourselves further with enthusiasm.





Compliance and transparency

GRI #205 2 #412 2 Company-wide specifications and rules underpin the day-to-day activities of all Böllhoff Group employees. After all, we can only be a reliable partner for our customers if we act in accordance with the law and any regulations, and demonstrate full transparency towards our customers, suppliers and other stakeholders. This principle is an intrinsic part of the sustainable approach embedded within our corporate values.

We record all of our rules in our Compliance Policy, which is binding for employees in all locations. Every employee receives regular training to make sure that the policy is observed throughout the company. Our Compliance Policy is also covered in the induction programme for new employees, so this important knowledge is imparted early on in the onboarding process. The policy is also available in several languages on our intranet, so it can

be consulted at any time. Our compliance system is designed to ensure that rules and regulations are observed at all times and thus provide protection for our employees, in a spirit of partnership.

Our compliance principles:

We respect human dignity and human rights.

We show respect and appreciation in our dealings with each other, both within the company and with our customers and business partners.

We comply with applicable laws and further-reaching internal rules.

We reject any form of corruption or bribery and uphold free competition.

We operate systematic risk management to ensure that we are a reliable partner for our stakeholders at all times.

We are constantly developing our internal compliance system and actively involve all employees in this process.



IT security at Böllhoff

GRI #418 1 In an increasingly networked world, the number of cyberattacks is on the rise. Maximum IT security is therefore an absolute must. Ensuring that intellectual property and confidential information are protected at all times is essential, regardless of whether it relates to confidential data from our business partners, personal data from our employees, or our own company data.

A large number of technical measures form the basis for IT security within the Böllhoff Group. These measures – including firewall and VPN systems, virus protection systems and data loss prevention solutions – guarantee a high standard of security in all digital business processes. We update and expand these technical precautions on an ongoing basis to address the ever-changing threat landscape.

Beside purely technical measures, it is just as important to get all employees engaged with the topic of IT security and train them accordingly. To this end, we provide various documents that apply throughout the company, including our IT security guidelines, in which we set out binding rules of conduct and provide a basic outline of data protection and information security. We also organise IT security training and security awareness training for all employees working in our offices. This means that our employees have a clear framework for action and are conscious of the need to handle digital information carefully in their everyday work. Going forward, we are keen to expand the number of training courses and gear the content even more closely to the daily work of our employees, including with tailored training courses for different areas of the company.

TISAX® certification

Our measures to achieve a high level of information security have yielded fruit, as evidenced by our successful application for TISAX® security accreditation. TISAX® (Trusted Information Security Assessment Exchange) is an inter-company assessment and exchange mechanism for information security in the automotive industry. Several companies in the Böllhoff Group underwent the accreditation process for the first time in the 2022 reporting year. We plan to secure accreditation for our other business segments in the years ahead.

The assessment was conducted by TÜV Rheinland i-sec GmbH. The outcomes of TISAX® assessments are not intended for public consumption and are therefore exclusively available via the ENX portal at <https://portal.enx.com>. You can access our assessment using the following details:

- TISAX® assessment scope: S3RT0H
- TISAX® Assessment ID: ATCKL4-1



Sustainability at Böllhoff

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Sustainability as our guiding compass

As a family-run company now in its fourth generation, we have always made long-term decisions and continue to be mindful of the effects of our actions on future generations. Taking a sustainable approach and acting responsibly are therefore firmly established in our corporate values. Ultimately, we see sustainability as a compass pointing the way to the best path towards a future worth living in – for generations to come.

Our goal and how we are making a difference

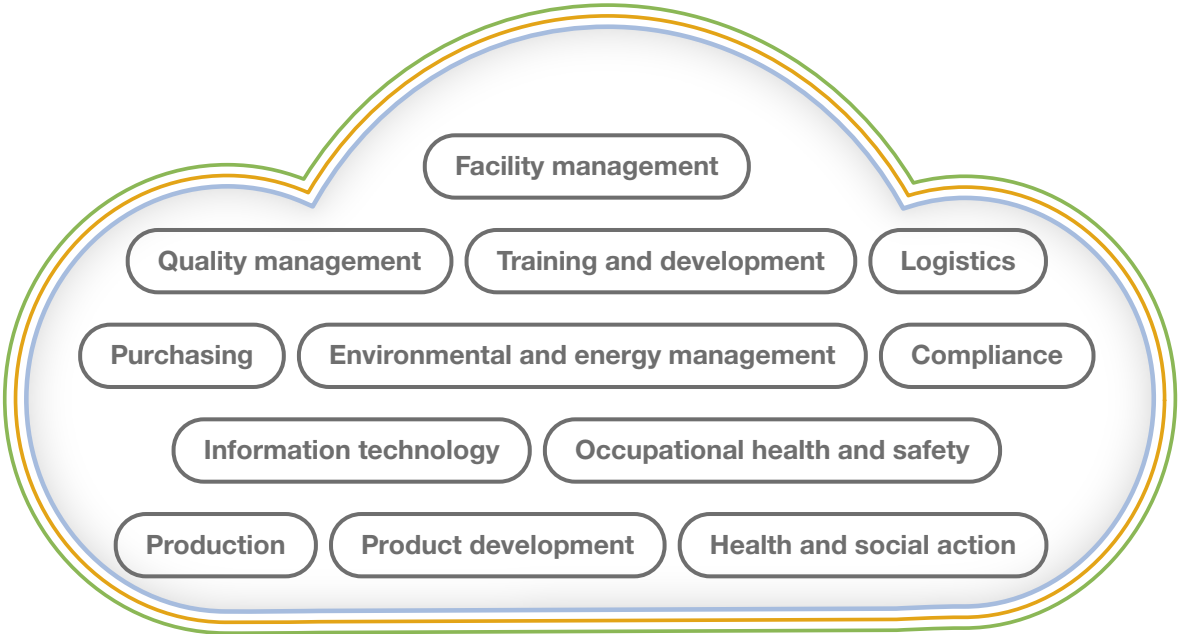
As a company, we are striving to achieve carbon neutrality in Scope 1 and 2 by 2030.

To ensure that this is backed up by a strong package of measures, we have made sustainability a focus topic in our Corporate Strategy 2024. Nevertheless, we see sustainability not just as acting in the interests of the environment, but also as a commitment to our employees and the society in which we live. With that in mind, we have divided our measures for greater sustainability into three fields of action: Planet, People and Partnership.

How we are implementing sustainability within the company

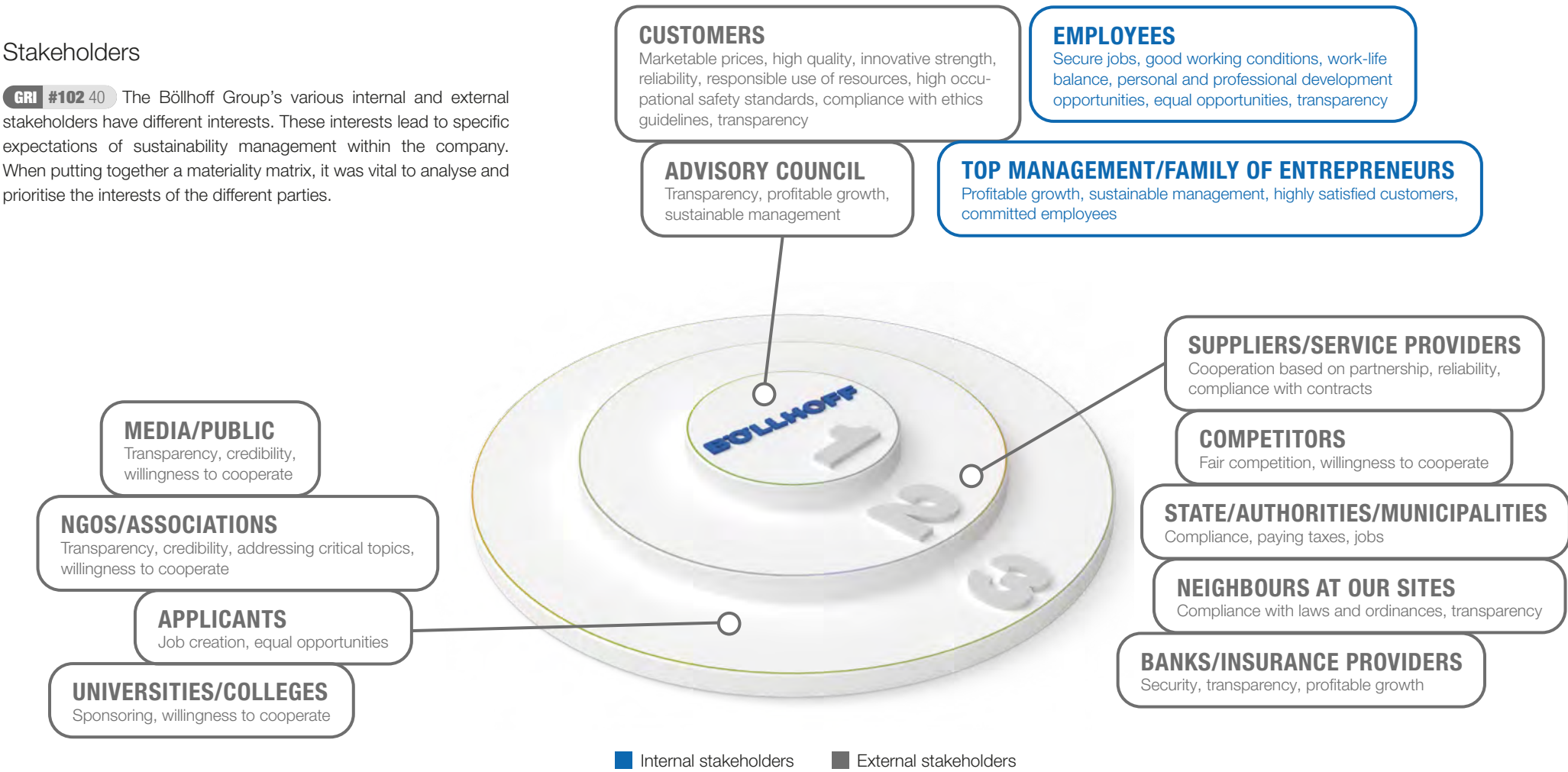
We take an interdisciplinary approach in order to foster sustainability within the company. Sustainability encompasses a range of issues that affect many different areas of the company, as shown in the diagram below. Each of these areas takes specific measures to make the company more sustainable, with the Corporate Quality Sustainability (CQS)

department as the central interface between them. This is where all the requirements and measures of the different areas come together and are woven into a coherent overall strategy. The CQS actively involves all departments in the development of the Sustainability Strategy.



Stakeholders

GRI #102 40 The Böllhoff Group's various internal and external stakeholders have different interests. These interests lead to specific expectations of sustainability management within the company. When putting together a materiality matrix, it was vital to analyse and prioritise the interests of the different parties.



Sustainability Strategy

As part of its strategy development process, the Böllhoff Group has defined three areas of activity in its Sustainability Strategy:

1. Planet

The Planet area of activity is divided into the three sub-areas of Energy and Emissions, Resource Efficiency and Sustainable Supply Chain. The primary focus is on our products and services that, for example, allow for lightweight construction, downsizing of components and material savings. At the same time, Planet is also about developing measures to ensure that our products can be manufactured more sustainably. In practice, these range from using renewable sources of energy to optimising processes in order to minimise wastage and waste.

2. People

Education and training, attractive employer (employer branding) and occupational health and safety are the key strategic focus topics in the People area of activity. The aim is to strengthen the well-being of our employees in the long term. We take a variety of approaches to achieve this, from training and development opportunities to promote individual skills to establishing comprehensive occupational safety measures and providing all employees with generous supplementary benefits.

3. Partnership

As a family-owned company that focuses on people, we are highly committed to social engagement, which is why we have our own foundations, make donations and personal commitments.

- Energy and emissions
- Resource efficiency
- Sustainable supply chain



- Education and training
- Attractive employer
- Health and safety



- Compliance and transparency
- Social engagement



How we are contributing to the Sustainable Development Goals

In 2015, the United Nations General Assembly adopted the 17 Sustainable Development Goals (SDGs). The SDGs are a central component of the 2030 Agenda for Sustainable Development and address the most urgent global sustainability challenges. We are committed to the SDGs and are keen to make our own contribution to the sustainable development of our world, especially through SDGs 3, 4, 5, 6, 7, 8, 12 and 13.



Analysis of material topics

GRI #102 42-44, 46, 47

The aim of the materiality analysis was to develop a sustainability management system for the Böllhoff Group. The Sustainability Strategy was first developed as a framework for material topics, divided into the three areas of activity: Planet, People and Partnership. The departments mentioned in the section ‘How we are implementing sustainability within the company’ were heavily involved in the strategy development process. An online survey and telephone interviews were carried out as part of research work to ensure that we were reflecting the requirements of our customers and internal requirements arising from the strategy as effectively as possible. The SDGs of the United Nations were first included in the review of the materiality matrix for the Sustainability Report 2021.



PLANET



- 1 Environmental and climate protection **SDG** 7, 11, 12, 13
- 2 Carbon neutrality **SDG** 7, 11, 12, 13
- 3 Innovative products and processes **SDG** 12, 13
- 4 Sustainable supply chain **SDG** 8, 12, 13
- 5 Production and logistics **SDG** 6, 12, 13
- 6 Renewable energies **SDG** 7, 13

PEOPLE



- 7 Education and training **SDG** 4, 7, 9, 13
- 8 Occupational health and safety **SDG** 3, 8
- 9 Attractive employer **SDG** 3, 7, 11, 13
- 10 Diversity **SDG** 5, 10

PARTNERSHIP



- 11 Compliance and transparency **SDG** 8, 9, 12
- 12 Social engagement **SDG** 1, 4, 5, 17

Non-priority topics

● ...



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PLANET

Material topics
and our goals

RENEWABLE ENERGY

- Expand self-generation of electricity by commissioning additional photovoltaic systems
- By 2024: Increase the share of self-generated energy within Germany to 20% of our total consumption
- Conduct a feasibility study for the construction of wind turbines at our German sites

SDG 7, 13

PRODUCTION AND LOGISTICS

- By 2024: Reduce CO₂ emissions in Scope 1 and 2 by 25% (compared with 2020)
- By 2030: Achieve carbon neutrality in Scope 1 and 2
- Conduct transparent measurement of indirect emissions in the upstream and downstream value chain (Scope 3)
- Participate in the Science Based Targets initiative (SBTi)

SDG 12, 13

SUSTAINABLE SUPPLY CHAIN

- Expand supplier management systems to take account of environmental and social risks
- By 2024: Assess all suppliers according to sustainability criteria

SDG 12, 13

INNOVATIVE PRODUCTS AND PROCESSES

- By 2024: Generate carbon footprints for high-runner products
- Improve the recycling potential of our packaging, such as by using reusable packaging and new materials

SDG 12, 13

ENVIRONMENTAL AND CLIMATE PROTECTION

- Initiate a transnational sustainability committee
- Establish an international sustainability management system

SDG 7, 11, 12, 13



Management approach

We see energy and environmental management as part of our integrated management system. The integrated management system also includes quality management and occupational safety management. The primary goal of all management systems is continuous improvement.

Our energy management system has had ISO 50001 certification for many years, while our environmental management system is accredited according to ISO 14001.* The aim of both systems is to systematically record and evaluate our resource flows and develop appropriate measures to continuously improve efficiency. In relation to climate and environmental protection, responsible use of all kinds of resources is our top priority.

Energy has become an even more important factor due to the volatility of the energy markets and rising fuel prices in the 2022 reporting year. With this in mind, process optimisations are especially crucial in energy-intensive areas of production in the Böllhoff Group. Clearly defined and ambitious savings targets, engaging members of management and ensuring intensive communication are also important. The same approach applies to our resource management. Having a clear overview of all consumers is an important step towards improved energy efficiency. Thanks to the ongoing expansion of our data collection processes, we are now able to precisely determine energy consumption across many of our production areas. Evaluating this data allows us to compare energy consumers based on various indicators and

enables us to identify specific areas with potential for optimisation. The Energy and Environmental Management division also carries out a number of projects to raise awareness of energy wastage within departments and encourage a reduction in energy consumption.

The importance of energy and resource efficiency needs to be internalised by all of the company's employees if we are to realise all theoretically possible savings. The Energy and Environmental Management Department has therefore been working since early 2015 to systematically scrutinise all working areas, train employees and identify areas of action for more efficient use of resources.

* An overview of all certifications is available on our website:



Innovative products and processes SDG 9, 12, 13

We create connections for a sustainable future. Our products and services are used in numerous sectors, where they help to conserve resources and reduce CO₂ emissions.

Sustainable connections for the latest applications and future industries

Persistent trends such as e-mobility and lightweight construction require suitable solutions in joining technology. Our products are already helping to reduce weight and cut emissions in many sectors – and create stable connections for future industries, such as renewable energy generation.

Joining multi-layer and hybrid connections in modern lightweight bodywork – with RIVSET® self-pierce rivets and RIVTAC® high-speed tack setting

Creating media-tight, load-bearing threads in the battery trays of electric cars – with RIVKLE® Seal Ring blind rivet nuts

Implementing high-strength threads in plastic EV charging plugs – with AMTEC® thread inserts

Strengthening threads in wind turbines, such as in generators – with HELICOIL® thread inserts

Producing resilient threads in thin-walled sheets for securing photovoltaic modules – with RIVKLE® blind rivet nuts



Focusing on optimisation potential in joining technology – taking sustainability to the next level

Sustainability is commonly associated with terms such as 'durable', 'environmentally friendly', 'resource-efficient' and 'reusable'. All of these properties also apply unreservedly to one of the most-used fasteners: the screw. Screws can be manufactured very cost-effectively using the cold forming process. This requires very little energy in the manufacturing process, while hardly any raw material is lost. Provided that the connection has been designed properly, a screw can be loosened and reused without any problem. This means that an assembly that has been fitted together can be detached and repaired or professionally recycled. The screw itself can simply be returned to the material cycle once it reaches the end of its useful life.

The basic properties of these tiny elements offer plenty of sustainability, while good connection design has additional potential. In practice, optimal fastening design presents further potential to improve sustainability.

Often, however, the capabilities of fasteners are not used efficiently enough. One reason for this is that technological developments are constantly throwing up new requirements for joining technology, and designers cannot possibly keep on top of them all.

This is where our application technology consulting service ECOTECH comes in. An experienced team of technicians and engineers advises and assists our customers with designing connections as efficiently as possible – and ultimately more sustainably. After all, functional optimisation often means that an equally strong connection can be achieved with fewer and smaller fasteners than before, thus using less material and fewer resources. Smaller component dimensions and lower weights can also be achieved in this way. It's a win for our customers and for the environment.



A better version of every process

SDG 12, 13



The Optimising Böllhoff System (OBS) is hugely important within our company in relation to sustainable and responsible use of resources. The basic idea behind the OBS is to create value without wastage.

The OBS aims to use process optimisations to ensure that all activities that are necessary for value creation are coordinated as effectively as possible and thus avoid superfluous activities (waste). This involves scrutinising and streamlining existing processes by examining them from two perspectives:

- From the point of view of the customer, whose requirements in terms of product availability, individuality, quality and pricing must be met as effectively as possible.
- From the point of view of our company, which must function profitably and keep on improving its competitiveness.

What does the OBS do?

The answer to this question lies in the four basic principles of the OBS:

- 1 Ensure customer satisfaction
- 2 Identify value stream
- 3 Eliminate waste
- 4 Establish a culture of continuous improvement

Example of a process optimisation achieved through the OBS: Automation of the packaging process at our production facility in Schörfling am Attersee

Before the optimisation, the packaging process at our injection moulding plant in Schörfling am Attersee in Austria primarily involved manual tasks. All manufactured parts were inserted directly into packaging units, with manual observation the only way to monitor the packaging fill level. Every time a box was overfilled, employees had to intervene manually. Consequently, employees were required to check the packaging process every 45 minutes to ensure it was running smoothly.

The process optimisation achieved by the OBS team implemented greater automation in the packaging process. A vibratory feeder now counts all cascading injection-moulded parts and automatically moves on to the next packaging unit. This avoids the risk of a box being overfilled, with no further need for manual intervention. Consequently, the monitoring interval has been extended to three hours – meaning that our machine setters at the site can focus on other, value-creating activities.

Before:



After:



Environmental and climate protection/carbon neutrality

SDG 7, 13

Climate change poses major challenges for the entire world population. The ongoing increase in the average global temperature can only be stopped if we all commit to make changes. Contributing towards environmental and climate protection and taking further steps towards carbon neutrality are part of our

corporate responsibilities. To achieve this, we endeavour to identify the footprint of any emissions that we cause directly or indirectly, identify areas of potential and introduce emission reduction measures.

Energy footprint 2021–2022 **GRI #302 1**

Region	Fuel Litres		Natural gas kWh		Heating oil Litres		Electricity kWh	
	2022	2021	2022	2021	2022	2021	2022	2021
Germany	460,601.9	369,323.0	7,865,529.0	10,118,885.0	3,868.7	5,350.0	16,168,737.1	16,227,817.0
Europe (without Germany)	315,180.0	293,795.0	5,908,615.0	5,883,431.0	320.6	1,798.9	13,954,744.2	14,558,818.0
North/South America	80,813.9	56,181.0	895,194.6	1,083,950.0	–	–	6,617,317.9	6,527,119.0
Asia	103,189.9	111,948.0	–	–	–	–	9,656,089.0	7,992,721.0
Total	959,785.8	831,247.0	14,669,338.6	17,086,266.0	4,189.3	7,148.9	46,396,888.2	45,306,475.0

Emissions 2021–2022 **GRI #305 1–3**

Region	Scope 1 Fuel t CO ₂ e		Scope 1 Natural gas t CO ₂ e		Scope 1 Fuel oil t CO ₂ e		Scope 2 Electricity t CO ₂ e	
	2022	2021	2022	2021	2022	2021	2022	2021
Germany	1,166.3	922.3	1,421.2	1,847.1	9.8	13.6	181.9	5,124.5
Europe (without Germany)	776.6	718.5	1,078.6	1,187.6	0.8	4.6	1,305.8	1,092.0
North/South America	187.1	145.9	168.5	197.9	0.0	0.0	1,107.9	1,028.3
Asia	209.8	266.8	0.0	0.0	0.0	0.0	6,702.4	5,498.1
Total	2,339.8	2,053.5	2,668.3	3,232.6	10.6	18.2	9,298.0	12,742.9

Change in emissions, 2022 vs 2021

	2022 t CO ₂ e	2021 t CO ₂ e	Absolute change t CO ₂ e	Change in %
Scope 1	5,018.7	5,304.2	-285.5	-5.4
Scope 2	9,298.1	12,742.9	-3,444.8	-27.0
Summe	14,316.8	18,047.1	-3,730.4	-20.7

For the first time, this report contains Scope 1 and Scope 2 emissions for the entire Böllhoff Group – an important step on our journey to provide greater transparency as part of our Sustainability Strategy. We aim to give greater consideration to Scope 3 emissions in the future and will be able to provide more detailed information in the upcoming Sustainability Report for 2023.





Measures to reduce energy consumption SDG 7, 12, 13

Urgent measures due to the energy crisis

GRI #302 4 People often talk about ‘turning points’ – and 2022 was a turning point in many respects, including for the energy market. Countries around the world responded to the Russian war of aggression against Ukraine by imposing sanctions on Russia. Consequently, Russia reduced its supplies of gas to Europe and, at times, paused the supply completely. This supply volatility and sharply fluctuating prices led to an imbalance in the energy market. In Germany, the government called on companies and private households to reduce their energy consumption. The initial aim was to avoid gas shortages in the winter of 2022.

At Böllhoff, we assembled an internal crisis team to ensure we played our part, as society as a whole faced up to the challenge. The team examined potential scenarios and used them to identify suitable measures for our company. Its aims were twofold: to reduce the company’s energy consumption

– as quickly as possible – as part of a preventive approach, and to ensure the company could respond quickly in the event of increasingly acute shortages.

The team developed two action stages for our company with the aim of achieving a significant reduction in energy consumption, especially in relation to gas. Stage 1 comprised urgent measures that were implemented in the summer and autumn of 2022. Extrapolated over the entire year, these measures achieved a 15–20% reduction in gas consumption at our Bielefeld site.

Stage 2 has been fully prepared but not yet implemented. It was designed as a response to critical gas shortages in the event that gas supplies remained constrained. This worst-case scenario was successfully averted in the winter of 2022.

The following list details all measures and their scope.

Stage 1: Urgent energy-saving measures

(Gas-fired) heating systems:

- Reduce internal temperature to 19°C
- Optimise insulation of heating pipes and systems
- Use waste heat from injection moulding systems for heating at Bielefeld site

Electricity:

- Switch off flow heaters in administrative areas
- Reduce exterior lighting to a minimum
- Optimise lighting systems (with more efficient bulbs and timer switches)
- Reduce use of air-conditioning systems, including by permitting higher temperatures in server rooms

Stage 2: Additional measures in the event of gas shortage reaches critical levels

- Shut down certain office complexes
- Encourage employees to work from home
- Concentrate all administrative staff whose roles require them to work on site in a single, shared office complex



Further measures to improve energy efficiency

Lighting:

We also implemented measures at our locations around the world to continuously reduce energy consumption. At our production facilities in Kendallville, USA, and Toulouse, France, we fitted our lighting systems with modern LED bulbs in the 2022 reporting year. In addition to achieving long-term reductions in energy consumption, this measure has also had a positive impact on occupational safety. This is because the modern bulbs provide better workplace illumination.

Energy scouts:

We also actively integrate our apprentices into our energy management efforts. In 2022, our apprentices took part in the OWL Energy Scouts project run by the Bielefeld and Detmold Chambers of Industry and Commerce. The concept behind the project was to raise awareness of energy-related issues and resource efficiency among apprentices at various companies in the region and provide corresponding training. The apprentices were then deployed as

'energy scouts', tasked with uncovering potential savings in their companies and developing ideas for improvements. The apprentices' fresh, unbiased view of many processes often paid off.

Three apprentice technicians took part in the project on our behalf in 2022, focusing on potential savings in the production of self-locking nuts. Since generating compressed air is highly energy-intensive, our energy scouts examined the compressed air systems at the production facilities in Bielefeld using an acoustic camera. They identified that, by replacing just one specific nozzle, we would be able to reduce the compressed air consumption of one machine type by around 56%.

Optimisations in plastics production in Bielefeld:

In 2022, we assessed and optimised various machine parameters on our injection moulding machines in Bielefeld, from the speed of the screw conveyor to the injection temperature. We achieved savings of up to 15% in electrical energy

on certain models of injection moulding machines. We were also able to achieve savings in the plastic melting process in 2022 by installing highly energy-efficient cylinder heating systems. As a result, energy consumption per machine fell by more than a third compared to 2021.

We are also making gradual investments in highly energy-efficient, fully electric injecting moulding machines, which are replacing our hydraulic injection moulding machines where technically feasible. This change also has the potential to deliver significant power savings because a fully electric injection moulding machine consumes around 126,000 kWh less energy per year than a conventional model.



Renewable energy

GRI #305 5 SDG 7, 13

Renewable energy is a vital part of a sustainable energy supply. We plan to implement a number of measures in the coming years to further optimise our company's energy mix.

For example, we have set ourselves the target of using every technically suitable roof in Germany to produce solar electricity by 2025 and announced this in our Sustainability Report for 2021. This will enable us to generate a larger proportion of our electricity in an environmentally friendly way – while also making us less dependent on the energy market.

The following table provides an overview of the current status of our photovoltaic expansion project in Germany and the other measures we have planned internationally.

Location	Planned output	Implementation status
Germany		
Bielefeld	tbd	Feasibility study (The buildings at the Bielefeld site were constructed at different times; this means that some have old roofs, which requires an extensive feasibility study.)
Oelsnitz	Expansion to 400 kWp	Commissioning of Expansion Stage 2 scheduled for Q4 2023 (Current capacity: 99 kWp)
Sonnewalde	500 kWp	Commissioning scheduled for Q4 2023
Austria		
Schörfling am Attersee	100 kWp	Application currently under assessment – if approved, commissioning planned for 2024
China		
Wuxi	Expansion Stage 1: 800 kWp	Commissioned in June 2023
	Expansion Stage 2: 1,300 kWp	Potential for further expansions as required



Sourcing green electricity: optimising our electricity mix in Germany

On 1 January 2022, we switched the electricity mix at our major production and logistics sites in Germany from conventional electricity to green electricity. We implemented this measure at our three sites in Bielefeld, Sonnewalde and Oelsnitz. Originally, we estimated that this change in our Scope 2 emissions could achieve a potential reduction of around 4,000 tonnes of CO₂ per year. The actual figure for 2022 was

slightly better than expected, with emissions reduced by 4,140 tonnes of CO₂.

The following table lists the consumption figures for each site along with the emissions factors for the electricity mix in 2021 and the resulting reduction in CO₂ emissions.

Location	Consumption in 2022 kWh	Emissions factor* kg CO ₂ / kWh	Emissions reduction t CO ₂
Bielefeld	10,198,260	0.258	2,631
Sonnewalde	4,997,101	0.258	1,289
Oelsnitz	852,585	0.258	220
Total	16,047,946	–	4,140

* Electricity supply in 2021 (emissions factor of corresponding local electricity mix)



Focus on sustainability: expanding production in China **SDG** 7, 9, 12, 13

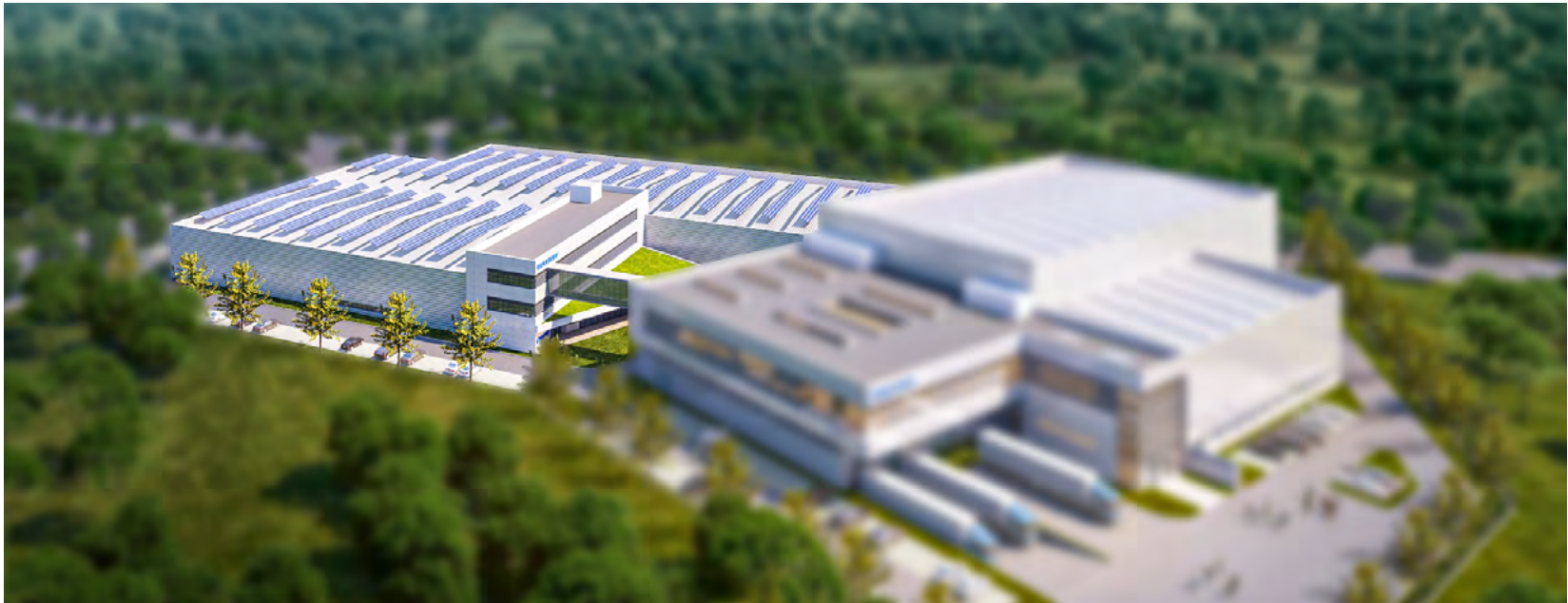
Since the start of construction at our site in Wuxi, China, in June 2022, we have created almost 12,000 m² of additional building space for our thread technology operations. This area is equivalent to around 1.7 football pitches. In addition to further production areas, the expansion project also includes an

office complex and a company restaurant for the site's roughly 300 employees. The new buildings are scheduled to be completed and occupied in Q3 of 2023.

Sustainability was a key focus during the planning phase. For example, the

buildings are designed to be heated without the use of fossil fuels. Instead, the heating system relies on heat pumps, while waste heat from production machinery will be used for under-floor heating. An extensive photovoltaic system is being installed to cover a proportion of the site's energy require-

ments. In the first phase, the PV installation will reach a capacity of 800 kWp. This will allow us to generate around 813,000 kWh of electricity on the site and save roughly 682 tonnes of CO₂. The PV installation could be expanded to generate 1.3 MWp in future.



Further measures to improve environmental performance SDG 7, 9, 12, 13

Carpooling

Creating connections – for the environment and for our community!

This was the motto used at our location in Chambéry, France, for an initiative to encourage carpooling. It aimed to promote the idea of sharing a car to work among the site's employees. Even in 2019, before the COVID-19 pandemic, around 89% of all employees commuted to work in their own car. Car pooling therefore has vast potential to reduce emissions and promote a sense of community and togetherness.

The Chambéry site is on the way to achieving its first milestone, with the aim of reducing the number of employees travelling to work alone by car below 75%. As part of this initiative, we identified the five main routes that employees take to commute between their homes and work. The next step was to hold five icebreaker sessions so that the employees who travel the same routes

could get to know each other. In total, 40 employees took part in these events.

The initiative has already begun to bear fruit: the number of employees registered for the car pool has now risen to around 10% of the site's workforce.

Using software for transparent measurement of Scope 1, 2 and 3 CO₂ emissions

The aim of calculating our CO₂ emissions is to identify all direct and indirect emissions that occur in upstream and downstream processes in the value chain. This in turn provides a valid basis for participating in the global Science Based Targets initiative (SBTi).

We purchased new software for our corporate group in 2022 to make our recording activities for CO₂ emissions more transparent across all scopes. We hope this will enable us to automate our activities to record CO₂ emissions in the future – and, based on the results, make our CO₂ management more efficient. In 2023, we will use the software to produce a carbon footprint for the entire Böllhoff Group for 2022.

As part of this work, an intensive emissions analysis has already been conducted at our large production and logistics facility in Chambéry, France. The final results showed that Scope

1 and 2 accounted for just 2% of total emissions at around 1,261 tonnes of CO₂. Scope 3 emissions accounted for 98% of the site's total emissions (59,322 tonnes of CO₂). These emissions occurred in particular in the upstream value chain, primarily in the procurement of goods and services.

The results from France not only provide transparency for the Chambéry site, they also serve as an important indicator and benchmark for the entire Böllhoff Group. Based on this analysis, we have already identified 10 measures that will have a substantial impact on the emissions targets for our entire corporate group. The catalogue of measures relates to areas such as procurement of raw materials, energy management, waste management, building heating and building insulation.



Production and logistics

Materials used **GRI #301 1,2** **SDG 12**

We use indirect procurement to source a variety of materials. This includes products related to occupational safety, electrical devices, office supplies and furniture. Due to the wide variety of materials sourced this way, a list of total material volumes would provide little insight.

Our direct procurement activities include, on the one hand, purchasing semi-finished products for our own production processes – i.e. wires, rods and granulate materials – and, on the other hand, finished fasteners made from different steels, plastics, brass, copper and aluminium. We sell finished fasteners from other manufacturers to our customers.

Our plastic engineering operations also use recycled granulate materials to produce fasteners, while our metals engineering operations to produce brass fasteners use around 75% recycled content. The finished products we offer

made from various steel types are produced using around 40% scrap steel.

	2022 t	2021 t	2020 t
Semi-finished products:			
Rods	12,973	12,828	9,840
Wire	4,136	3,955	2,782
Granulate material	1,752	1,915	1,441
Finished products made from:			
Steel	39,645	29,571	17,126
Stainless steel	3,719	3,947	2,543
Plastic	400	436	331
Aluminium	376	342	258
Brass	164	135	105
Copper	97	42	45

Waste footprint – waste by type and disposal method **GRI #306 2** **SDG 12**

In addition to steel and non-ferrous metals, we also use a large number of different plastics to manufacture our fasteners. The metal and plastic waste that our production activities unavoidably produce in the form of sprues, faulty parts and rejects represent a valuable

resource. Recycling these resources is a top priority for us and an important part of our comprehensive waste concept. This concept enables us to collect and sort all metal and plastic waste generated by our production activities before recycling it accordingly.

As a result, we achieve a recycling rate of 100% for these resources. Some of the recovered raw materials are ground up on site and returned to the production process as regranulate material.

	2022	2021
Waste		
Total	6,618 t	5,853 t
of which was non-hazardous waste		
Total	5,170 t	4,811 t
of which was thermally disposed	364 t	332 t
of which was materially recycled	4,806 t	4,479 t
of which was hazardous waste		
Total	1,448 t	1,043 t
Recycling rate*	73%	77%

* The recycling rate is calculated as the proportion of total waste that was materially recycled.



Water **GRI #303** 1, 5 **SDG** 6

Water management is becoming increasingly important, including for Böllhoff. Due to climate change, extremely dry, hot summers are no longer exceptional and are becoming a 'new normal'. Water is increasingly scarce in many countries as a result, with periods of fluctuating availability throughout the year.

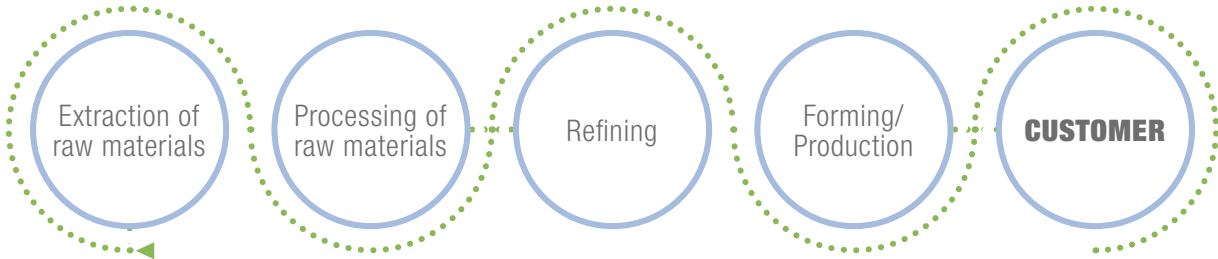
This is creating greater requirements for water management. A number of Böllhoff sites around the world are already working systematically to identify

potential water savings and operate treatment plants that make it possible to reuse process water. We aim to engage with water management more intensively as a company in the future and put comprehensive targets and measures in place. First of all, we must create transparency regarding water consumption at our locations around the world. This Sustainability Report includes figures on the topic for the first time.

Water	2022	2021	2020
Total water consumption	41,023 m³	43,851 m³	35,507 m³
Water consumption per employee	13.6 m³	16.2 m³	14.0 m³
Locations in water-stressed areas	2	0	0



Supply chain **GRI #102** 9 **SDG** 9, 12



Local procurement* **GRI #204** 1 **SDG** 9, 13

Generally, we are alert to global competition. We choose suppliers according to a risk-based approach that takes economic, qualitative and social aspects into account, along with the respective production resources. However, for environmental reasons, we place particular emphasis on sourcing materials locally wherever possible.

This removes the need for long-distance transportation that generates additional emissions.

The table below shows the percentage of the procurement budget spent on goods and services from suppliers local to the respective Böllhoff production site:

	2022 %	2021 %	2020 %
Overall proportion	45.3	50.0	52.0

* In today's globalised world, we understand local procurement to mean that goods or services are procured at national level – and do not have to cross borders to get to the Böllhoff production site where they are to be used.



Supplier management **GRI #308 2 #407 1 #408 1 #409 1 #412 1 #414 2**

The core areas in our procurement process are Germany, Europe and Turkey. Smaller quantities are also sourced from East Asia. In countries where there is an increased risk of human rights violations, we monitor suppliers very closely, conducting numerous on-site visits and audits. Any infringement of human rights by suppliers will not be tolerated by Böllhoff and will result in the supplier being barred.

Our Code of Conduct is an important tool in ensuring a sustainable supply chain. It forms part of the General Terms and Conditions of Purchase and covers important matters relating to corporate social responsibility. For instance, it requires our suppliers to take responsibility for the safety and health of their employees and take active measures to protect the environment and combat corporate corruption. They are also asked to refine their quality management system for production. We conclude a quality assurance agreement with each of our tier 1 suppliers. In this agreement, the supplier

undertakes to comply with all laws and ordinances concerning environmental protection and occupational health and safety, and to minimise the impact of their actions on people and the environment by taking appropriate additional measures. We expect our suppliers to introduce and refine an environmental management system according to ISO 14001. If a supplier already has certified management systems in the areas of environment, occupational safety or energy, this will earn them a better supplier rating.

We regularly assess our suppliers on the basis of environmental and social criteria in our audits. This includes the handling of hazardous substances and working conditions on site.

We are constantly working to implement our stakeholders' increasing supply chain requirements. This includes the German Supply Chain Due Diligence Act (LkSG), which will apply to our company from 1 January 2024. Our efforts in this context include revising

our risk management system, which includes implementing an extensive preventive concept in order to meet all human rights-related requirements regarding our global supply chain.

In the context of indirect procurement, we do not currently evaluate any

suppliers based on environmental criteria. We will incorporate ISO 14001 as a parameter in the evaluation system in the future.

If we identify any negative environmental impacts from a supplier's operations, we expect them to take improvement

measures immediately. If such measures are not put in place and the supplier continues to violate environmental laws and ordinances to a significant degree, they will be barred with immediate effect.



PEOPLE

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PEOPLE

Material topics
and our goals

TRAINING

- Actively counteracting the shortage of skilled workers through continuous improvement of our own training

SDG 4, 9

ATTRACTIVE EMPLOYER

- **Internal:** Further increasing employee satisfaction and a sense of identification with the company
- **External:** Being the first choice for talented young professionals looking to join a company

SDG 3, 7, 11, 13

PROFESSIONAL DEVELOPMENT

- Identifying and meeting professional development needs within the company even more effectively
- Introducing agile methods

SDG 4, 9

OCCUPATIONAL HEALTH AND SAFETY

- Vision Zero: no accidents at work
- Extending ISO 45001 certification to production sites in Germany

SDG 3

DIVERSITY

- Systematically increasing diversity within the company

SDG 5, 10



Attractive employer

Our people are our company’s most valuable asset. With their passion for successful joining, our more than 3,300 employees form the foundation of the company’s success. That’s why we help them to keep on developing their skills in their specialist area. This is offered in an atmosphere of respect and appreciation and with a human touch. Every successful connection starts with a connection between people.

How we support a healthy work-life balance:

- Flexible working time models
- Working time accounts and flexitime
- Remote working
- Kindergarten and under-threes daycare places for employees’ children
- Holiday services for employees’ children
- Sabbaticals
- 30 days of annual leave

Remuneration principles

GRI #202 1 #405 2 SDG 1, 5, 10

The Böllhoff Group pays all of its employees reasonable wages based on collective bargaining and company agreements. For us, fair remuneration in line with the market is self-evident, and so is compliance with minimum wage entitlements. We believe that fair remuneration also means that pay is calculated completely independent of personal factors such as gender, religion, ethnicity, age, disability, sexual orientation and any country-specific characteristics. Our remuneration policy is an integral part of a consistent and transparent process aimed at helping our employees to progress.

Employee benefits

GRI #401 2 SDG 3, 8

Success in business always comes from good work, and good work comes from skilled and motivated employees. Mindful of this, we do everything we can to be an attractive employer and to create optimal conditions for our employees so that they feel comfortable

and valued within the company. We therefore offer our employees a variety of company benefits and make work-life balance a top priority.

As a family-owned company, the compatibility of work and family is paramount for Böllhoff. We welcome it when employees want to look after their family by taking parental leave or family caregiver leave – and we are delighted that more and more employees are making the most of this opportunity. If employees find themselves in a difficult situation and need psychological support, a welfare officer is always available to assist.

Employee and other benefits

We offer our employees a large number of employee and other benefits, which are set out in Böllhoff’s Social Policy. We mark social occasions and anniversaries by celebrating our employees with material or monetary gifts and organise regular company outings and company parties. Our employees also benefit from discounts at numerous

restaurants and shops and at cultural and sporting events.

Employee retention

We are delighted that our efforts to keep on increasing employee satisfaction and retain employees over the long term have been highly successful. In 2022, the average length of service was 10.79 years.

We also honoured a number of long-serving employees for their loyalty to the company. Some 281 employees celebrated anniversaries marking 10, 20, 25, 30 and even 40 years of service in the reporting year.



Constructive cooperation with trade unions

GRI #402 1 #407 1 SDG 8

Our employees have the right to organise themselves in unions. We work constructively with employer representatives and trade unions. Our works councils are important partners in this regard. We regularly assemble joint committees to inform employee representatives about the economic situation and any important changes within the Böllhoff Group. Germany's Works Constitution Act (BetrVG) sets out extensive regulations relating to this cooperation. In the event of changes, we inform our employees at an early stage. Overarching works agreements are also concluded on a range of topics for the benefit of all those involved – employees and the company alike.

Employee engagement as the key to success

SDG 3, 8

Our corporate culture is defined by the knowledge that we can only be successful as a company if we engage our employees and their expertise in corporate development. We actively call upon our employees to contribute their ideas and help shape the future of Böllhoff. We believe that this not only promotes employee satisfaction but also allows us to keep on improving as a company. Our employee survey and company suggestion scheme are two ways of getting our employees involved.

Following the principle of 'improving together', we actively involve all of our employees in improving processes and procedures through our company suggestion scheme. Our online portal is an easy way to submit suggestions for improvements. We evaluate the suggestions we receive in terms of their feasibility and potential to effect improvement. If a suggestion for improvement is implemented within the company, we reward the person who came up with the idea with a cash or non-monetary bonus.

Coffee with bananas (or croissants)

A coffee with the boss: that was the basic idea behind the 'Coffee with bananas' meeting at our site in Jundiaí, Brazil. At this well-established event, which aims to facilitate an exchange of ideas, employees meet up with the management team led by Managing Director Flavio Silva in a relaxed setting. The aim is to promote a direct exchange of ideas between staff across all departmental and hierarchical levels and actively involve employees in the future development of the site. Three 'Coffee with bananas' meetings are held every year.

This tried-and-tested format has now also been adopted in France. It relies on exactly the same principle but with one light-hearted change to tailor the event to our French workforce, with 'Coffee with bananas' becoming 'Coffee with croissants'. Like the Brazilian event, it aims to strengthen the informal exchange of ideas between employees and management. All employees at the Chambéry site are

welcome to take part and raise topics they consider important – on a purely voluntary basis. It is a valuable step forward for internal communication and higher employee satisfaction.

Shadow experience

Our 'Shadow experience' programme in France aims to give our employees first-hand experience to gain a better understanding of each other and what their colleagues in different parts of the company do. Employees get to accompany their colleagues in a different department as they go about their work. The aim is to promote employee communication and cohesion – and improve our employees' understanding of the challenges their colleagues face.

The idea for the programme came about when employees at our site in Chambéry noticed that in-person encounters were becoming increasingly infrequent in their day-to-day work. There are various reasons for this: changing working time models, the

trend towards remote working and the site's constant growth in recent years. This had made it increasingly difficult for employees to explore and understand each other's needs and expectations – which is key background knowledge for successful cooperation.





Appraisals, development meetings and supervisor assessments

GRI #404 3 SDG 3, 4, 8

As an employer, we want to create a framework in which all our employees and managers can develop to their full potential, both professionally and personally. An open feedback culture is key: employees and supervisors should regularly exchange praise and constructive criticism so that they can grow and progress together. These exchanges take place in appraisals, development meetings and supervisor assessments.

In appraisals and development meetings, employees and their supervisors reflect on their work together over the last year. In addition to the standard performance review, the main focus of these meetings is employee development. The discussion covers the effectiveness of professional develop-

ment events attended during the past year and the need for professional development in the coming year. Böllhoff Fit, our extensive in-house training programme, covers any requirement for professional development in relation to working processes, techniques or personal development. A separate section on career development then deals with any priorities or requirements for development relating to the employee's current role. Every employee is given the opportunity to discuss their ideas and aspirations for medium to long-term career development with their supervisor. Personal development plans can then be drawn up on this basis in close cooperation with the Human Resources Development department.

Percentage of employees who have had an appraisal and development meeting:

2022	2021	2020
%	%	%
89.7	86.4	89.8

Leadership appraisals are also conducted on an annual basis. Employees have the opportunity to evaluate their cooperation with their immediate supervisor via an anonymous online questionnaire. The aim is to give managers in the company the opportunity to reflect on their own management style based on employee feedback, and to make ongoing improvements as a result.

Training at Böllhoff

SDG 4 We want to steer and actively support young people in their vocational training. This is why we place great emphasis on expanding their technical skills and promoting their personal development. We see ourselves as a companion for our apprentices and aim for our training to provide them with the skills that will allow them to operate successfully in national and international markets.

Commercial and IT professions

- Industrial sales personnel
- Wholesale and foreign trade sales personnel, specialising in wholesale
- E-commerce sales personnel
- Office management sales personnel
- IT specialists for application development
- IT specialists for systems integration

Logistics professions

- Warehouse logistics specialist
- Warehouse operator
- Freight forwarding and logistics service administrators

Technical professions

- Machinist for turning and milling machine systems
- Process technologist
- Materials tester
- Mechatronics engineer
- Industrial mechanic for maintenance
- Electronics technician for industrial engineering
- Process mechanic for mould construction
- Machine operator and equipment operator in metal/plastics technology
- Physics lab technician





What makes training at Böllhoff special?

Böllhoff offers potential apprentices a wide range of training opportunities in a total of 18 professions in the fields of IT, technology, logistics and administration. We provide training at our headquarters in Bielefeld and at our production, logistics and sales sites throughout Germany. Our Bielefeld site has a training workshop where we offer numerous courses and professional development sessions. The training workshop is also available to other small and medium-sized companies in the region that do not have a suitable facility of their own.

Apprentices start with an induction week to get them up to scratch and ensure that they are primed for the training ahead. The aim is for them to get to know and understand the company, its products and its values. Apprentices in their second year get the chance to introduce themselves and have discussions with the Board of Management and the managing directors at an event entitled 'Who we are: introducing our apprentices'. Apprentices get involved

with all of the work processes and projects in their departments from an early stage. Their tasks are closely linked to the apprentices' chosen profession. We attach great importance to preparing apprentices as well as possible for their future role within the company. With that in mind, they are gradually assigned suitable tasks and given the opportunity to assume responsibility in their field of activity from early on. In addition to working at their training site, we offer apprentices the opportunity to gain experience at a Böllhoff subsidiary



"What makes the training at Böllhoff so special for me is that apprentices can take on a lot of responsibility and are trusted, including when it comes to implementing big projects. A lot of effort goes into giving you the support you need at all times and giving you new skills that can help you in your everyday working life. There are various professional development opportunities on offer once you complete your training, so I'll be making the most of those to expand my knowledge."

Lena Glomb, Apprentice Cutting Machine Operator

Number of apprentices:

2022	2021	2020
166	174	119
of whom are in Germany:		
97	104	99

Apprentice retention rate:

2022	2021	2020
%	%	%
74.1	56.0	55.7
Germany:		
79.0	88.0	81.0



Training workshop turns 30; Education Campus project underway

In 2022, we celebrated the 30th anniversary of the training workshop at our Bielefeld site. The workshop has served as the hub of our technical training at Böllhoff since it opened in 1992. It is where our apprentices in technical professions gain the skills they need for their day-to-day work at Böllhoff – using modern machinery and working closely with their trainers and fellow apprentices. Hubert Romoth, Head of Training, and his team supervise and support around 30 Böllhoff apprentices and 70 apprentices from cooperating companies year after year.

Plans are currently being drawn up for a large-scale project, the Böllhoff Education Campus, with a view to creating additional capacity and new

training and development opportunities in Bielefeld. We intend to invest around 5 million euros in this new building at our company headquarters, with construction scheduled to start in late summer/autumn 2023.



@boellhoff.1877 on Instagram:
Apprentices at work

Böllhoff's Instagram profile – @boellhoff.1877 – is managed by our apprentices. The Instagram team posts snapshots from the world of Böllhoff twice a week with the slogan 'Apprentices at work'. Among other things, they provide behind-the-scenes glimpses of the company and showcase employees, events and products.

→ <https://www.instagram.com/boellhoff.1877/>



Students at Böllhoff

SDG 4

We offer students various ways of gaining practical experience and insights into our departments. They can combine the theory they have learned in class with exciting practical projects in a dual study programme, a working student position, an internship or with a practice-oriented thesis.

From day one, students at Böllhoff get to take responsibility for their own work and experience the supportive culture of a family-owned company. Onboarding is made smoother by a structured induction and support from mentors. Students also regularly attend professional development seminars, specific

lectures and company events. This allows them to build up their own network and get a feel for the range of tasks in a global company – thereby laying the foundations for a successful career!

Number of students:

2022	2021	2020
118	85	123

“Degree studies and Böllhoff go together! I started in the fourth semester of my full-time degree course. I had a lot of flexibility as a student working in project management. After completing my Bachelor’s degree, the situation turned around. I now work full-time for the Böllhoff Group, which is actively supporting me as I study part time for my Master’s.”

Jan Lukas Seewald, Project Manager



Professional development at Böllhoff

GRI #404 2 SDG 4, 9

We are committed to supporting our employees’ continued professional development. Along with our in-house Böllhoff Fit professional development programme, which is open to all employees, we have launched in-depth development programmes that are tailored to the needs of talented specialists and managers.

Böllhoff Development Programme

Our nationwide Böllhoff Development Programme (BDP) goes back a long way; it is already in its 19th cycle. Those taking part in the BDP work intensively on four modules that focus on personal development, build social skills for successful teamwork, and acquire new skills in work technology and change management. They can then apply what they have learned in a hands-on project, which stimulates the sustainable transfer of all content into everyday work. The interdisciplinary make-up of the group also allows participants

to network with colleagues from other areas of the company. This is great for day-to-day collaboration between employees at different locations.

Our 19th development group passed through the Böllhoff Development Programme in 2022. Eight employees from across Germany took part in an array of intensive workshops focusing on collaboration and working methods. The workshops also covered the topics of succeeding as a team, conflict management, change, leadership, problem solving and creative techniques. The group had the opportunity to apply the experiences they gained in the training on creative techniques straight away – by recording a podcast series on our corporate philosophy, The Böllhoff Way.

Leadership Excellence @ Böllhoff

Leadership Excellence @ Böllhoff, or LEB for short, is a modular training programme for managers that is designed to meet the needs of different target groups. The content is tailored to leadership issues and tools specific to Böllhoff, so it stimulates targeted development of the participants’ leadership skills.

In 2022, 35 leadership training sessions took place – both in person and through virtual formats. The most popular was an action training session called ‘Handling difficult situations’. It fostered a lively, practice-oriented discussion of challenging leadership situations and

provided practical training for how to handle them. In addition, a new group has embarked on the established ‘New to management’ programme, with a further group having successfully completed the two-year programme in 2022. A ‘Lessons learned’ meeting was scheduled for early 2023 for the group that completed the programme in 2022. It gave employees who completed the course the opportunity to look back on the programme and share their thoughts – about the insights they had gained, any aspects that remained unclear and particular experiences. There are also plans for a follow-up meeting to enable the group to continue nurturing their new-found network and discuss current leadership topics.

Number of seminar participants:

2022	2021	2020
4,051	4,049	2,376



“Personnel development and training are firmly anchored in our HR activities. Our development programmes provide targeted support for the professional development of our specialists and managers. The group is always made up of participants from different areas of the business. This means that all participants also benefit from expanding their network within the Böllhoff Group.”

Stefanie Kuhlmann, HR Development Officer



Diversity and equal opportunity **SDG** 5, 10**Diversity of governance bodies and employees**

GRI #405 1 At Böllhoff, we see diversity as a form of enrichment for society in general and our group of companies in particular. All employees throughout the company receive the same respect and are treated equally, regardless of their gender or gender identity, nationality or ethnic origin, religion or belief, disabilities, age or sexual orientation. Our commitment to fairness and working together in a spirit of partnership and respectful cooperation sets us apart. This principle is a core part of our corporate philosophy and is enacted in all our subsidiaries worldwide.

People of 30 different nationalities work in our companies in Germany alone. This ethnic and cultural diversity offers us countless opportunities and potential but also requires us, as a company, to establish links between cultures that are sometimes very different. That is why we offer courses and training to improve intercultural exchange



throughout the company. These range from language courses to training sessions on intercultural skills and cooperation. Since 2006, employees have also had the opportunity to relocate to Böllhoff sites outside their home

country and provide local support. These secondments make an important contribution towards promoting intercultural exchange within our group.

The proportion of female employees has remained the same as in the previous year – despite an expansion of the scope of this report (2022: 26.7%; 2021: 26.8%). Traditionally and even today, more men than women work in

joining technology. We have therefore set ourselves the long-term goal of deploying appropriate measures to keep on increasing the proportion of women within the company. For example, we are actively working to get more young women interested in our technical training places by providing information about training opportunities at Böllhoff at trade fairs and information events and regularly giving female students a look behind the scenes at our production facilities on Girls' Day. We offer female employees tailored development opportunities with a view to increasing the number of women in middle and upper management positions over the long term. The overall increase in the proportion of women in management positions shows that these efforts are beginning to bear fruit.



Information about employees and other workers

GRI #102 8	2022	2021	2020
Employees	3,008	2,708	2,531
of whom are women	802	703	619
of whom are men	2,206	1,925	1,787
	%	%	%
Proportion of women in the company	26.7	26.8	25.7
Managers	21.3	18.7	19.5
Shop floor	10.8	9.1	8.8

Age structure

The age structure at the locations under review is balanced.
The breakdown is detailed below:

Age	Total	Female	Male
17–25	241	70	171
26–30	313	81	232
31–35	450	118	332
36–40	451	116	335
41–45	395	111	284
46–50	341	95	246
51–55	331	89	242
56–60	333	85	248
61–66	153	37	116

Incidents of discrimination and corrective actions taken

GRI #406 1 Our corporate culture is founded upon fair, respectful cooperation, so this is an integral part of strategic orientation at our family-run company. Guidelines on partnership-based conduct in the workplace are enshrined in a works agreement pursuant to Section 87(1)(1) of the German Works Constitution Act (BetrVG). This works agreement stipulates that a complaints commission consisting of the management, other representatives and the chair of the works council will deal with any potential incidents of discrimination. The commission investigates all complaints and indications of infringements of the principles of respectful, partnership-based cooperation and ensures that they are dealt with confidentially.



Occupational health and safety

SDG 3, 8

Management approach

GRI #403 1, 8 Our employees are our most valuable asset. Their health and motivation are a key factor in our productivity and the quality of our products. Through our ISO 45001-certified occupational health and safety management system, we ensure the practical implementation of occupational health and safety. By incorporating occupational health and safety into our integrated management system, we can harness potential for optimisation and help to prevent accidents at work and work-related illnesses.

Identifying risks

GRI #403 2 Risk assessments are carried out for specific activities and work equipment on the basis of the German Occupational Health and Safety Act (ArbSchG) and various ordinances. In each case, a risk assessment is carried out in accordance with the Nohl method.

Potential hazards are identified before the start of the activity. The risk is quantified based on the probability of occurrence and possible extent of the damage. Any necessary measures are then identified, scheduled and assigned to the appropriate person, as per the STOP principle. Once a measure has been completed, the person responsible reviews its effectiveness.

Extension of ISO 45001 certification

In the context of occupational health and safety, we aim to continuously extend our management system's certification in accordance with ISO 45001. In the 2022 reporting year, we successfully obtained certification for the occupational health and safety system at the production facility on our main Bielefeld site. We plan to extend this certification to our production facility in Sonnewalde, Brandenburg.

Occupational health services

GRI #403 3 The company doctor provides support for risk assessments, safety inspections, accident analyses and other matters as required. Employees can seek advice from the company doctor at any time. There are also preventive measures for specific activities. The company doctor can examine employees and give advice on issues such as noise.

Employee involvement

GRI #403 4 Our employees are involved in preparing risk assessments. In addition to the legal requirements, this is also set out in ISO 45001, which requires Health and Safety Committee meetings, inspections, risk assessments and a suggestion scheme.

The Health and Safety Committee is made up of the employer's representative or a person appointed by them, two designated members of the works council, the company doctor, the occupational safety specialist and the safety officer. Depending on the matter at hand and the resulting requirements, a representative for people with disabilities and the fire safety officer may also need to attend the committee's meetings. The employer (or their appointed representative) makes the necessary decisions in consultation with the attendees. The Health and Safety Committee meets at least once every quarter.



Training sessions

GRI #403 5 We provide training and instruction on the basis of the risk assessments and in response to any incidents. Such training includes practical exercises, such as performing rescues from high racks and handling fire extinguishers. The training also covers first aid and the handling of hazardous substances.

Sick leave

	2022	2021	2020
	%	%	%
Excl. long-term sick	3.8	3.3	3.0
Incl. long-term sick	4.2	4.0	3.2

Promoting health

GRI #403 6 Besides the obligatory preventive measures in the field of occupational health and safety, we also offer supplementary options for recommended and elective preventive care.

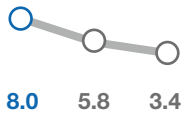
Employees can make the most of additional options as part of the Böllhoff Fit health and professional development programme. In addition to individual professional development opportunities, we are particularly interested in promoting a healthy lifestyle among our employees through sporting activities. Along with our annual health days, the Böllhoff Fit programme also includes company sports options and subsidies for gyms. For example, as part of the health days, employees can get advice on healthy nutrition, learn more about options such as fascia training or fasting yoga, and have various health checks carried out.

Work-related injuries

GRI #403 9

	2022	2021	2020
Production	34	23	11
Logistics	6	3	2
Administration	1	1	2
Total	41	27	15

Reportable workplace accidents per 1 million hours worked:



PARTNERSHIP

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- Wolfgang and Regina Böllhoff Foundation 49
- For our region! 51
- Supporting youth sports 53
- Partnership with DSC Arminia Bielefeld 54
- Volunteering Together – doing good together 55
- International engagement 56



PARTNERSHIP

Material topics

GRI #413 1

INTERNATIONAL ENGAGEMENT

- Mechthild Böllhoff Foundation
- Instituto Böllhoff de Medula
- École de la deuxième chance
- DUOday
- Cultural Boarders

SDG 3, 4, 10, 16, 17

YOUTH EMPOWERMENT

- Wolfgang and Regina Böllhoff Foundation
- Jersey sponsorship and youth sports

SDG 1, 3, 4, 10, 16, 17

PROMOTING VOLUNTARY WORK BY OUR EMPLOYEES

- Volunteering Together

SDG 1, 3, 4, 10, 16, 17

FOR OUR REGION!

- Bielefelder Konsens: Pro Bielefeld e.V.
- Pro Bielefeld Cultural Foundation
- Bielefeld Community Foundation
- Bielefeld University Society
- VisiB
- Friends of Bielefeld Medical Advice Centre
- Eastern Westphalia Alliance

SDG 1, 3, 4, 10, 16, 17



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Social engagement and social responsibility

As a family-owned company in its fourth generation, we have always put people at the heart of everything we do. By this we mean not only our employees, customers and business partners, but also the society in which we live.

For us, sustainable economic activity means being a strong partner for society and giving back. We do this by engaging in social projects as a company and supporting our employees in making their own contribution to the common good.

Böllhoff supports a wide variety of projects, initiatives and associations that make an important contribution to our society in our home region of Ostwestfalen-Lippe and beyond. We have made a lasting commitment to education, art and culture, the promotion of youth sports and charitable projects. On the following pages, we would like to introduce some initiatives and associations that are particularly dear to us and which we have been supporting for many years.

More equal opportunities: Promoting youth at the Wolfgang and Regina Böllhoff Foundation

In December 2006, Wolfgang and Regina Böllhoff established the Wolfgang and Regina Böllhoff Foundation together with their children. This decision stemmed from a heartfelt desire to work for more equal opportunities in society, especially with the aim of rectifying the unequal access of young people to education, which can vary greatly

depending on their social background and life circumstances. Through its two educational programmes 'Ich will' ('What I Want') and 'Hand in Hand', the Böllhoff Foundation seeks to promote the personal development of teens and young adults through individual support and one-to-one guidance from volunteer mentors.



From left: Roland Porepp, member of the Board of Directors and Head of the 'Ich will' Programme at the Finsterwalde site; Sigrid Zinser, Head of the 'Ich will' Programme at the Bielefeld site; Anja Böllhoff, Chairwoman of the Board of Directors; Karl-August Krenzer, Head of the 'Hand in Hand' Programme



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'Ich will' educational programme



Ich will

The 'Ich will' programme focuses on supporting school pupils between the ages of 14 and 16.

At present, the programme is actively supporting around 60 young people at two locations – in Bielefeld, eastern Westphalia, and in Finsterwalde, Brandenburg. During the three-year

support period, pupils receive support to guide their personal development, help them achieve the best possible school-leaving qualifications and make a successful transition to life after mandatory schooling. Each pupil is assigned a personal mentor, who supports them throughout the three-year period. The young people also take part in community activities and benefit from training and education in line with their needs.

In 2022, the programme aimed above all else to counter the negative impacts of the COVID-19 restrictions on the everyday life of children and young people. It focused more than ever before on the individual prospects of each young person and creating a sense of social cohesion – with new ideas and talks, wide-ranging educational and leisure activities and opportunities for shared experiences. In light of the shortage of skilled workers, including in manual professions, career guidance has become an increasingly important area.

'Ich will' mentee Madlene recalled her time with her mentor, Elke Thomas:

What was the situation when you first met?

I was rather reserved to begin with. We decided to meet for a meal to get to know each other better. Elke was at my side and already ready to help – right from the beginning.

What challenges did you overcome? How?

We didn't really encounter any real challenges, though we did have some exciting moments. For example, when I had my interview for a job at an opticians, you gave me some tips, Elke. You also helped me to write a suitable letter to a landlord for an apartment.

What connects you to this day?

We are connected above all by our time at Böllhoff – and the activities we undertook together with our mentors and on our own.

The 'Hand in Hand' educational programme



**Hand
in Hand**

The 'Hand in Hand' educational programme was launched in 2016 in the wake of the refugee crisis. The Böllhoff

Foundation devised the programme to support the personal, social and professional integration of young people with a refugee background.

The aim of this support is to boost the young people's self-esteem so that after two years they are able to organise and shape their lives in their new surroundings on their own. We want them to be able to make their way in society and feel at home in Germany. At present, the programme is supporting around 30 young people.

Individual, one-to-one mentoring for the young people is also an important pillar of the 'Hand in Hand' programme. The volunteer mentors guide their assigned mentee for the duration of the two-year programme, helping them to find their feet in a foreign culture, participate in society and find a suitable job. Learning the German language is a key requirement for many of these goals, so the young people also receive language tuition. In addition, the young people and their mentors engage in sporting events and develop the confidence to join clubs, associations and interest groups.



The foundation provided particular support for the 'Hand in Hand' programme in 2022, as young people who had arrived in Germany from certain regions required urgent assistance with the initial steps in their integration. In particular, this has included people from Arab countries and, since February 2022, people from Ukraine.



'Hand in Hand' mentor Uwe Beck looked back on his time with his mentee Sidad (from Iraq):

What was the situation when you first met?

There was a considerable distance between us to begin with. We were probably asking ourselves: who is this person? What and how much about myself can I disclose?

What challenges did you overcome? How?

We had a lot of conversations about academic and professional prospects. We tried to find the right ways to apply Sidad's academic qualities and find the right educational institution for him. We also tried to find out what he enjoys and what his prospects were for professional and financial advancement in different areas.

What connects you to this day?

Today, we're connected by a friendly, perhaps even paternal relationship. Over time, we've come to discuss and debate politics and society as well as Sidad's private and personal beliefs.

Böllhoff Foundation updates its identity and public-facing profile – creating closer links with the company

The Wolfgang and Regina Böllhoff Foundation was established in 2006. Following over 15 years of successful operation, a generational change on the foundation's Board of Directors provided an opportunity to build on solid foundations and set course for the future. In a multi-stage consultation process with its sponsors, programme directors and the Board of Trustees, in 2022 the foundation defined a shared direction for the years ahead. The result of this process is an updated mission that aims to further reinforce the foundation's identity internally and assist in communicating it externally. These updates have gradually become visible, including through new foundation logos and a fresh website tailored to its target audience. The website went live in the summer of 2023.

Furthermore, by moving into new offices on the Böllhoff site in Bielefeld

in March 2022, the foundation has created closer links with the company. By moving into its new premises, the Böllhoff Foundation can now combine its operational activities for both educational programmes at a single location for the first time. The relocation also presents the potential for further

synergies between the foundation and the company – such as by facilitating a more regular exchange of expertise and closer collaboration in various areas.



“Our vision is a society in which everyone has access to high-quality education. Our foundation's programmes aim to help more young people access these educational opportunities – and thereby facilitate the transition to vocational training or a career.”

Anja Böllhoff, Chairwoman of the Wolfgang and Regina Böllhoff Foundation



For our region!



Our headquarters have been located in Bielefeld, eastern Westphalia, for around 100 years. Quite naturally, we feel a special connection to the people in the region and are involved in numerous local initiatives. We support these initiatives both financially and by actively helping to shape the way in which they engage with society.

SDG 4, 10, 11

Bielefelder Konsens: Pro Bielefeld e.V.



**BIELEFELDER KONSENS
PRO BIELEFELD**

'Initiative for our City – non-partisan and not for profit'. For the association Bielefelder Konsens: Pro Bielefeld e.V., this slogan is both a guiding principle and an aspiration. The association was founded in 1990 by a group of Bielefeld citizens from the fields of business, trade unions, culture, religion, education, politics and administration. Since then, the association has worked to cultivate Bielefeld's image as the cultural and economic centre of the Ostwestfalen-Lippe region. It is also committed to continuously improving the living conditions of the city's residents. Wilhelm A. Böllhoff is Chairman of the Board of Directors, while Dr Wolfgang W. Böllhoff and Anja Böllhoff are members of the Board of Trustees.

→ <https://pro-bielefeld.de>

Bielefeld Community Foundation



The Bielefeld Community Foundation brings together people who want to make a difference in and for Bielefeld. It is dedicated to promoting youth and elderly welfare, art and culture, education and public health. It also benefits science by providing scientific support for certain funding measures and publishing the results.

→ <https://bielefelder-buergerstiftung.de>



Pro Bielefeld Cultural Foundation



The Pro Bielefeld Cultural Foundation aims to promote cultural life in Bielefeld. This includes supporting the work of the museum Kunsthalle Bielefeld by co-financing selected temporary exhibitions and adding to the art collection. Such assistance has long been necessary to compensate for the decline in municipal support and to help the Kunsthalle maintain a sufficient exhibition budget.

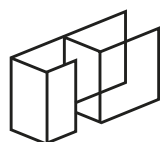
→ <http://www.kulturstiftung-pro-bielefeld.de>



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Bielefeld University Society



**UNIVERSITÄTSGESELLSCHAFT
BIELEFELD**
Verein der Freunde und Förderer
der Universität Bielefeld e. V.

The Bielefeld University Society (Universitätsgesellschaft Bielefeld/ Verein der Freunde und Förderer der Universität Bielefeld e.V.) is committed to fostering discussion and exchange about science at a regional level. At the same time, it promotes teaching and research, dialogue events, cultural entertainment and internationalisation at the university. It also awards prizes for excellent teaching (the Karl Peter Grotemeyer Prize) and research (dissertation prizes). Wilhelm A. Böllhoff is on the board of directors and supports the Endowed Professorship for Family-owned Companies.

→ <https://www.uni-bielefeld.de/ugbi>

VisiB



The Association for Supporting International Students in Bielefeld (Verein zur Förderung internationaler Studierender in Bielefeld e.V.), 'VisiB' for short, has been supporting international students at Bielefeld University and Bielefeld University of Applied Sciences and Arts for over 30 years in emergency situations and through various ongoing programmes. It aims to improve the integration of international students into the university environment. Michael W. Böllhoff supports the association as its Chairman.

→ <https://www.uni-bielefeld.de/vereine/visib>



Friends of Bielefeld Medical Advice Centre



The Bielefeld Medical Advice Centre is an institution specialising in girls and boys of pre-school and primary school age who have been affected by violence. As a staunch partner of the Youth

Welfare Office (Jugendamt), it looks into any suspicions of neglect, abuse or sexual violence, advises parents and caregivers, and supports affected girls and boys through play therapy and diagnostic services. Its top priority is to protect children from further experiences of violence.

However, only about half of the costs of the Medical Advice Centre can be covered by state subsidies from Bielefeld City Council and the state of North Rhine-Westphalia. Since it was founded in 1993, the Friends of Bielefeld Medical Advice Centre have stepped into the breach and covered the other half. Megan Böllhoff is Chairwoman of the association.

→ <https://aerztliche-beratungsstelle-bielefeld.de>



Supporting youth sports **SDG** 3, 11

Sports and wellbeing are inextricably linked. This is especially true for children and young people, who develop personal skills and learn values such as respect and tolerance through playing team sports. That's why it's important to us to support local and national sports clubs in their work with talented youngsters. We have been sponsoring jerseys for youth football teams, as their clubs are often unable to provide team jerseys. To date, we have provided jerseys to more than 150 teams across Germany.

In 2022, we provided jerseys in support of two teams near Bielefeld, among others: SC Babenhausen and TuS Dornberg. We have maintained links with Saxony-based SV Merkur Oelsnitz for many years and strengthened this connection at the turn of the year 2022/2023 by providing new jerseys and personalised hoodies for the G youth team.



Partnership with DSC Arminia Bielefeld

In November 2018, several well-known companies from the Ostwestfalen-Lippe region, including Böllhoff, joined forces in the Eastern Westphalia Alliance (Bündnis Ostwestfalen). The primary goal of the Alliance has always been to save DSC Arminia Bielefeld as a cultural asset and key location factor for the Ostwestfalen-Lippe region – and make it fit for the future.

The Alliance has given rise to collaborative exchange between the club and the companies, in which both sides can learn from and support each other. Representatives of all the companies meet regularly in workshops with club managers to provide creative impetus and act as a sounding board, with the aim of strengthening the economic clout of DSC Arminia Bielefeld. In turn, the club creates unforgettable experiences for the companies and their employees with special events and initiatives for the Alliance, such as football camps for employees' children, discounts on club jerseys and Alliance matchdays with discounted tickets.

In 2022, the Eastern Westphalia Alliance member companies worked to extend the employee-facing side of its partnership with Arminia. In the future, employees of companies in the Alliance will benefit from services extending beyond the world of football. Each company has appointed its own Alliance ambassadors to support the creative process and help achieve this future vision. Jörg Stellbrink, Andrea Meyer and Jochen Derstroff (standing left to right in the photo) now represent Böllhoff in joint Alliance workshops with all partner companies and DSC Arminia Bielefeld.

In addition, we have also been providing financial support for Arminia Bielefeld's youth institution, the Akademia, since September 2022. In return, Tom Schütz – former Arminia player and current assistant coach of the club's U17 team – thrilled our new apprentices by giving a talk at our apprentice welcome week in October. The former professional

footballer used his speech to outline the similar skills required for success in sport and in vocational training, namely

discipline, team spirit, application and a willingness to learn. At the subsequent meet and greet, apprentices had the

opportunity to ask any questions on their minds.



Volunteering Together – doing good together

SDG 3, 11

The social projects in which our employees get involved in their free time are as diverse as our employees themselves. True to its slogan of ‘Doing good together’, our Volunteering Together corporate initiative is aimed at honouring this commitment and providing practical support. We support the social projects undertaken by our employees at all Böllhoff locations worldwide by providing additional donations. In recent years, numerous projects have been supported through Volunteering Together.

A rally for a good cause

Having an adventure and doing something good at the same time – that was our employee Alexander Scherzer’s goal when he took part in an event close to his heart: a rally across the Alps. Over five days, the teams traverse Europe’s most spectacular mountain passes in cars that must be at least 20 years old. Before the rally, each team also collects donations for a charitable cause.

Alexander Scherzer and his fiancée were particularly keen to ensure their efforts had a local impact in their home region, so they decided to raise funds for the animal shelter in Gütersloh. We made a donation to help the team’s fundraising drive as part of our Volunteering Together initiative. In return, we were immortalised on the team’s rally car – with the Böllhoff logo and a

signature from managing partner Wilhelm A. Böllhoff on the bonnet. The team is already planning to take part in another rally in 2023, this time across the United Kingdom. This year’s fundraising drive is in support of the Children’s and Young People’s Hospice in Bielefeld-Bethel – and we will again contribute through our Volunteering Together initiative.



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International engagement

SDG 3, 11

Mechthild Böllhoff Foundation

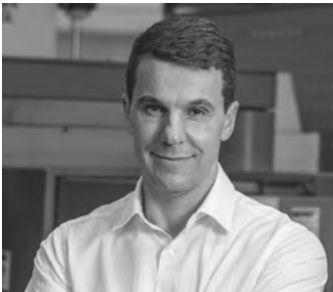
The purpose of the Mechthild Böllhoff Foundation is to promote social, charitable and religious causes in the Holy Land, especially in Israel, Palestine and Jordan. It is particularly instrumental in supporting medical treatment for the needy and the education of young people.



Instituto Böllhoff de Medula

The Instituto Böllhoff de Medula is a non-profit association for the support of patients with blood diseases, especially leukaemia. It is based in Jundiaí, Brazil. The aim of the association's work is to enable a larger number of leukaemia patients to receive successful bone marrow transplants and shorten their waiting time for a suitable donation. To that end, the association runs various campaigns together with hospitals, universities and transplant centres to encourage more people to register as bone marrow donors. The association was founded in 2019 by Michael W. Böllhoff and Megan Böllhoff.

→ <http://institutobollhoff.com.br>



**“If our efforts save just one life,
we’re already on the way to
accomplishing our mission!”**

Flavio Silva, Managing Director, Böllhoff Service Center Ltda., Jundiaí/Brazil, and Director of the Instituto Böllhoff de Medula



École de la deuxième chance



Every year in France, around 100,000 school leavers aged between 16 and 25 find themselves without a permanent job or a place in higher education or training. The École de la deuxième chance (English: Second Chance School) aims to give such young people in the Savoie département a second chance. It gradually introduces them to the expectations of the world of work, helping them to acquire the necessary knowledge and social skills to be able to integrate properly into the labour market.

Böllerhoff provides the institution with wide-ranging support. In 2022, this

support included sponsoring the organisation of a sports festival, paying its vocational training taxes and holding joint events. In October 2022, some young people on the programme visited our site in Chambéry, France. During the half-day event, they were introduced to a range of professional pathways. Two employees who had benefited from internal advancement programs during their time at Böllerhoff then shared their experiences. The event aimed to show the young people that, with enthusiasm, courage and dedication, they have a bright future ahead of them. The next month, two of the students completed a two-week placement at Böllerhoff, during which time they visited different departments and learned first-hand about working in an international company.

Tree planting event

In September 2022, Böllerhoff held two tree planting events in different parts of the company: at our headquarters in Bielefeld, eastern Westphalia, and in Kendallville, USA. The two events marked very different occasions: while

the Bielefeld planting drive celebrated the first day at school for 21 children of Böllerhoff employees, the US event commemorated our corporate group's 145th birthday. Our employees in Kendallville planted one tree for every year of the company's existence to date at the event dubbed '145 years, 145 trees'. While the two events marked very different occasions, they were united by a shared goal: to create a lasting reminder for our employees by doing a good deed for the environment.

Cultural Boarders

A charitable association from Austria, Cultural Boarders is committed to promoting the boardsports scene in the country's Vöcklabruck region. Cultural Boarders regularly organises skating events in the region and offers courses to introduce young people to skateboarding. We support the association with an annual sponsorship on behalf of our site in Schörfing am Attersee.

DUOday

As part of the international DUOday initiative, companies open their doors to people with physical, mental or learning disabilities on one day of the year. On the big day – DUOday – a company employee and a person with a disability team up to form a duo. The participants then experience the everyday working life of their duo partner and gain personal insights into that company. These valuable encounters make DUOday an effective tool for promoting inclusion and good opportunity to overcome prejudices together.

Böllerhoff France took part in the initiative once again in 2022. In total, 15 employees declared their willingness to provide insights into their day-to-day work. On the day itself, 17 November 2022, Böllerhoff hosted five people from ESAT, a sheltered workshop for people with disabilities. The feedback from all participants was thoroughly positive: "a hugely emotional day" with "beneficial encounters for us all".

Aid for Ukraine

Russia's war of aggression against Ukraine triggered a groundswell of concern and support from around the world. The Böllerhoff Group was no exception, with internal aid campaigns aiming to ease the pain of those affected. For example, in our 'Böllerhoff supports Ukraine – together with you' fundraising drive, we doubled all donations for Ukraine from our employees in Germany. In total, we raised around 100,000 euros for various projects and initiatives in Germany and abroad. In addition, employees at several of our European locations collected donated items, including at Bielefeld and in Székesfehérvár, Hungary. The food parcels, clothes and other donations were then transported by truck directly to the Ukrainian regions where they were most urgently needed.



This report has been prepared in accordance with the GRI standards.

General comments/notes:

- The reporting aims to show key figures for three years. This has not been possible in isolated cases due to a lack of data.
- The key figures in the 'Böllhoff: the company' chapter are based on worldwide data. From the 'Sustainability at Böllhoff' chapter onwards, the information relates to:
 - the Böllhoff Group locations in Germany, the USA, Brazil, China, France, India and Austria
 - Gillis Aerospace and SNEP SA, acquired in 2021 and 2022 respectively
 - associated companies Kaiser Spezialartikel GmbH and Verbindungselemente Engel GmbH

General standard disclosures

GRI indicator	Indicator name	Explanation/reference
Organisational profile		
102-1	Name of the organisation	Wilhelm Böllhoff GmbH & Co. KG Holding company of the Böllhoff Group
102-2	Activities, brands, products and services	Page 8
102-3	Location of headquarters	Archimedesstrasse 1–4, 33649 Bielefeld, Germany
102-4	Location of operations	The Böllhoff Group is active in 25 countries in total. Page 8
102-5	Ownership and legal form	Excerpt from credit report (as at 07/2023) Wilhelm Böllhoff GmbH & Co. KG Legal form: GmbH & Co. KG Foundation and commercial register: 29/10/1988 AG Bielefeld, HRA 12987 Head office in Herdecke founded 1877, AG Hagen on 06/01/1877, no. 451 General partner: Wilhelm Böllhoff Verwaltungs-GmbH, 33649 Bielefeld, Archimedesstrasse 1–4 Commercial register HRB 30010, AG Bielefeld



GRI indicator	Indicator name	Explanation/reference
102-6	Markets served	Page 8
102-7	Scale of the organisation	Page 9
102-8	Information about employees and other workers	Page 43
102-9	Supply chain	Sustainable supply chain: Page 32
Strategy		
102-14	Statement from senior decision-maker	Page 3
Ethics and integrity		
102-16	Values, principles, standards and norms of behaviour	Page 11
Governance		
102-18	Governance structure	Company management (as at 07/2023): Michael W. Böllhoff (C), Wilhelm A. Böllhoff (C), Dr Jens Bunte and Dr Cathrin Wesch-Potente
Stakeholder engagement		
102-40	List of stakeholder groups	Page 16
102-42	Identifying and selecting stakeholders	Page 19
102-43	Approach to stakeholder engagement	Page 19
102-44	Key topics and concerns raised	Page 19

GRI indicator	Indicator name	Explanation/reference
Reporting practice		
102-46	Defining report content and topic boundaries	Page 19
102-47	List of material topics	Page 19
102-48	Restatements of information	The Sustainability Report 2022 is the fourth report of this kind from the Böllhoff Group. The scope of the report has been expanded. The facts, figures and dates now include the following countries: the USA, Brazil, China, Germany, France, India and Austria. They also include Gillis Aerospace and SNEP SA, two companies acquired in 2021 and 2022 respectively, as well as associated companies Kaiser Spezialartikel GmbH and Verbindungselemente Engel GmbH.
102-49	Changes in reporting	The Sustainability Report 2022 is the fourth report of this kind from the Böllhoff Group. The scope of the report has been expanded. The facts, figures and dates now include the following countries: the USA, Brazil, China, Germany, France, India and Austria. They also include Gillis Aerospace and SNEP SA, two companies acquired in 2021 and 2022 respectively, as well as associated companies Kaiser Spezialartikel GmbH and Verbindungselemente Engel GmbH.
102-50	Reporting period	The reporting period is the year 2022 (01/01/2022–31/12/2022).
102-51	Date of the most recent report	The last report, for the 2021 reporting year, was published in November 2022.
102-52	Reporting cycle	The Böllhoff Group's Sustainability Report is updated annually. Its scope is continuously being expanded.
102-53	Contact point for questions regarding the report	Christian Hagemeyer – Corporate Quality Sustainability. Email: chagemeyer@boellhoff.com



Specific standard disclosures – Economy

GRI indicator	Indicator name	Explanation/reference
Market presence		
202-1	Ratios of standard entry level wage by gender compared to the local minimum wage	Attractive employer: Page 36
Procurement practices		
204-1	Proportion of spending on local suppliers	Sustainable supply chain: Page 32
Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	Compliance and transparency: Page 12
205-3	Confirmed incidents of corruption and actions taken	Compliance and transparency: There were no confirmed incidents of corruption during the reporting period, so no measures were taken.
Materials		
301-1	Materials used by weight or volume	Production and logistics: Page 31
301-2	Recycled input materials used	Production and logistics: Page 31



Specific standard disclosures – Environment

GRI indicator	Indicator name	Explanation/reference
Energy		
302-1	Energy consumption within the organisation	Renewable energy: Page 25
302-4	Reduction of energy consumption	Renewable energy: Page 26
Water		
303-1	Interactions with water as a shared resource	Production and logistics Page 32
303-5	Water consumption	Production and logistics Page 32
Biodiversity		
304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	The company headquarters in Bielefeld is in a water conservation zone. No other sites are affected.
304-2	Significant impacts of activities, products and services on biodiversity	The Böllhoff Group assessed the impact of its business activities on the natural environment as part of an internal audit in accordance with DIN EN ISO 14001. Impacts on biodiversity only occur during construction projects at company locations. We minimise or prevent impacts on biodiversity through alternative measures stipulated by the authorities or in legislation. These are supplemented by additional voluntary measures such as the planting of orchard meadows and safeguarding the habitats of rare amphibians.



GRI indicator	Indicator name	Explanation/reference
Emissions		
305-1	Direct (Scope 1) greenhouse gas emissions	Carbon neutrality: Page 25
305-2	Indirect (Scope 2) greenhouse gas emissions from energy	Carbon neutrality: Page 25
305-3	Other indirect (Scope 3) greenhouse gas emissions	Carbon neutrality: Page 25
305-5	Reduction of greenhouse gas emissions	Carbon neutrality: Page 28
Waste		
306-2	Waste by type and disposal method	Environmental and climate protection: Page 31
Environmental compliance		
307-1	Non-compliance with environmental laws and regulations	Environmental and climate protection/compliance: There were no incidents during the reporting period, so no sanctions or fines were imposed on us.
Supplier environmental assessment		
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain: Page 33



Specific standard disclosures – Social assessment

GRI indicator	Indicator name	Explanation/reference
Employment		
401-2	Employee benefits	Attractive employer: Page 36
Labour/management relations		
402-1	Minimum notice periods regarding operational changes	Attractive employer: Page 37
Occupational health and safety		
403-1	Occupational health and safety management system	Occupational health and safety: Page 44
403-2	Hazard identification, risk assessment and incident investigation	Occupational health and safety: Page 44
403-3	Occupational health services	Occupational health and safety: Page 44
403-4	Worker participation, consultation and communication on occupational health and safety	Occupational health and safety: Page 44
403-5	Worker training on occupational health and safety	Occupational health and safety: Page 45
403-6	Promotion of worker health	Occupational health and safety: Page 45



GRI indicator	Indicator name	Explanation/reference
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	This aspect is part of the Compliance Policy and is aimed at protecting every individual.
403-8	Employees covered by a management system for occupational health and safety	Occupational health and safety: Page 44
403-9	Work-related injuries	Occupational health and safety: Page 45
403-10	Work-related ill health	There were no incidents of work-related ill health in the reporting period.
Training and development		
404-2	Programs for upgrading employee skills and transition assistance programmes	Training and development: Page 41
404-3	Percentage of employees receiving regular performance and career development reviews	Training and development: Page 38
Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	Diversity: Page 42
405-2	Ratio of basic salary and remuneration of women to men	Diversity: Page 36
Non-discrimination		
406-1	Incidents of discrimination and corrective actions taken	Diversity: Page 43 No incidents of discrimination were recorded during the reporting period.



GRI indicator	Indicator name	Explanation/reference
Freedom of association and collective bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Compliance/sustainable supply chain: Page 33 Page 37
Child labour		
408-1	Operations and suppliers at significant risk of incidents of child labour	Compliance/sustainable supply chain: Page 33 The minimum age for employment in the Böllhoff Group is 16 years old. In accordance with our Compliance Policy, we strictly reject child labour. In the Code of Conduct, we therefore also oblige our suppliers to respect human rights and not to tolerate any violation of human rights through child labour.
Forced or compulsory labour		
409-1	Operations and suppliers at significant risk of incidents of forced or compulsory labour	Compliance/sustainable supply chain: Page 33 The Böllhoff Group is not located in any emerging markets, so the risk for incidents of forced or compulsory labour at its operating sites is classified as low.
Human rights assessment		
412-1	Operations that have been subject to human rights reviews or impact assessments	Compliance/sustainable supply chain: Page 33 No such audit or impact assessment has been conducted. This is not necessary for our own production sites, as all applicable laws and regulations are observed there. For information on our dealings with suppliers, please refer to the chapter 'Sustainable supply chain'.
412-2	Employee training on human rights policies or procedures	Compliance: Page 12



GRI indicator	Indicator name	Explanation/reference
Local communities		
413-1	Operations with local community engagement, impact assessments and development programs	Social engagement: Chapter Partnership
Supplier social assessment		
414-2	Negative social impacts in the supply chain and actions taken	Sustainable supply chain: Page 33
Customer privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Compliance: Page 13 There were no complaints nor any loss or theft of customer data during the reporting period.
Socio-economic compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	Compliance: There were no incidents during the reporting period, so no sanctions or fines were imposed on us.





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