

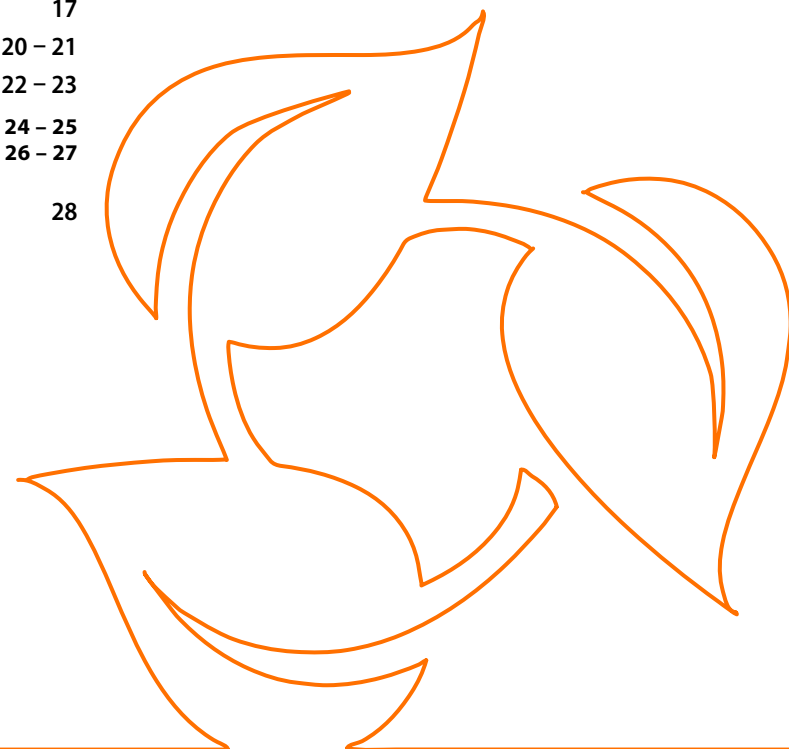


 Hoffmann Group

# ACTING SUSTAINABLY

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Hoffmann Group comprises all group companies of Hoffmann SE pursuant to §§ 15 et seq. German Stock Corporation Act (AktG). Our partner companies Hch. Perschmann GmbH, Götde GmbH and Oltrogge & Co. KG are not included solely for the purpose of this publication.



# FACTS & FIGURES

## Our approach to sustainability

Sustainability is practised as an integral part of our culture. Only through the holistic integration of various ESG criteria (environmental, social, governance) into our business activities, we can generate sustainable added

value for our stakeholders. We actively pursue various measures and initiatives in the respective areas and strive to continuously improve Hoffmann's sustainability performance.



## ENVIRONMENTAL

- GARANT GreenPlus: Chemical-technical products with no hazardous substances for more sustainability in workshops and production.
- Electromobility pilot project for our vehicle fleet.
- Calculation of Hoffmann's carbon footprint for 2021.
- Eco-power sourced at all German locations.
- Hoffmann's printed catalogue now published only every two years: Paper consumption reduced by around 1,000 tonnes per year.
- State-of-the-art, energy-efficient building technology in LogisticCity in Nuremberg.
- More than 70 per cent recycled cardboard content in shipping cartons as part of a green logistics concept.
- Compliance with international standards on environmental and energy management.

## SOCIAL

- Highly attractive to employees: Hoffmann is one of Germany's "Best Employers 2021" (honoured by DIE WELT).
- Certified training academy (ISO 9001).
- "Tools create values": Eleven projects supported by the Hoffmann Group Foundation throughout Germany.
- Occupational health and safety: 0 fatalities or serious injuries (2021).
- Occupational health and safety management system certified to ISO 45001 at the Munich location.

## GOVERNANCE

- Awards for sustainability achievements by Hoffmann GmbH Qualitätswerkzeuge and Hoffmann.
- Code of Conduct for Hoffmann employees valid throughout the group.
- Group-wide compliance management system (CMS).
- Further professionalisation of Hoffmann's enterprise risk management (ERM) system in 2022.





Chairman,  
Sales & Marketing

**MARTIN  
REICHENECKER**



Technology &  
Transformation

**SIEGFRIED  
NEHER**



Product Management &  
Engineering

**BORRIES  
SCHÜLER**



Operations

**ALEXANDER  
ECKERT**



Finance &  
General Services

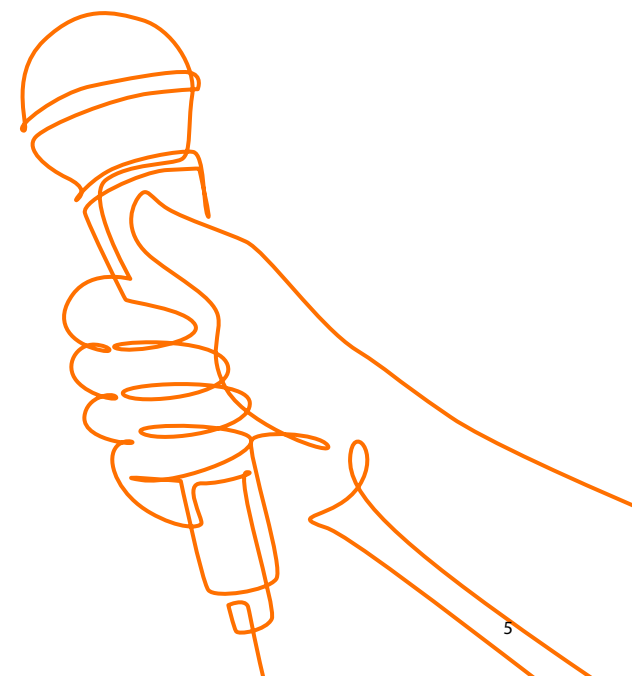
**MARC  
TRUBE**

# FOREWORD BY THE HOFFMANN MANAGEMENT BOARD

Dear readers,

As Europe's leading system partner for quality tools, acting sustainably is one of our fundamental principles. Hoffmann's success story of over 100 years would not have been possible if we hadn't set high standards for sustainability. We work continuously on developing ourselves in environmental, social and governance-related areas (ESG), setting ourselves ambitious targets for the future – and achieving them. We also communicate this aspiration to our business partners. We also want to support our customers in becoming more sustainable themselves.

At Hoffmann, we practice sustainability in all areas of our business. This is not an option, but an economic imperative. We know that, for a long time now, customers, employees, management and society have been interested in more than just the financial figures of a company. They expect us to take responsibility by being aware of the environmental and social impact of our business model, managing it within the framework of sustainable development, and disclosing the progress we are making. This includes aspects such as CO<sub>2</sub> emissions and power consumption, sustainable and safe



products and, in general, responsibility for people and the environment.

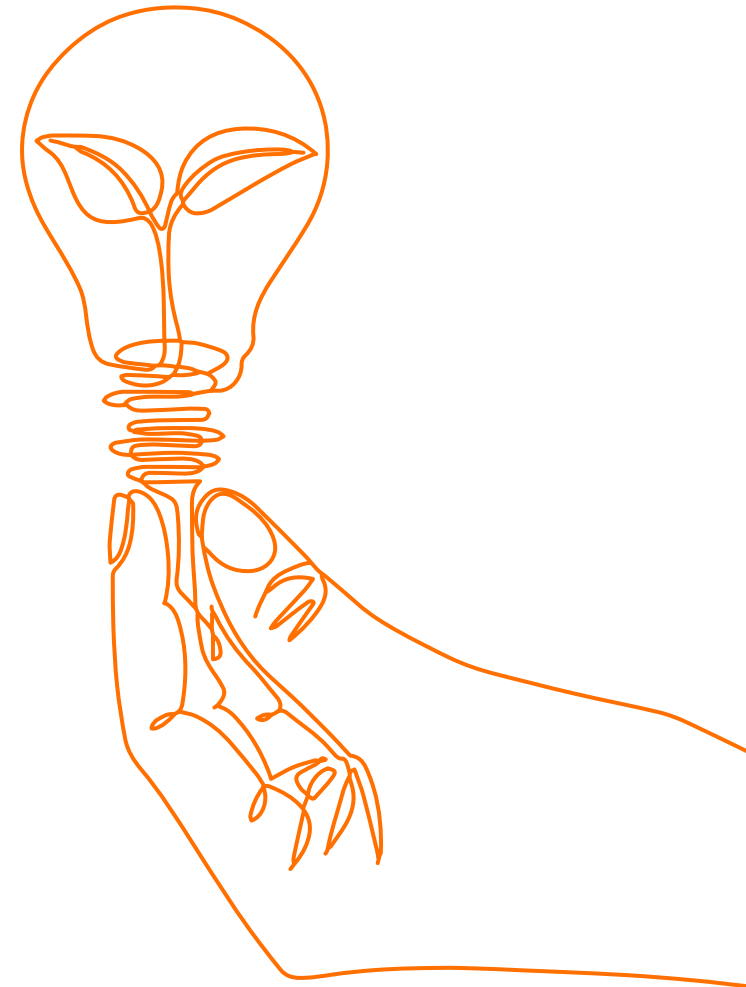
Together with our employees and through strong, lasting partnerships with our suppliers and customers, we want to live up to this responsibility. This publication summarises where we currently stand with these efforts. Sustainable business growth goes hand in hand with the value we create for people and our planet. We aim to work with our customers and suppliers to deliver tailored solutions that create value on a sustainable basis.

In recent years, there has been an emergence of ESG criteria that advance the pursuit of corporate sustainability and make it more measurable. We should use these as an opportunity for transformation – not least to remain competitive, especially in turbulent times. After all, with our sustainability activities

we are investing in the acceptance of our stakeholders while also making an important contribution to society and the environment.

We are convinced that economic productivity and sustainable practices are not mutually exclusive, but go hand in hand. This is why we want to work even harder in the future to protect the environment, address social issues and promote responsible corporate governance. Together we want to shape sustainability.

Management Board of Hoffmann SE





# COMPANY PROFILE

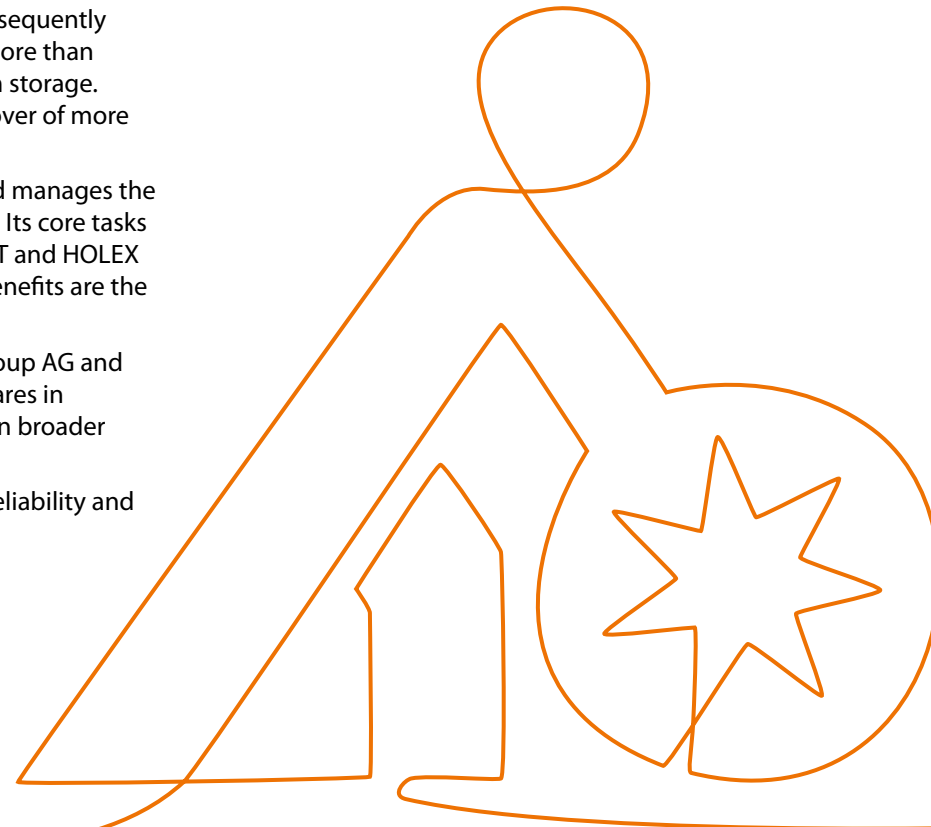
Hoffmann SE is a leading supplier of quality tools, workstations and storage, and personal protective equipment in Europe and, together with its affiliated companies, employs around 3,000 people (as of 31 December 2021). Since 2021, Hoffmann has been operating "LogisticCity" in Nuremberg, the most advanced tooling logistics facility in Europe. LogisticCity can handle up to 40,000 parcels per day and is the Hoffmann Group's central warehouse.

In 1993, Hoffmann founded the Hoffmann Group together with other family businesses Perschmann, Oltrogge and Gödde. SFS, a family business from Switzerland, subsequently joined the group. Our product range consists of around 500,000 articles from more than 500 brands, of which around 100,000 articles can be supplied immediately from storage. The Hoffmann Group is active in over 50 countries. In 2021, it generated a turnover of more than 1.3 billion euros with over 4,000 employees.

As the largest company within the Hoffmann Group, Hoffmann SE develops and manages the orientation of the corporate group in coordination with the partner companies. Its core tasks include the cultivation and further development of products under the GARANT and HOLEX brands. A broad, responsible perspective and an absolute focus on customer benefits are the most important criteria here.

In order to further expand international growth, long-standing partners SFS Group AG and Hoffmann SE merged in mid-2022. This involved the SFS Group acquiring all shares in Hoffmann SE. By joining forces, the companies can offer their customers an even broader range of products and services.

As a company with a long tradition, Hoffmann represents continuity, stability, reliability and sustainability. We challenge ourselves to live up to this standard every day.



# COMPANY CULTURE

Adopting a sense of responsibility isn't something we feel obliged to do – it's something we truly believe in. This is why Hoffmann has been committed to the environment, social issues and good corporate governance for decades. This commitment is an integral part of our company's culture and actions. An awareness of our responsibility for our employees, business partners, products and our natural environment has always shaped our corporate policy.

## **Our purpose: Enabling people to perform at their best.**

At Hoffmann, we cultivate a value-oriented company culture that enables our employees and customers to perform at their best, thereby laying the foundation for more than 100 years of lasting success.

Hoffmann's culture is based on three values: Pioneering - Precise - Personal.



### **Our attitude: Pioneering**

We search for creative responses to the needs of our customers. In doing so, we confidently open up new opportunities. The benchmark for our innovation is the quality of our solutions.



### **Our performance: Precise**

Our performance simply stated: Precision work. In doing so, we rely on simple processes. We focus our actions on the requirements of our customers. We reliably keep our promises.



### **Our style: Personal**

We rely on a cooperation based on trust, listen attentively and communicate respectfully. Our work is based on transparency and passion.



1919



Josef Hoffmann founds J. Hoffmann K.G. Qualitätswerkzeuge in Munich

1932



Franz Hoffmann joins the company

1936



First Hoffmann catalogue is published

1973



GARANT introduced as the "clever alternative" in the field of machining

2000



Entry into the age of eBusiness: products now also available online

2004



GARANT becomes market leader in Germany in solid carbide drills and milling cutters

2009



Opening of the Logistics Centre in Nuremberg

2014



Opening of the workstations and storage centre in Odelzhausen

2014



Hoffmann Group achieves turnover of over €1 billion

2017



Full range of personal protective equipment (PPE) introduced

2019



First digital products, solutions and services presented

2021



Completion of LogisticCity in Nuremberg

2022



Merger with SFS Group AG

# HISTORY & MILESTONES

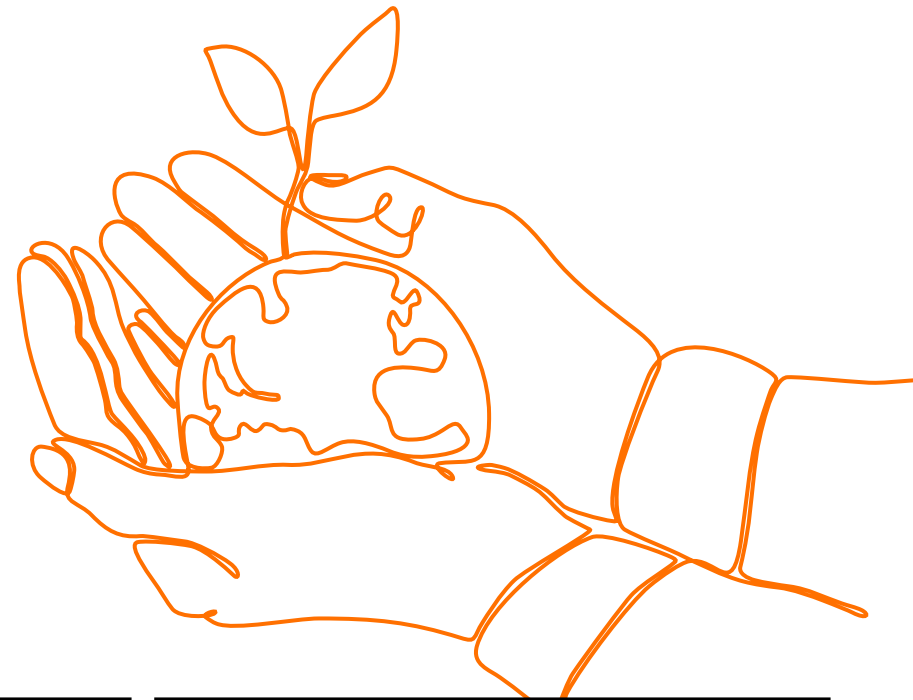
**Quality-driven since 1919:** Since the company was founded by Josef Hoffmann, the pursuit of the highest levels of quality has been our driving force. Nothing more clearly explains the Hoffmann world today than its 100+ years of history. This

history is characterised by the personal commitment of the founding family, economic challenges, innovative developments, and the values of a family business. It has made the company what it is today.



# HOFFMANN'S SUSTAINABILITY STRATEGY

In 2022, Hoffmann started to develop a group-wide sustainability strategy. The aim of the strategy process is to link ESG aspects even more closely with Hoffmann's corporate strategy and to take a holistic view of the group's economic, environmental and social performance. In the future, we want to push ahead with integration and further differentiate the objectives, key figures and measures in our strategic areas of action.



## TAKING A HOLISTIC APPROACH TO SUSTAINABILITY

For Hoffmann, sustainability means taking equal account of economic, ecological and social aspects of our business activities in order to create lasting value.



## HOFFMANN IS HELPING OTHERS TO BECOME MORE SUSTAINABLE

Our innovative product ranges and solutions are designed to help our customers become more sustainable and successful themselves.

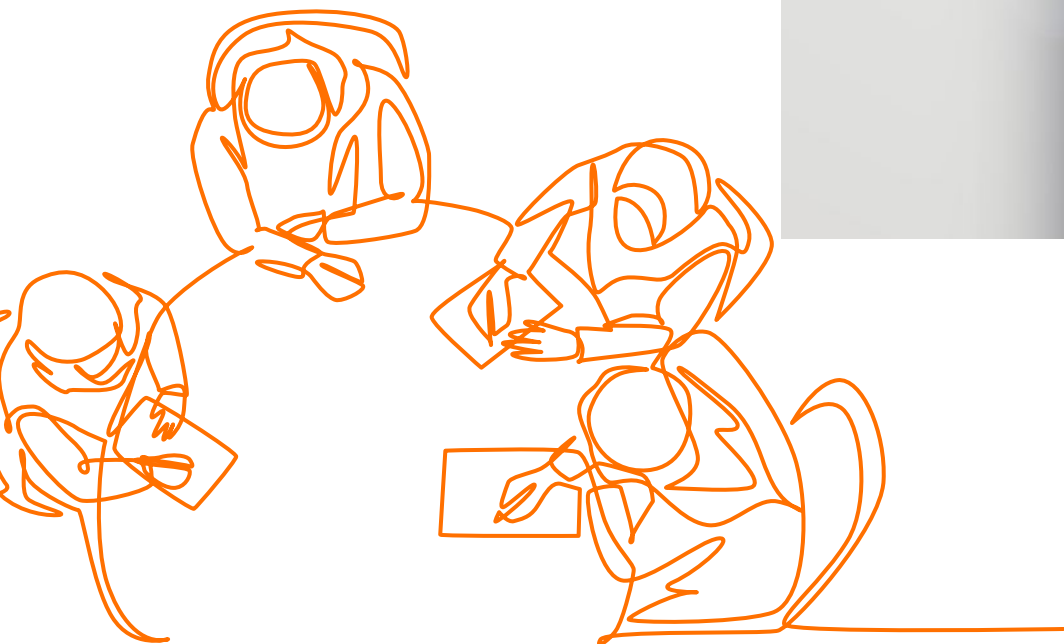


## HOFFMANN IS MAKING ITS OWN CONTRIBUTION THROUGH SUSTAINABLE BUSINESS PRACTICES

Together with our employees and through our strong, lasting partnerships with our suppliers and customers, we are also ensuring sustainability in our operations.

# MATERIALITY ANALYSIS AND STRATEGIC AREAS OF ACTION

Due to the multifaceted nature of sustainability, it was important for us as a company to prioritise topics and define strategic areas of action. For this reason, Hoffmann conducted an extensive series of expert interviews within our defined stakeholder groups during 2022 as part of a materiality analysis. The results of this materiality analysis, which we will review on a regular basis, will be used to define the substantive focus of our sustainability activities.



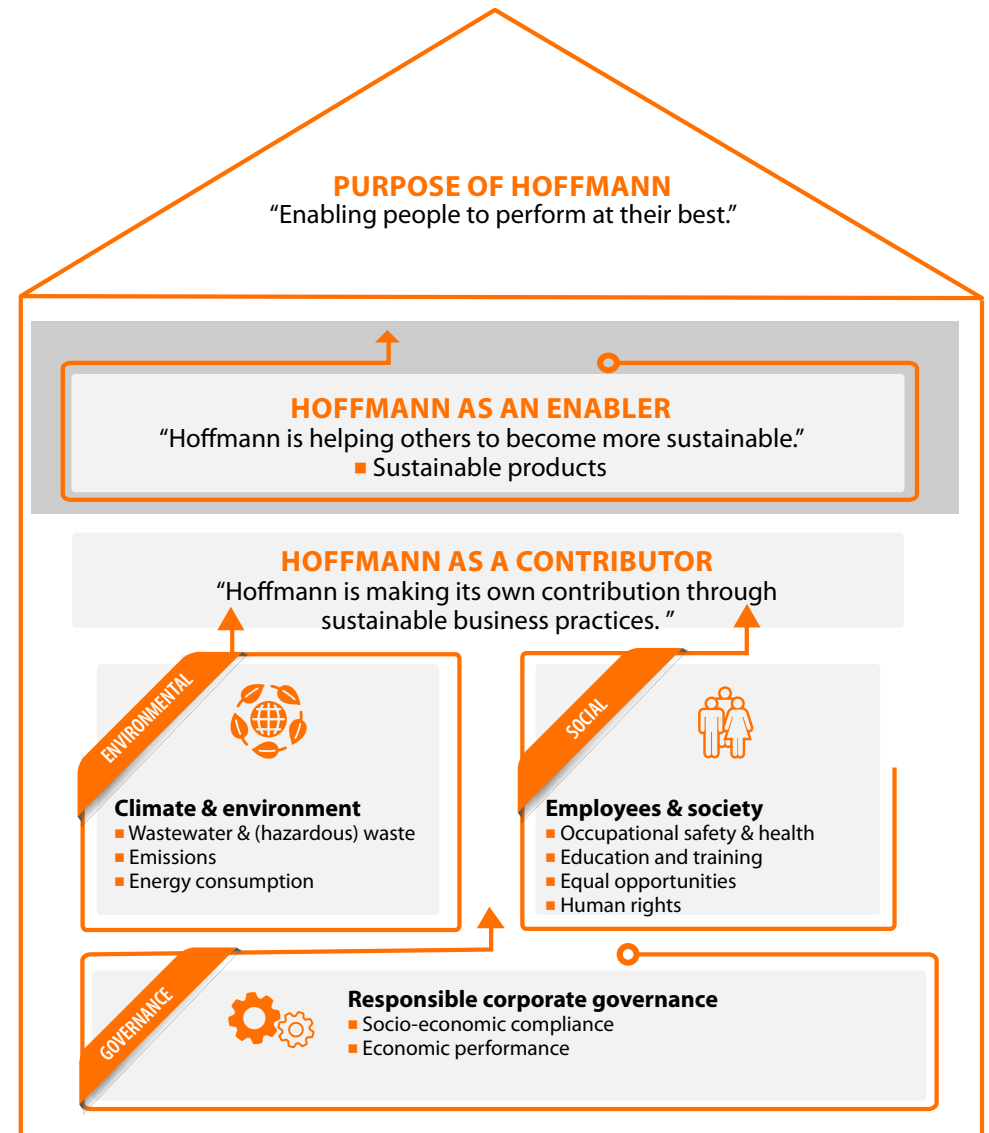
<i>Sustainability topic</i>	<i>Strategic thrust</i>	<i>Focus in the supply chain</i>		
		<b>Suppliers</b>	<b>Hoffmann</b>	<b>Customers</b>
<b>Occupational safety &amp; health</b>	Hoffmann is committed to providing its employees with a safe working environment and reducing occupational accidents. We also support our customers' safety at work through our products.			
<b>Emissions</b>	Hoffmann wants to contribute to climate protection and reduce its CO <sub>2</sub> emissions in particular by optimising its consumption of resources and using renewable energies.			
<b>Human rights</b>	Hoffmann considers compliance with human rights to be imperative and non-negotiable. This fundamental attitude is also expected from all business partners in our supply chain in particular.			
<b>Sustainable products</b>	We offer sustainable products and solutions, thereby helping our customers to be sustainable themselves. We aim to continuously increase the proportion of sustainable products and services in our portfolio.			
<b>Socio-economic compliance</b>	Proper conduct is an expression of partnership in practice for all employees of Hoffmann. Preventing breaches of compliance continues to be our clear objective for the future.			
<b>Economic performance</b>	We want to sustainably increase our turnover and grow profitably by consistently exploiting market opportunities and inspiring and retaining our customers with the right range of products and services.			

# STRATEGIC AREAS OF ACTION

In addition to the six topics described above, we consider wastewater & (hazardous) waste, education and training, equal opportunities and power consumption to be particularly important topics for Hoffmann's sustainability performance.

## DEFINITION OF SUSTAINABLE DEVELOPMENT

Hoffmann sees sustainable development as a guiding principle linking economic productivity, protection of natural resources and social responsibility.





# SUSTAINABLE DEVELOPMENT GOALS AND UN GLOBAL COMPACT

The United Nations (UN) Sustainable Development Goals (SDGs) provide the framework for our sustainability strategy. They define global priorities and goals for sustainable development until 2030 and aim to mobilise global efforts to achieve a common set of goals and targets. Hoffmann also wants to contribute to this transformation. We have identified the following seven goals as particularly relevant to our business activities and their contribution to the SDGs:



## Health and well-being

- Occupational health management (including ergonomics advice and sports courses).
- Other social and fringe benefits for employees such as free company restaurants (at selected locations) and company pension schemes.
- ISO 45001 certification (occupational health and safety management systems).



## Affordable and clean energy

- Exclusive use of eco-power at German locations.
- Modern and environmentally friendly energy concepts in LogisticCity.
- Use of geothermal energy for heating/cooling at the company headquarters in Munich.
- ISO certifications for environmental and energy management (ISO 14001 and ISO 50001).



## Decent work and economic growth

- Code of Conduct including key principles on integrity and ethical business conduct.
- Code of Conduct for suppliers, including on compliance with human rights standards.
- Reporting options, e.g. in the event of human rights violations.

## WE SUPPORT



Since the end of 2021, Hoffmann has been a signatory to the United Nations Global Compact and is therefore committed to its ten principles in the areas of human rights, labour standards, environment and climate as well as the prevention of corruption. The United Nations Global Compact is the world's biggest and most important initiative for responsible corporate management. Based on ten universal principles and the Sustainable Development Goals (SDGs), it pursues the vision of an inclusive and sustainable global economy. By becoming a signatory, Hoffmann is joining over 13,000 other companies and organisations from civil society, politics and academia in showing that we want to help shape this vision and strengthen our commitment to sustainability.



## Industry, innovation and infrastructure

- Long service life thanks to outstanding product quality and offers such as regrinding service.
- ISO 9001 certification (quality management systems).



## Sustainable consumption and production

- Products in the range that are free from hazardous substances and conserve resources (GARANT Green-Plus product brand).
- Sale of products from manufacturer brands with sustainability labels (e.g. "Protecting the planet").
- Use of alternative raw materials as an option for customers (e.g. bamboo for GARANT GridLine).
- Responsible handling of hazardous substances.



## Climate protection measures

- Pilot project for electrically powered vehicle fleet.
- Sustainable mobility offerings for employees (e.g. company bike, public transport subsidies).
- Environmentally compatible packaging material with a high proportion of recycled content.
- Reduced paper consumption for printed products through investments in digital offerings.
- Climate-neutral shipping option ("GoGreen" by DHL).



## Peace, justice and strong institutions

- Group-wide compliance management system (CMS).
- Internal Trade Compliance Program (Trade ICP) for export control.
- Hoffmann Sustainability Policy as a policy document for acting sustainably within the company.
- Social commitment within the framework of the Hoffmann Group Foundation.

# SUSTAINABILITY MANAGEMENT AND ORGANISATION

Hoffmann takes an integrated approach to sustainability management and is convinced that companies can make a positive contribution to achieving society's sustainability goals through both a sustainable range of services and sustainable value creation.



The sustainable development of the Hoffmann Group is a key priority. The Chief Financial Officer (CFO) of Hoffmann SE, together with the entire Executive Board and the Head of Compliance, Risk & Sustainability (CRS), regularly addresses sustainability-related issues, sets priorities, and reviews the progress made in each case. Various ESG aspects have long been anchored in our corporate policy. We are aware that acting sustainably requires a concerted effort and is a cross-sectional issue that affects all departments.

For sustainability management at Hoffmann, the CRS division provides the technical basis for the successful implementation of the group's ESG strategy and brings together all the key sustainability issues. It is the source of ideas and central point of contact for sustainability aspects at Hoffmann.

With its specific expertise, it supports all departments and divisions with operationalisation.

In 2022, a cross-functional, inter-divisional ESG peer group was also set up with the aim of supporting the integration and implementation of the sustainability strategy in the individual divisions and establishing a constant exchange of ideas and information on sustainability issues at Hoffmann outside of the regular meetings.

**“THROUGH OUR SUSTAINABILITY MANAGEMENT, WE WANT TO REDUCE RISKS FROM OUR BUSINESS ACTIVITIES FOR PEOPLE AND THE ENVIRONMENT AND EXPLOIT OPPORTUNITIES FOR HOFFMANN. IN DOING SO, WE ARE MAKING A POSITIVE CONTRIBUTION TO THE FUTURE OF COMING GENERATIONS.”**

Holger Quade, Head of Compliance, Risk & Sustainability



# CLIMATE & ENVIRONMENT

As a company, Hoffmann is committed to a responsible and considerate approach to the environment and natural resources. We aim to use energy sustainably and efficiently and are taking measures to reduce our power consumption.

We have also implemented processes and procedures for the proper identification, management, handling, disposal and replacement of hazardous substances and prohibited materials. The development and sale of sustainable products and solutions that reduce direct and indirect emissions, optimise the use of raw materials and promote the use of recycled materials is a particular challenge.

We see it as the obligation of every organisation to contribute to achieving the the goals of the Paris Agreement by reducing greenhouse gas emissions. The disclosure of CO<sub>2</sub> emissions is therefore an important means of creating transparency and comparability for the evaluation of Hoffmann's sustainability performance. Against this backdrop, we have calculated Hoffmann's carbon footprint for the first time for 2021.





Emissions were determined on the basis of CO<sub>2</sub> equivalents (CO<sub>2</sub>e). Our carbon footprint includes emissions from direct sources within the company (Scope 1) and from the generation of purchased energy (Scope 2), as well as emissions that are caused by the company's activities but are not under its direct control and occur in the upstream and downstream value creation chain (Scope 3).

Important levers for reducing our operating emissions include in particular the expansion of eco-power procurement beyond the German locations, the avoidance of fossil fuels for heat, the in-house generation of renewable energies and new mobility concepts for employees.

Greenhouse gas emissions in 2021 in tonnes of CO<sub>2</sub>e

Scope 1	6,095
Scope 2	6,992
Scope 3	78,696
<b>Total</b>	<b>91,783</b>



#### Explanatory notes on our carbon footprint

In determining our carbon footprint, we have followed the criteria and definitions of the Global Reporting Initiative (GRI) as well as the following standards: Greenhouse Gas (GHG) Protocol - Corporate Accounting and Reporting Standard, Corporate Value Chain Accounting and Reporting Protocol of the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). Hoffmann primarily used a

Most of the emissions identified come from the supply chain. As Hoffmann primarily engages in sales activities, there will also be a focus on reducing our carbon footprint upstream and downstream in the value creation chain in emissions categories such as purchased goods and transport and logistics. In the coming years, we aim to drive the greenhouse gas emissions reduction agenda forward by expanding current initiatives, implementing new measures and contributing to the SFS Group's savings targets.



transaction-based data collection process to calculate its carbon footprint. The disclosure of Scope 2 emissions is based on market-based calculations using emission factors and energy mix information provided directly by our energy suppliers. The Atomic Engine database from Code Gaia was the main source for the other emission factors used.





### Efficient energy concepts and certified management systems

We aim to limit our impact on the environment by using state-of-the-art and environmentally compatible energy concepts in our company buildings. To date, this applies in particular to our logistics centre in Nuremberg, which started operations in 2021. We are also seeking to obtain LEED certification for our new corporate headquarters in Munich-Freiham. LEED stands for Leadership in Energy and Environmental Design, and is an internationally recognised certification system for ecological construction. We are already certified to ISO 50001 standards at most locations and additionally to 14001 for energy and environmental management systems in Munich.



### Sustainable solutions for greater resource efficiency

We are committed to continuously improving our processes and the quality of our products, and have geared our quality policy towards this. This objective is supported by a suitable quality assurance system. Besides high product quality, Hoffmann also provides services such as the regrinding service for cutting tools to increase the service life of our products. Using raw materials and production materials in a way that conserves resources basically helps reduce power consumption and save costs, while also benefiting the environment. So resource efficiency and sustainable business practices go hand in hand.



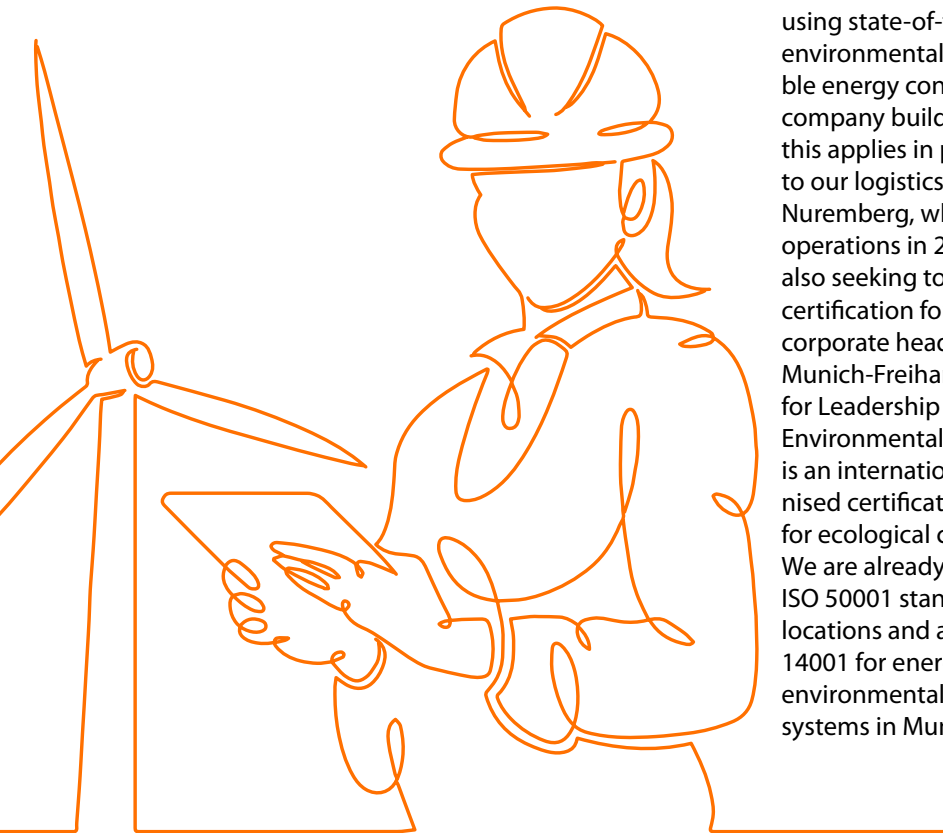
### Optimised and sustainable packaging and logistics concepts

Every day, we ship thousands of consignments worldwide with a high degree of delivery accuracy. Packaging and logistics are therefore an important means of reducing our waste volume and consequently our downstream CO<sub>2</sub> emissions. A new packaging concept has enabled us to achieve initial improvements in this area. We have switched from plastic films to a solution made of 100 per cent recycled paper and significantly increased the proportion of packages without any filling material. Looking ahead, we see the introduction of recycling concepts to create closed cycles and the optimisation of logistics processes with a view to sustainability criteria as key challenges.



### Reduction of paper consumption and expansion of digital range of products

Upon publication of its 2021/2022 catalogue, Hoffmann made the decision to publish it only biennially with immediate effect. The extended useful life of the printed product will reduce paper consumption by around 1,000 tonnes per year and also avoid transport-related greenhouse gas emissions. By extending the useful life, we can improve our environmental footprint. We are using the resources freed up as part of this sustainability initiative specifically to further develop our digital channels so that we can offer our customers an even better service.





## EMPLOYEES & SOCIETY

We offer a working environment characterised by mutual trust, where performance and commitment are rewarded. We encourage personal initiative, creativity and an autonomous, results-oriented way of working. Health and safety at work are important criteria for employee satisfaction and a basic prerequisite for ensuring that our employees are able to perform at their best. We are also convinced that diversity contributes to a positive overall climate and strengthens our business performance. In addition to gender, ethnicity, age and impairment, religion, personal lifestyles and sexual orientation are also expressions of diversity. We promote a working environment in which the diversity of our employees is respected.

By maintaining high social standards in the conduct of our business and promoting awareness and knowledge of ethical values and principles, both within our own workforce and among suppliers, Hoffmann can make a positive contribution to society. A sense of social responsibility and commitment have been an integral part of the company's culture for decades. For this reason, the Hoffmann Group Foundation was established in 2006 under the motto "Tools create values". The values of reliability, responsibility and sustainability that define the approach of the companies organised in the Hoffmann Group are also reflected in the commitment of our Foundation.





### Attractive working environment and fair pay

Hoffmann offers its employees a friendly and respectful company atmosphere and a secure workplace. We comply with the laws and regulations of the individual countries and regions in which Hoffmann operates, including those relating to working conditions, wages and working hours, and are committed to providing an attractive working environment and fair pay. Our extensive range of benefits includes flexible working hours and the option of mobile working throughout Germany. Depending on the location, we also offer a wide range of social and fringe benefits, such as sports courses, discounted tool purchases and company pension schemes.



### High value placed on education and training

We consider education and training to be an important social responsibility and a crucial tool for maintaining and strengthening Hoffmann's competitiveness. We therefore provide individual support for young people entering professional life. Supporting the development and expansion of skills includes dual forms of education for the targeted training of skilled workers. Transitions into the company or between positions are also facilitated in this way. We also place a high priority on the continuous professional development of our employees. Our certified training academy is one of the ways in which we support the personal and professional development of our employees.



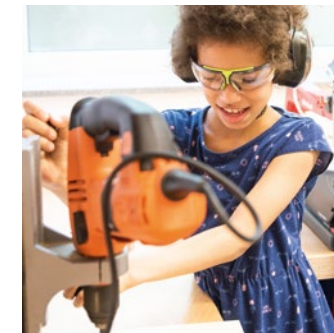
### Health and safety for employees and customers

Through our quality, environmental and safety policies, we endeavour to ensure the health and safety of employees in the performance of their duties, prevent occupational accidents and promote mental and physical health. We have the relevant certifications, including ISO 45001 (occupational health and safety management systems) at our Munich location. We comply with all applicable regulations for the health and safety of our customers. We also have a wide range of personal protective equipment for the industrial workplace in our product portfolio. In addition, we offer further training and technical seminars for customers in order to effectively prevent damage to health.



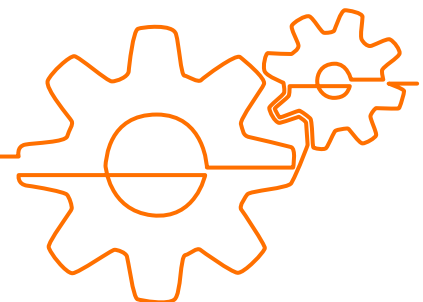
### "Safety Days" on occupational health and safety

In 2022, we held our Safety Days in-house exhibition in Nuremberg for Hoffmann customers under the motto "Safety and Ergonomics in the Workplace". At the event, 35 well-known manufacturers presented products for personal protective equipment (PPE), safety at work, workstations and storage, and operating technology. The in-house exhibition also offered an extensive seminar programme on occupational health and safety. At the Safety Days, visitors had the opportunity to receive individual advice at the exhibition stands, find out about new products, and discuss current trends.



### Hoffmann's social commitment

Hoffmann employees can get involved in Hoffmann Group Foundation projects in a variety of ways. During the ORANGE Social Days, employees can spend an entire working day at one of the supported organisations lending a helping hand. Outdoor facilities and therapy rooms are spruced up, bicycles are repaired, new fences and shelters for animals are built, and much more. In addition to our employees' hands-on involvement, there are company runs and ORANGE Sport Challenges, where Hoffmann rewards employees' sporting achievements in the form of a donation to the Foundation.







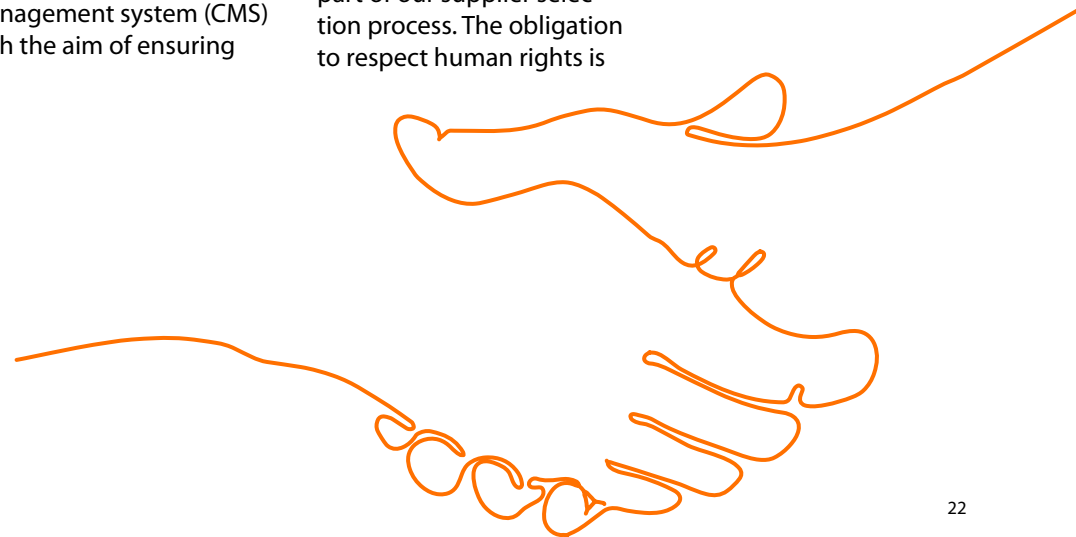
# RESPONSIBLE CORPORATE GOVERNANCE

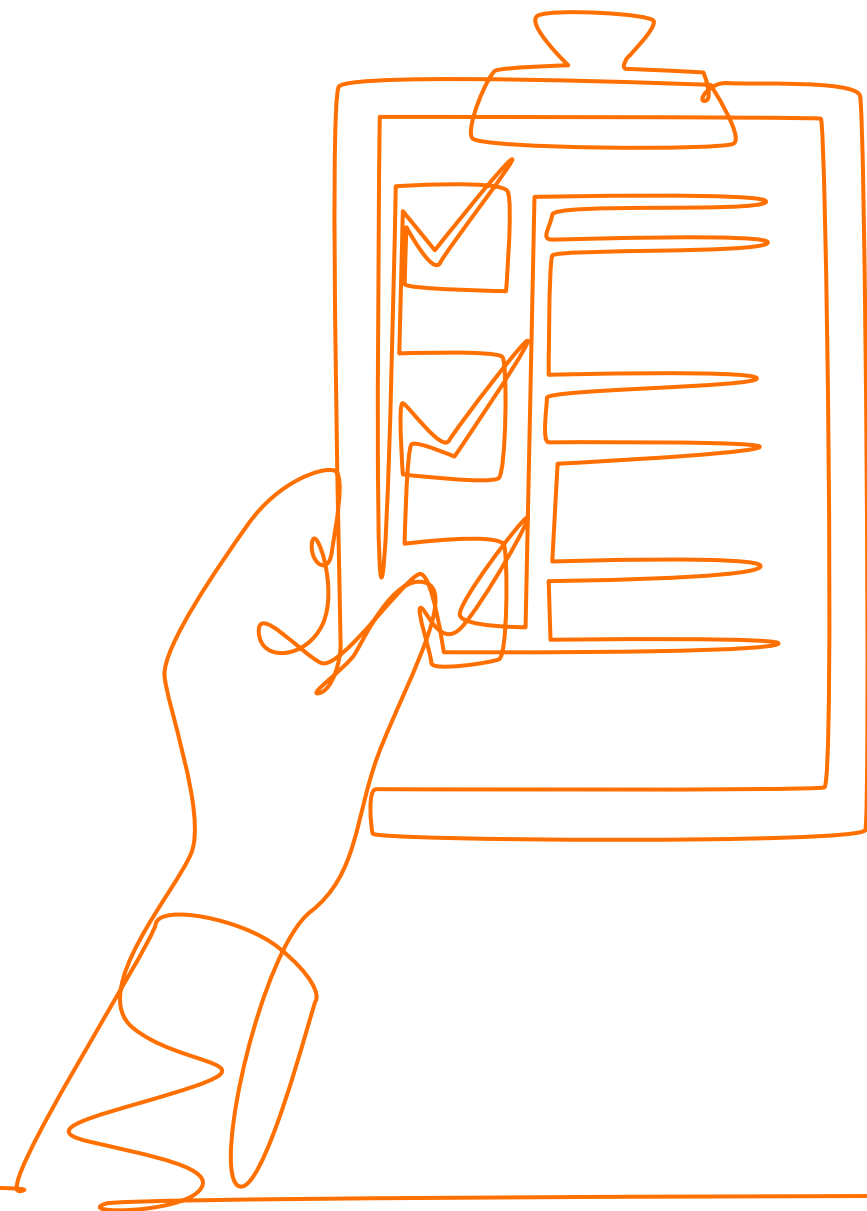
We firmly believe that a strong culture of integrity, reliability and transparency leads to better business performance and is essential not only for our long-term success but also for the protection and wellbeing of our employees. Hoffmann also contributes to the protection of international human rights, the prevention of forced and child labour, and to fair working conditions through responsible supply chains. We are a fair partner and set the highest standards for our actions. For this reason, Hoffmann has implemented a group-wide compliance management system (CMS) with the aim of ensuring

compliance at all times in all business activities.

The Hoffmann Code of Conduct summarises the essential principles and rules that apply to all of our activities. It is a binding policy for all employees worldwide and forms the basis for our daily interactions with each other, with customers and with business partners. The Code of Conduct also regulates in particular how human rights should be upheld. We also expect our suppliers to unconditionally respect and uphold human rights and check whether they do so as part of our supplier selection process. The obligation to respect human rights is

also laid down in our Code of Conduct for Suppliers. In addition to the existing rules, a Sustainability Policy for Hoffmann was adopted in 2022.





#### Zero tolerance of corruption or bribery

Hoffmann does not tolerate any form of corruption or bribery. This includes offering or giving, as well as soliciting or accepting, undue advantages or gratuities in an attempt to improperly influence another person's decision for the purpose of gaining an unfair advantage. This zero tolerance principle applies not only to our employees, but also to all other persons and organisations acting on our behalf or in our interest. The relevant regulations are listed in the Code of Conduct, the Integrity Policy and the Sustainability Policy, among others.



#### Award for Hoffmann's sustainability performance

At the end of 2022, our very first and extremely comprehensive rating for the entire group saw us receive a bronze rating at the first attempt, placing us among the top 50 per cent of companies assessed by EcoVadis. The EcoVadis award is granted by the international rating platform of the same name, which assesses companies for their sustainability performance and creates ESG ratings based on these assessments. The areas of environment, ethics, human and labour rights and sustainable procurement are evaluated. The Hoffmann Group headquarters in Munich was awarded the EcoVadis gold rating as early as June 2022.



#### Data protection as a collective responsibility and legal obligation

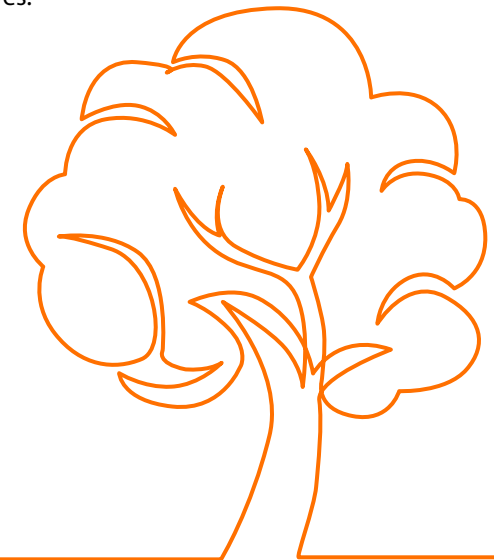
Hoffmann views data protection as more than just a legal obligation; it is an important company goal. The personal data of employees, customers, suppliers and other contractual partners requires active data protection. We have taken measures to protect personal data from breach of privacy, loss or unauthorised use and are committed to maintaining an appropriate standard of data protection. The core document for the proper handling of any information is Hoffmann's Data Protection Policy. Among other measures, mandatory training courses on information security are held for employees.





# MORE SUSTAINABILITY IN WORKSHOPS AND PRODUCTION WITH GARANT GREENPLUS

For a lot of companies, sustainability and efficiency have become the key pillars of their business strategy. By offering products for cleaning and bonding that are free from hazardous substances and conserve resources, we are optimising the performance of our customers and contributing to the protection of people and the environment. Hoffmann has been offering non-hazardous chemical-technical products for workshops and production under the GARANT GreenPlus product brand since as early as 2020. The first products were cleaning agents and anaerobic adhesives.





#### Improving safety at work, protecting the environment, saving costs

Conventional cleaning agents and adhesives often contain aggressive solvents. The GARANT GreenPlus line is different: Here, the focus is not only on the performance of the products, but also on the ecological effects and the impact on people. All products in the range are classified as non-hazardous under the CLP Regulation. It is therefore not necessary to store the products in a hazardous substance storage facility or train personnel how to handle them. This simplifies work processes, protects the environment, and reduces the costs for occupational health and safety measures, storage, and disposal.

The GARANT GreenPlus range of cleaning products consists of high-performance products covering the most common areas of application in the workshops and production. The cleaners are water-based and VOC-free or strongly VOC-reduced compared to conventional agents. For example, the three degreasers can be used as an alternative for combustible solvents, cold cleaners, brake cleaners and strongly alkaline cleaners; the rust remover removes not only rust but also lime and mineral contaminations; the stainless steel cleaner cleans and nourishes the surfaces. All products bear the NSF mark. This means that they have been tested by the NSF, the independent international foundation for health care, and are even approved for use in the food industry.

#### Simple, sustainable, and powerful cleaning and bonding

Adhesives in the GARANT GreenPlus range include nut locks, thread and surface sealants, and retaining compounds. Anaerobic adhesives are often used to strengthen the sealing effect of a mechanically joined connection. The adhesive is cured only after the exclusion of oxygen (= anaerobic). A non-hazardous thread-locking fluid rounds off the range. In summary, GARANT GreenPlus offers a sophisticated and environmentally compatible alternative to conventional products.





# HOFFMANN GROUP FOUNDATION: SUPPORTING DISADVANTAGED AND TRAUMATISED CHILDREN

Offering help with the processing of traumatic experiences: Under the guiding principle “Tools create values”, the Hoffmann Group Foundation has been supporting primarily non-profit institutions in Germany that promote the development of disadvantaged and traumatised children and young people since 2006. These include young people who are disadvantaged or traumatised by severe illness, disabilities of any kind, or a difficult social environment. The Foundation projects are intended to serve as a place of retreat where children can recharge their batteries, while at the same time offering them plenty of space for creativity and self-realisation. Working in the workshops is a lot of fun for the children and helps them on many levels. They can try things out, grow with their own artwork and gain new self-confidence.





### Foundation aims to give children confidence

The Foundation sees itself not only as a funder of charitable institutions and projects, but also acts cooperatively, in partnership and on an equal footing. The broad range support we provide in workshops, the riding hall or in art, music and dance therapy enables children and young people to discover their talents, develop their skills, and in this way build their self-confidence.

### Overview of projects and brands

The motto is "I can create stuff". Among other things, it represents creating and expressing creativity, joy and enthusiasm in the therapy and creative activities.



In the ORANGE HOUSES in Peissenberg and Bremen, the Hoffmann Group Foundation has created something very special: therapy and creative centres with a large creative workshop, various therapy rooms, exercise and meeting facilities, a kitchen and other functional rooms.



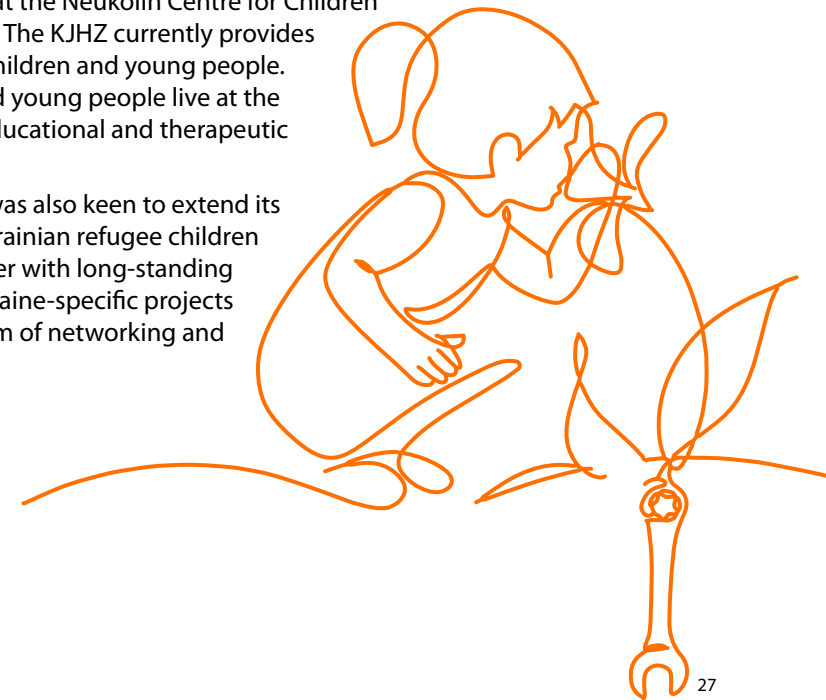
The ORANGE PROJECTS are "ORANGE HOUSES in miniature": creative and therapy workshops with projects from the fields of arts and crafts, supplemented by individual therapy programmes. In addition to the large ORANGE projects, the Foundation supports various regional projects at Hoffmann Group locations throughout Germany by sponsoring creative and therapeutic activities and covering acquisition and maintenance costs.



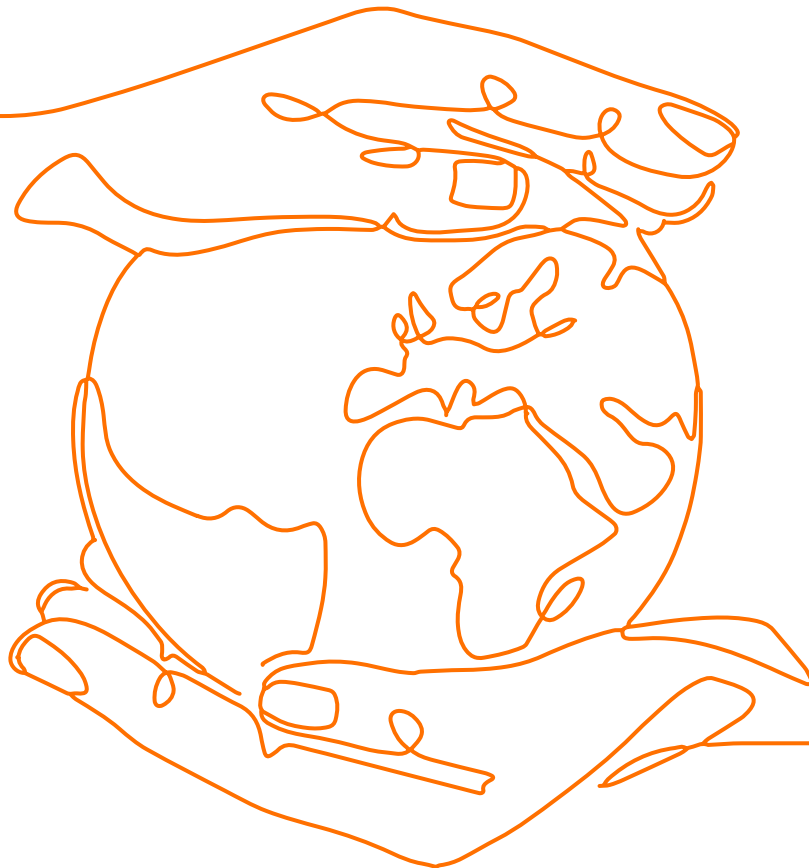
### Current projects in 2022

In September 2022, the Hoffmann Group Foundation and the Evangelisches Jugend- und Fürsorgewerk (EJF), a Christian youth and welfare service, officially opened the ORANGE PROJECT Berlin at the Neukölln Centre for Children and Young People (KJHZ). The KJHZ currently provides drop-in services for 200 children and young people. A further 126 children and young people live at the centre in differentiated educational and therapeutic groups.

In 2022, the Foundation was also keen to extend its support specifically to Ukrainian refugee children and their families. Together with long-standing cooperation partners, Ukraine-specific projects were organised in the form of networking and creative activities.



# LEGAL NOTICE



**Last updated:** December 2022

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