



**Finzelberg**

DELIVERING BOTANICAL EFFICACY.

# WE`RE GOING FURTHER

**2023 Sustainability Magazine**



# About this magazine

This is our first Sustainability Magazine, published in **German and English**. It presents some of the highlights of our **sustainability commitment in 2022**. You can find further information and comprehensive data in our **Environmental Statement in accordance with the Eco-Management and Audit Scheme** and in our **declaration of compliance with the German Sustainability Code**. We wish you an inspiring read!

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Michael Braig, CEO of Finzelberg, Dietmar Kaiser, Board Member responsible for Operations and Process Development

## Dear customers! Dear partners!

As a family business with a **history going back almost 150 years**, we know that sustainable business practices are a prerequisite for long-term success. The current global situation presents us, as **experts in botanical efficiency**, with a wide range of tasks but also with various opportunities. We are therefore **determined to do more and go further!**

We have set ourselves **defined, measurable goals** in all our areas of responsibility, and in the coming years we will work hard to realize those goals. We are pleased to share the progress we have made on that journey – beginning with our **first**

**sustainability report**. In the area of **environmental impact**, we are focusing on the consistent reduction of CO<sub>2</sub>e emissions in the procurement, processing and transportation of our plant raw materials, with the ambitious goal of becoming **climate-neutral by 2025**. Our primary goal when it comes to our **corporate governance** is to ensure the highest-possible **product safety** and quality, measured according to the **most rigorous industry standards**. In the area of **social commitment**, we are working to protect the **health** of all our employees and to **continually develop** their professional **skills** through additional and further training. This decisive factor will enable us to continue to live up to the ever-more-demanding market conditions in the pharmaceutical and

healthcare sector and confidently address social and technological change.

We would like to thank you for your loyalty, for the trust you have placed in us, and for our ongoing productive cooperation. We also **thank all Finzelberg staff members** for their extraordinary dedication and the passion they have invested in making Finzelberg what it is today – a successful, globally active family business with **sustainable ambitions for the future**.



Michael Braig



Dietmar Kaiser

# Welcome to the nature network

The globally unique spectrum of our group of companies

- Responsible procurement and gentle, careful processing
- Development of innovative solutions for industry customers
- Laboratory and consulting services



**MartinBauer**

LEADING THE BOTANICAL WAY.

**Finzelberg**

DELIVERING BOTANICAL EFFICACY.

**PhytoLab**

SAFEGUARDING BOTANICAL QUALITY.

**1930**

Founded by Martin Bauer;  
now a family business in its  
4th generation

**90 +**

years of experience  
within the group

**25 +**

production and  
sales locations

**4,000 +**

experienced and  
motivated employees

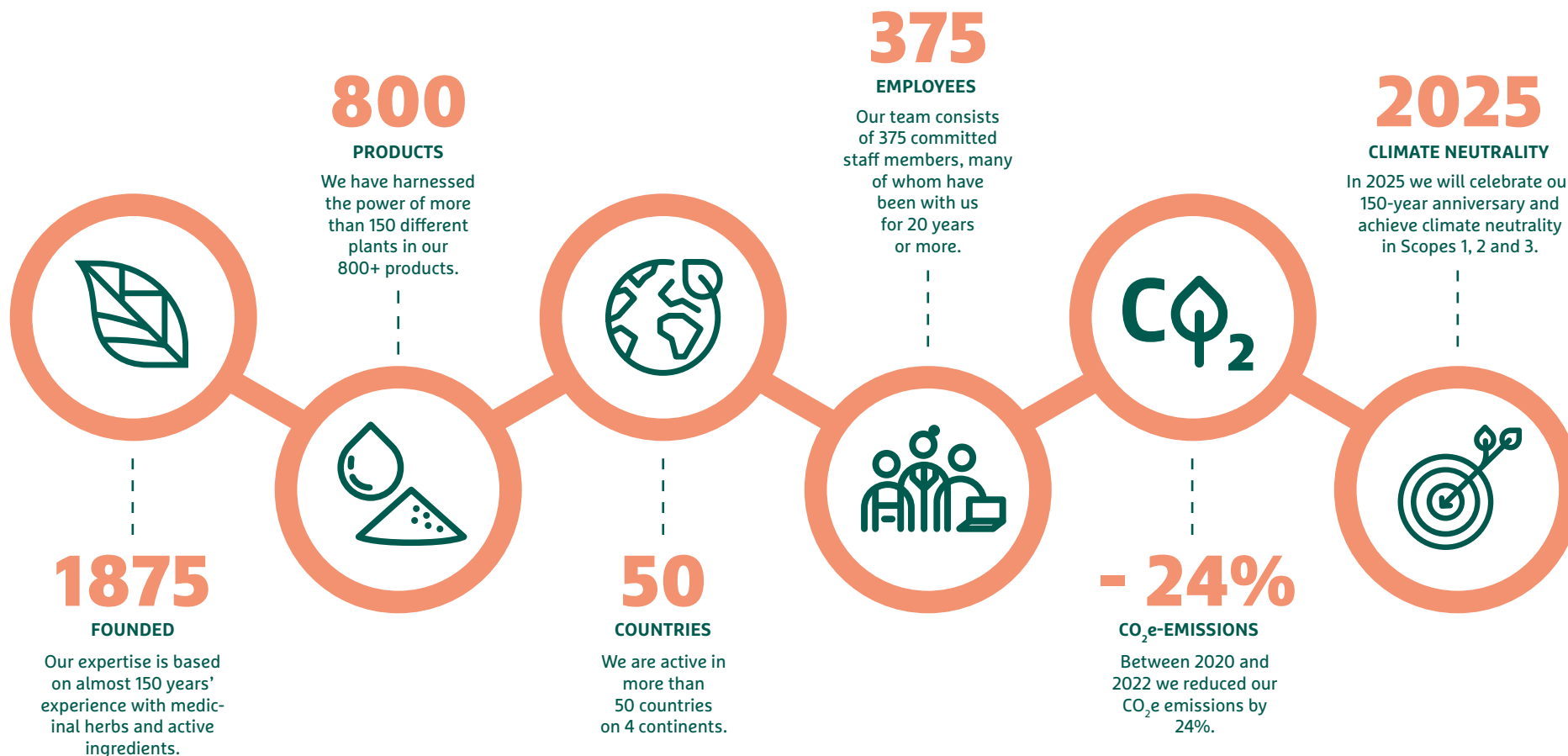
**700 +**

million euros of  
consolidated sales

**∞**

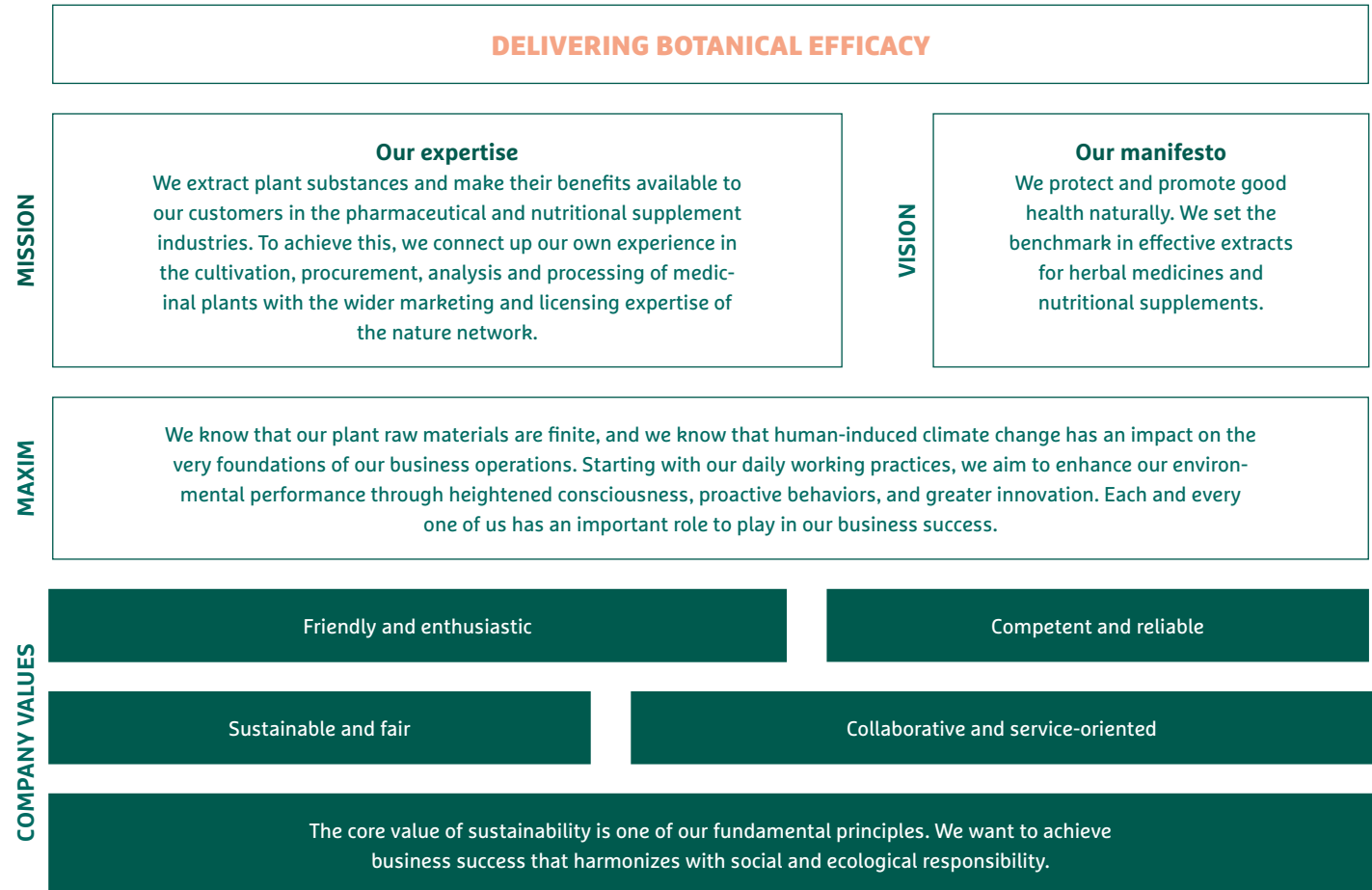
possible applications

# Finzelberg at a glance



# Who we are

**Foresighted** thinking and **sustainable** action are principles that have guided Finzelberg since its founding by Hermann Finzelberg in 1875 to the present day. As a fourth-generation **family business**, we do not think in terms of financial years but of **future generations** and our long-term success. On the international markets, the name of Finzelberg stands for **effective and safe plant extracts**, efficient production processes, and thriving partnerships with our customers. This reputation is based on our **strong and committed team**: our employees work hard every day to ensure **success for Finzelberg and for our customers**.





# Determined to do more and go further

As experts in botanical efficacy, we have made sustainable operations part of our **daily business**. Since 2014, when we launched our systematic energy management strategy in line with the ISO 50001 standard, we have already made **savings of 23,000 MWh** of electricity in the energy-intensive production of our plant extracts. But we are not resting on our laurels. We are determined to do more and go further. Our next goal is to become **climate-neutral by 2025**. We invite you to join us on this journey.



## UNGC

Finzelberg joins the UN Global Compact, integrating the Ten Principles into its business practices.

## CLIMATE PLEDGE

The nature network commits to climate neutrality in Scopes 1, 2 and 3 by 2030.



## EMAS

For the first time we are awarded the Eco-Management and Audit Scheme (EMAS) Regulation seal and publish a declaration of compliance with the German Sustainability Code (DNK).

## SBT

We submit our science-based target to the SBTi and have it validated.



## CLIMATE NEUTRALITY

Finzelberg achieves climate neutrality in Scopes 1, 2 and 3 ahead of the target set by the rest of the nature network – in accordance with the 1.5-degree target of the Paris Agreement. That means we will have saved over 50% of CO<sub>2</sub>e emissions from 2020 to 2025.

until 2020

2021

2022

2023

2024

2025



## ÖKOPROFIT

Finzelberg joins ecological consultancy and climate protection program Ökoprofit.

## GREEN ELECTRICITY

We switch entirely to green electricity at our sites, reducing CO<sub>2</sub>e emissions by 3,500 tonnes each year.



SCIENCE  
BASED  
TARGETS

## SBTi

Finzelberg joins the Science Based Targets initiative.

## CARBON FOOTPRINT

We create greater transparency by publishing our first carbon (CO<sub>2</sub>e) footprint, certified by TÜV Rheinland.

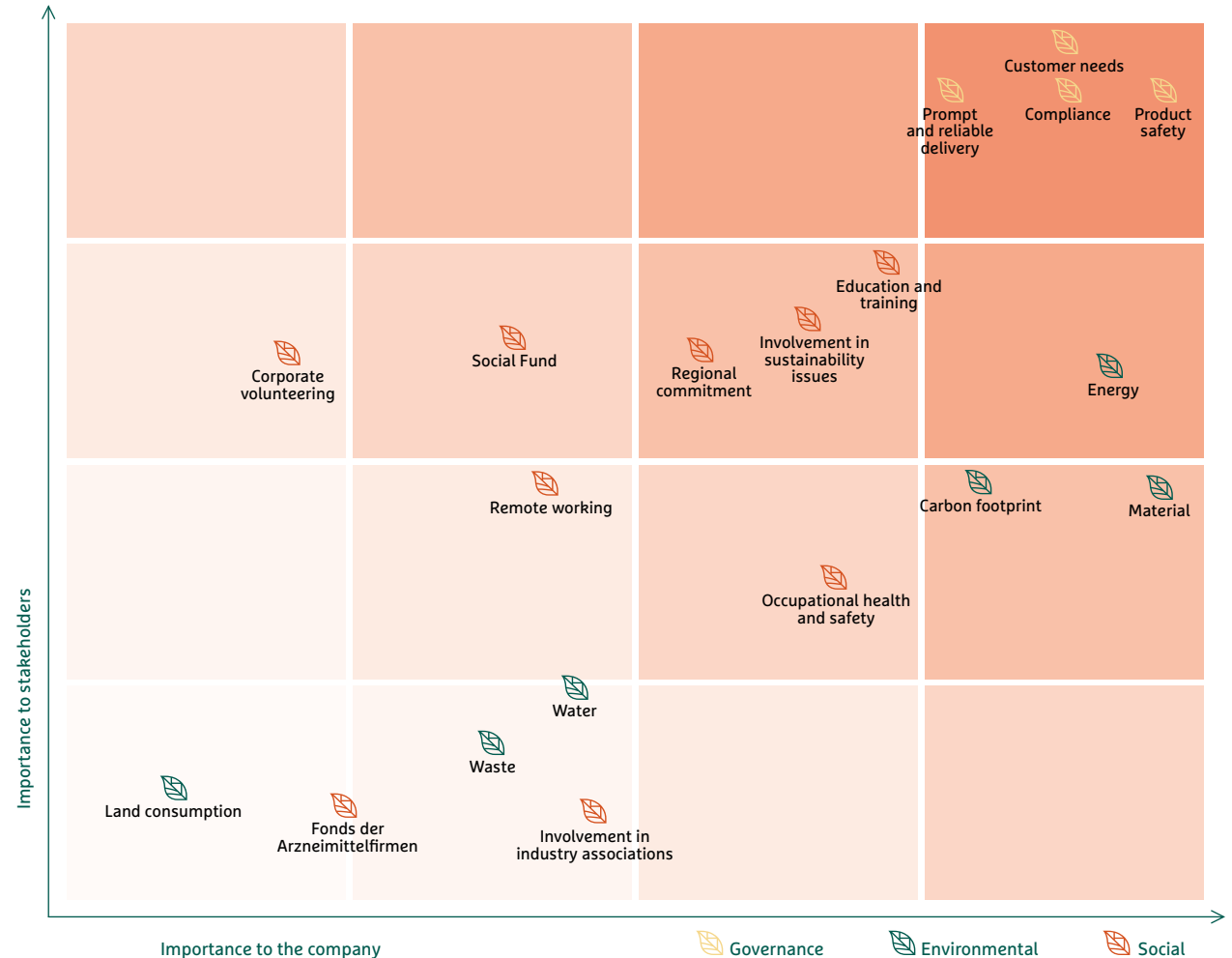
## BIOMASS HEATING PLANT

Our new biomass heating plant enables us to generate 80% of our heating requirements from wood waste, saving 9,000 tonnes of CO<sub>2</sub>e each year.

# Of material importance

Sustainable action will secure Finzelberg's future. A materiality analysis enables us to direct our **sustainability strategy** at precisely those topics that harbor the **greatest opportunities and risks** – for us as a company and for our most important stakeholders. That way, we can **harmonize** our business activities with their **expectations**. Our findings are incorporated into our strategic decisions and lay the basis for the **content** presented here. We have defined **specific goals** and **measures** for 19 material topics relating to corporate governance, environmental impact, and social commitment, and will

monitor the progress we make on their implementation. We know how important **good networks** are for making things happen. That's why we maintain relations with **numerous stakeholders** with whom we intensively exchange information and ideas. The stakeholders with the **greatest influence** on our goals, working practices, and business success are our shareholders, joint venture partners, raw materials partners, customers, employees and the city governments in Andernach and Sinzig.





## What drives us

Our goal is to **protect and promote health** naturally and effectively. To ensure that we can do this, we set benchmarks for herbal extracts used in medicinal products and nutritional supplements. We want **our expertise** and **solutions** to contribute to progress, promote **sustainable development**, and minimize the negative impact of our actions on people, the environment and society. We support the attainment of all the UN Sustainable Development Goals (SDGs), but are **focusing** in particular on **the seven SDGs** shown below as this is where we can make the **greatest contribution** to saving resources and promoting innovation in the future.

## SUSTAINABLE DEVELOPMENT GOALS



# We never compromise on quality and safety

	GOAL	MEASURE	BY
Customer needs	Focus on customer needs	We assess customer satisfaction every year and incorporate sustainability issues in our surveys.	2023
Product safety	Ensure highest product quality and safety standards	Additional certification according to international standards enables us to guarantee our customers' country-specific parameters for quality and safety.	Ongoing
Compliance	Further development of compliance management system	<ul style="list-style-type: none"> <li>• We update our Code of Conduct in accordance with the German Supply Chain Act (LkSG).</li> <li>• We train our employees on anti-corruption, anti-trust legislation, and contractor management.</li> </ul>	2023
Prompt and reliable delivery	Ensure environmentally produced raw materials of consistent quality and sufficient quantity from certified or actively managed supply chains	<ul style="list-style-type: none"> <li>• Our sister company MartinBauer provides us with raw materials from actively controlled supply chains.</li> <li>• Where possible, we sustainably cultivate plants that were previously collected in the wild.</li> <li>• We train collectors in sustainable collection methods.</li> </ul>	Ongoing

## CUSTOMER NEEDS

# On point

### Products that get it right – scientifically, technologically and legally

Finzelberg's passion: applying its knowledge about the beneficial effects of plants to protect and promote good health **naturally**. We employ our expert knowhow, decades of experience, and leading market position in many areas to develop innovative plant extracts. Our **growing portfolio** is based on the latest **scientific findings**, clinical studies into efficacy, and insights into changing **consumer demands**.

To ensure the success of our products, we work closely **with our customers**, regarding them as partners throughout the process. Some customers have been with us **for decades**. Every

task we perform for them incorporates our thorough knowledge and understanding of their specific requirements. Finzelberg is distinguished by its **unique spectrum** of scientific, legal and technical expertise and **consultancy services**.

Through close cooperation with our sister company **PhytoLab**, the consultancy laboratory for plant products, we offer outstanding **regulatory expertise** and **analytical services** that go far beyond standard product testing.



**150**  
PLANTS



**40**  
COUNTRIES  
OF ORIGIN



**800**  
PRODUCTS AND  
5 BRANDED  
INGREDIENTS



**2021**  
NUTRAINGREDIENTS  
AWARDS





## A solid basis of trust

### Reliable products and integrity that go beyond the regulations and laws

The flawless quality of our extracts and the **safety of the people** who consume them are Finzelberg's top priorities. For good reason, demands on **hygiene, precision and efficacy** are very high in the pharmaceutical industry, and they continue to grow. Our quality assurance system ensures that we comply with **national and international regulations** and guarantees compliance with all relevant certification standards. All the supply routes and process steps are monitored by ourselves and by **independent regulatory bodies** – from raw materials procurement through product development and manufacture to storage and transportation. As a globally active

company, we place great value on **effective compliance management** and are continually developing it further. For us, compliance means acting in accordance with our **company values and ethical principles** – which are laid down in our **Code of Conduct** and in our **Supplier Code of Conduct**. We have an appropriate **risk management** system in place to uncover hidden risks and protect our company, and we also conduct regular **training workshops** with our staff. Both our sites are assessed for corruption risks.





## The right resource

**Whether it ends up in a pill, capsule, gummy or drops, everything begins with the right raw material and a shared understanding of what constitutes good quality**

To allow our plant extracts to deliver their full potential we use only the **best raw materials**. To obtain these in the **necessary quantity** and quality we rely on the support of the procurement experts at our sister company **MartinBauer**. Where possible, we purchase directly from the producer. That facilitates traceability and a high level of transparency. We have a trusting relationship based on our **rigorous quality standards**, continuous **monitoring**, and **personal contacts** going back years. We treat one another fairly and are ready, willing and able to conclude long-term contracts. We obtain our raw materials from separate regions across the globe to **protect ourselves against supply**

**fluctuations and other risks**. As environmental and biodiversity legislation becomes stricter, we are gradually **replacing wild collection** with the **sustainable cultivation** and propagation of **medicinal plants**. We can use the knowledge we have derived from the active management of our supply chains to strengthen the **resilience of our raw materials partners**. Together we take on responsibility for the sparing and gentle use of raw materials, for preserving intact ecosystems, and for ensuring good working and living conditions for people in the sourcing countries.

### SPOTLIGHT



Medicinal plant *Rhodiola rosea*, commonly referred to as rose root, **naturally improves resilience** to exhaustion, stress and fatigue. It is a hardy wild plant at home in Alpine and Arctic regions. In 2023, Rhodiola was added to the CITES list of **protected species** due to the decline in **wild populations**. That means it will be subject to much tougher import and export requirements. Thankfully, Finzelberg was one of the **first companies** to successfully cultivate *Rhodiola rosea* itself. It now has

a cultivation area of **20 hectares**. This sustainable cultivation was only made possible thanks to years of **research and development** in close cooperation with Pharmaplant, the nature network's cultivation and breeding specialists. To ensure our Rhodiola extracts remain of the very best quality going forward, Finzelberg and **Pharmaplant** are in **close consultation with farmers** and experts. We know that **quality** depends on excellent teamwork and comprehensive **knowhow**.

## Improving every day

### Finzelberg develops tried-and-tested solutions further and paves the way for new ideas

For over a century, Finzelberg has been a **pioneer** in plant extraction processes. We continually assess **new developments** in the area to improve both the **sustainability** and the **precision** of extraction processes. Constant further development of our processes, procedures and organizational strategies allows us to gradually **raise awareness** of the importance of **new ideas and approaches**.

We are constantly expanding our range of **innovative active ingredients** and helping our customers to respond to growing consumer demand for effective, natural products. Our 375

staff members demonstrate **innovative thinking** in their daily work and interactions with our customers. This has allowed **Finzelberg to successfully adapt** to the highly competitive market environment.

### SPOTLIGHT



## BIOCHAR – A CHAMPION IN THE FIGHT AGAINST CLIMATE CHANGE

This seemingly nondescript black, crumbly substance actually packs remarkable power thanks to its porous structure and large surface area. Finzelberg makes biochar from its plant extraction residues. Our special pyrolysis facility **carbonizes plant remains** by exposing them to high temperatures in the almost entire absence of oxygen. Biochar is a **valuable substance** that can be **used in many different ways** such as to treat water or improve soil health.

The truly brilliant thing about biochar is that the **carbon is bound** stably for at least 1,000 years. The carbon is thus removed from the **Earth's atmosphere** for the long term – an important contribution to the fight against climate change. Finzelberg plans to create **1,600 tonnes of biochar each year**, thus binding 4,800 tonnes of carbon dioxide equivalents. The waste heat from the pyrolysis process can be used in our production plant.



# Act today for the good of tomorrow

## Climate protection

Carbon footprint

Energy

Waste

### GOAL

### MEASURE

### BY

Achieve climate neutrality in Scopes 1, 2 and 3 by 2025

We are committed to a science-based CO<sub>2</sub>e reduction target. The target is assessed by the SBTi and we report regularly on our progress.

2023

Climate neutrality

- Our new biomass heating plant goes online, saving 9,000 tonnes of CO<sub>2</sub>e each year.
- We install a new exhaust air filter system, saving 2,300 tonnes of CO<sub>2</sub>e each year.
- We produce our coolant water in a more energy efficient way, saving 1,300 MWh each year.
- We reduce our Scope 3 emissions through projects with our raw material partners.

2025

Climate neutrality

We compensate only for unavoidable CO<sub>2</sub>e emissions through high-quality climate protection projects.

2025

Expand high-quality exploitation of plant waste from production processes

80% of our plant waste is turned into biochar.

2026

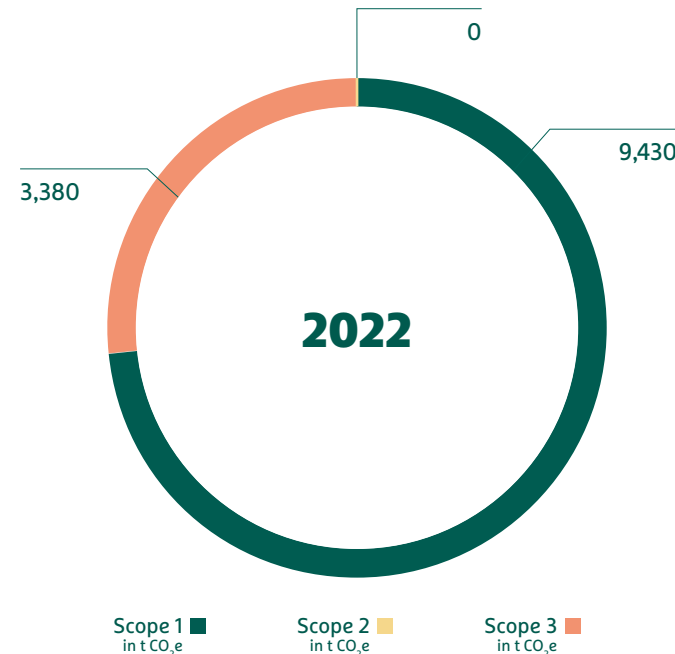
# Global climate neutrality from 2025

**As a family business that thinks in terms of generations, we consistently pursue an ambitious climate strategy**

The nature network has set itself the goal of leaving no carbon footprint at its sites around the world by 2030 at the latest, and it is also including its global supply chains in this ambitious plan. **Finzelberg** plans to achieve that **five years sooner**, by **2025**, as a **pioneer** within the global group. The most important components of the nature network's climate strategy are: **measure, reduce, avoid**. We will only **compensate** for those CO<sub>2</sub>e emissions that we cannot avoid or reduce – through participation in high-quality, certified climate protection projects. Our progress on the path towards climate neutrality is **checked** by the **Science Based Targets** initia-

**tive** (SBTi), which the group has been a member of since 2022.

In 2023, we submitted our **“Go Zero” climate action plan** to the SBTi. The next step is **validation** – i.e. the SBTi assesses our goals and scrutinizes the accompanying catalogue of measures. After **approval and publication** by the SBTi we will **report annually** on our progress.



## 1.5 °C TARGET

Our climate target is in line with the Paris Agreement and with the IPCC's Special Report on Global Warming of 1.5 °C.

## SBTi

Our climate goal is science-based and our progress will be monitored by the Science Based Targets initiative (SBTi).

## SCOPES 1, 2 and 3

We take responsibility for all relevant emissions in our supply chains – from raw material cultivation all the way through to delivery to our customers.



## Measuring

Since 2020 we have presented an annual carbon footprint that transparently displays all the CO<sub>2</sub>e emissions that Finzelberg is responsible for in Scopes 1, 2 and 3 of the Greenhouse Gas Protocol. Each year, TÜV Rheinland checks the data in our carbon footprint for plausibility and completeness.



## Reducing and avoiding

The greatest potential for reducing our CO<sub>2</sub>e emissions lies in constantly improving our energy efficiency and comprehensively using renewable energies – both in our electricity purchases and our own electricity generation. Since 2020, we have purchased only green electricity, saving 3,500 tonnes of CO<sub>2</sub>e each year. In 2021, the first of our five photovoltaic plants went online. Once construction has finished on our

biomass heating plant, the share of self-generated electricity will increase from today's 6% to an impressive 80% in 2024. Further reductions in CO<sub>2</sub>e emissions will be achieved through the use of digital communication technologies and the promotion of environmentally friendly transportation among our employees. From 2020 to 2022 we were able to reduce our CO<sub>2</sub>e emissions by 4,200 tonnes, or 24%.

## Compensating

From 2025 we will compensate for only those CO<sub>2</sub>e emissions that we are not able to avoid or reduce. To do this, we will collaborate with our sister company MartinBauer to invest in a high-quality climate protection project certified by the Verified Carbon Standard (VCS).

## CLIMATE-NEUTRAL HEATING

In winter 2022/23 work began on the **bio-mass heating plant** at the Andernach site, and it is growing rapidly. The boiler house is being built on a surface area of almost 460 m<sup>2</sup>. This is Finzelberg's biggest project to date for the **self-generation** of heat from **renewable energies**. From autumn 2024, the heating plant will provide up to **80% of the thermal energy** needed for extract production and building heating. It will also

generate 80 kW of green electricity. We will fire the plant with **woodchips** made from waste wood from the nearby Eifel, Hunsrück and Westerwald regions. This local, renewable fuel will replace 40,000 MWh of natural gas each year. As a result, Finzelberg will **reduce its CO<sub>2</sub>e emissions by 9,000 tonnes** and take another giant stride toward realizing its goal of **climate neutrality**.

### Three ways to reduce CO<sub>2</sub>e emissions



USE ENERGY MORE  
EFFICIENTLY



GENERATE OUR OWN  
RENEWABLE ENERGIES



PURCHASE RENEWABLE  
ENERGIES





## Expanding efficiency

Finzelberg is continually investing in energy-efficient production using state-of-the-art technology

Evaporation, drying and other production steps **consume a great deal of energy**. But the most energy-intensive process at Finzelberg is extraction. For us, consumption transparency and **systematic energy management since 2014** have been the keys to identifying latent energy-saving potential. We can **always make improvements**. These might be new major investments and renovations but there are also measures that require little or no monetary investment such as optimizing plant technology and encouraging employees to adopt more energy-conscious behaviors. Here are some of the measures we have employed to achieve our energy-saving targets:

- ▶ Combined heat and power
- ▶ Heat recovery
- ▶ Insulation, leak repair
- ▶ Cleaning exhaust air electronically and mechanically instead of flaring it off
- ▶ Reducing the pressure in the compressor unit
- ▶ Energy grid optimization with inductive low-pass filter
- ▶ LED lighting

### 50001

**SYSTEMATIC  
ENERGY  
MANAGEMENT  
SINCE 2014**

### 14001

**SYSTEMATIC  
ENVIRONMENTAL  
MANAGEMENT  
SINCE 2019**

### EMAS

**SYSTEMATIC  
ENVIRONMENTAL  
MANAGEMENT  
FROM 2023**



## Making the best of it

**Leveraging synergies in our production processes allows us to save valuable resources**

Our plant extracts contain the most efficacious, health-giving elements of medicinal herbs. They also contain all the benefits of our **consistently sustainable** extract production **processes**. We treat our active ingredients as gently as possible while also trying to ensure that all our **materials** – packaging, solvents, fuels – are **used as sparingly as possible** and can be **recycled**. We already recycle **99% of our residual materials**. We aim to reduce packaging as far as possible without compromising on product safety. For example, we now use cardboard boxes with four layers instead of six – without any loss in stability. We are also investigating the potential of alternative,

environmentally friendly materials. In 2020/21, we switched from single-use to **reusable packaging** and stain-less steel containers, and have saved around **10 tonnes of packaging waste** each year since. We have also swapped paper towels for hand dryers and mineral water bottles for water dispensers. Other important elements are smaller projects, **awareness raising** and the **active involvement of our employees**.

SPOTLIGHT

### NEW FACILITY LIVES UP TO ITS POTENTIAL

Our new **extraction facility** went online in July 2022. It is now responsible for almost 40% of our entire production capacity. The new structure houses four extraction lines and evaporators. Thanks to its synchronized components, the system is **extremely energy-efficient**. The cycles of **cooling, cold water and steam** are aligned to **consume as little energy as possible**.

There is no need for separate cooling water. We also employ all the benefits of **heat recovery** to save on natural gas and steam for heating purposes. The new complex has reduced our energy requirements by 14,000 MWh in comparison to the old facilities, which have now been decommissioned. That adds up to a reduction of **3,100 tonnes of CO<sub>2</sub>e emissions**.





**A good job and  
a great family.**

	GOAL	MEASURE	BY
Attracting and retaining staff members	Retain the high quality of our staff training	We retain our high trainee quota of 7% while the workforce grows.	Ongoing
Education and training	Strengthen further training	We flesh out our trainee program and extend our range of further training measures.	2025
Involvement in sustainability issues	Heighten employee involvement in our sustainability strategy	We provide regular information and initiate campaigns – e.g. ecological driving practices, city cycling, focus weeks, newsletter.	Ongoing
Corporate volunteering	Expand corporate volunteering	We are planning a day of action with a company cost of 1,000 staff hours.	2023
Remote working	Make remote working more flexible	We will facilitate individual schedules, with a maximum of 60% remote working.	2024
Health and safety	Prevent industrial accidents	We implement measures in operational health and safety management.	Ongoing

## APPRECIATION AND SENSE OF BELONGING

# The Finzelberg family

**When your workplace feels like a home**

**Finzelberg is a family business – in more ways than one!** We have created a friendly atmosphere of mutual respect and cooperation. The **375 individuals** who work for Finzelberg are the most important ingredient in our success. Their experience and passion are the driving force behind our products, our services and our quality. Many employees have been with us for a long time – **25%** for **20 years** or more! What's particularly gratifying is that in some cases Finzelberg has welcomed more than one generation from the same family. And that truly makes us a family business!



**375**  
EMPLOYEES



**25%**  
WITH US FOR 20  
YEARS OR MORE



**100%**  
PERMANENT  
CONTRACTS





## TRAINING AND DEVELOPMENT

# A varied skill set

### Personal development and ideas contribution

We want our company to be made up of committed **team players** who take **responsibility** for the bigger picture. That's why we help our employees fulfill their professional and **personal development** goals. We regularly upgrade our range of **further training options** in accordance with their needs.

We value our employees' ideas and input in our processes. That's the only way we can **realize our company and sustainability goals** in the long term and successfully master the associated challenges.

We are one of the region's officially recognized "good training enterprises."

We aim to maintain our **trainee quota of at least 7%** or expand it, and are developing our **trainee program** further. We also encourage our trainee professionals to play a role in shaping the future development of the company. **Trainees** who have qualified as "**Energy Scouts**" with the Chamber of Commerce and Industry seek out energy-saving potential within the company and come up with their own projects. In that way, they are **encouraged to contribute their own ideas** and suggestions – just like the entire Finzelberg team.



9

TRAINING  
OCCUPATIONS



7%

TRAINEE  
QUOTA



1 in 5

OF NEW  
RECRUITS IS  
A TRAINEE



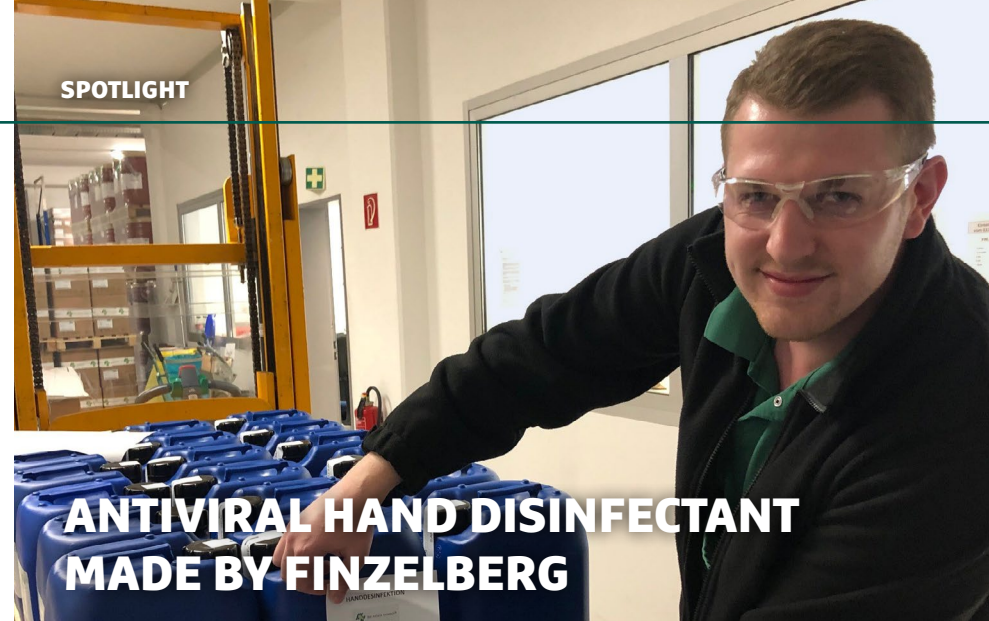
## A good place to work

**The health and safety of our employees is our highest priority – every day and in every situation**

We ensure **safe conditions** to protect our employees from injury and health problems. That applies in normal everyday situations such as handling machinery and hazardous substances, and in exceptional circumstances such as the global Covid-19 pandemic. We take our responsibility to our staff seriously, lending them **caring and reliable** support throughout the entire period of their employment with us. To ensure **shift workers** enjoy greater job satisfaction and improved health, we have developed a concept for longer periods of time off. We provide **preventive medical check-ups** free of charge (e.g. on cardiac health and blood sugar levels), weekly muscle-building classes,

and flu vaccinations. We also work with professional partners on **psychological stress** risk assessment and offer our employees and their families psycho-social counselling and care that is anonymous, free of charge, and available at short notice. We have set ourselves the goal of **reducing the number of accidents** resulting in more than three days' absence from work each year from today's 8 in 1,000 down to 5 in **1,000**. The 2021 average in the German chemicals industry was 15 in 1,000, according to professional association BG RCI.

### SPOTLIGHT



When the Covid-19 pandemic broke out in Europe, there was a sudden spike in **demand for disinfectants**. We regularly use highly concentrated ethanol as a solvent to separate out our active ingredients, so we already had a good supply of it in store.

We quickly got in touch with the authorities and went to work **preparing a new product**: hand disinfectant made by Finzelberg.

The approval came quickly, with very little red tape, and soon we were able to manufacture **100,000** liters of hand disinfectant to fill the huge supply gap. We **gifted** small packages of the product to **all European employees** of the nature network and **donated** large containers to social organizations, hospitals and care facilities in the local area and beyond.



## Making a difference

**In our localities, we are more than just an employer – we are an active part of the community**

Our attachment to our local region and its people is expressed through our **wide-ranging commitment** to the **community**, regional **aid organizations**, social **institutions**, associations, and voluntary work generally. We have **close ties** to the German Red Cross, the Federal Agency for Technical Relief (THW), and the Andernach volunteer fire department. In 2010, the interior ministry of the State of Rhineland-Palatinate distinguished us as an official partner of the fire department. We are pleased when **our employees pursue voluntary work** and thus function as role models for others. During normal working hours, when many volunteer firefighters are unavailable

due to their jobs, we **release them for emergencies and training courses**. We also regularly make our company grounds available for firefighting training sessions and enable all staff members to participate in **corporate volunteering**. For example, we teamed up with local charity WaterLove Andernach and spent a day collecting **litter by the side of the Rhine** and cleaning up the riverside parks, including where our own medicinal herb garden is situated. Our trainees play a big role in social and sustainability projects, which are a key part of our training philosophy.







We always **stand by** the people in our region – especially in times of crisis. The **disastrous flooding** of the **Ahr Valley** in July 2021 caused billions of euros of damage and claimed at least 180 human lives. We were fortunate that none of our staff were among the dead and that our Sinzig site suffered only minor

damage. We were immensely proud of how well Finzelberg employees **rose to the occasion**: they made donations and **pitched in to help flood victims across the whole of the affected area**. They cleared away mud and rubble – shoveling, hauling, pumping and cleaning up. Just as important, they gave them

the feeling they were not alone. Of course, we gave the volunteers **time off work**. We also initiated an **extensive emergency aid program**. In close consultation with the relief organizations onsite, we provided trucks, forklifts, pallet jacks, dehumidifiers, emergency generators and other equipment and

tools. We didn't only donate money but also water, soap, towels, pallets and packing material. Affected employees received prompt and unbureaucratic financial assistance from our Social Fund to help them return to normal.



## EMAS

EMAS – the Eco-Management and Audit Scheme – is one of the **world's most rigorous environmental management instruments**. As an EMAS participant, we independently apply the scheme at our own headquarters in Andernach, going beyond the requirements of international standards. We have set ourselves **additional quality criteria** and monitoring mechanisms. Two state-supervised independent environmental watchdogs have **assessed us on site**. Our first EMAS Environmental Statement (also assessed) creates transparency with regard to the improvements achieved. From 2023 we will report annually on our progress. EMAS certification confirms that we adhere to the international ISO 14001 and ISO 50001 standards.



## DNK

The German Sustainability Code (DNK) contains **20 criteria and quantifiable performance indicators** and is informed by the renowned Global Reporting Initiative (GRI). Our reporting in line with the DNK goes beyond an environmental statement to be a comprehensive sustainability report. The DNK's reporting standards direct our attention to the most important elements of our **economic, social and ecological responsibility** and help us to shoulder that responsibility more effectively and with greater ambition. We have compiled our declaration of compliance and deposited it in the DNK database. That means we have laid the basis for compliant sustainability reporting in accordance with the future European directives on non-financial reporting and CSR.



With its chapters on environmental impact, social commitment and corporate governance, our Sustainability Magazine already draws on the approach in the upcoming European Corporate Sustainability Reporting Directive (CSRD). As a company within the nature network, we will report consistently on the basis of the ESG (Environmental, Social, Governance) approach. This will also include our sustainability goals, which are structured according to ESG across the entire group. Our more precise explanations in line with EMAS and DNK are structured slightly differently, but they contain all the subject areas mentioned in this magazine.



## CONTACT

### **Sustainable dialogue**

Reporting on our numerous sustainability topics is an ongoing task. We are therefore grateful for any feedback you may have. What do you like? What could we do better?

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