

SUSTAINABILITY REPORT 2021

WE LIVE SUSTAINABILITY.



GLOBAL. AHEAD. SUSTAINABLE.

Editorial



Continuity and change are two sides of the same coin at Kurtz Ersä. Our company has been run as a family business since 1779 – and is already in its seventh generation. The company history of Kurtz Ersä, despite all its continuity and tradition, can be regarded as an example of successful change. However, the development from a former hammer forge to a globally active machine engineering company was often not due to external needs, but came from the company's own drive, inventiveness, and courageous entrepreneurship.

It is a similar story with our sustainability strategy. Of course, we must comply with regulations and official guidelines, for example in the areas of occupational safety and environmental protection, noise emission and waste disposal. That is a matter of course for us.

However, our responsibility as a company and employer, gives us the will to work for a sustainable development way beyond what is needed and to contribute to the observance of human rights, the protection of endangered habitats and the careful use of natural resources. A visible expression of this attitude is our decision to become a CO₂ neutral company by 2029 – definitely a real challenge in a material and energy-intensive industry like machine engineering. It is no coincidence that our company will be celebrating its 250th anniversary this year, this is not only a sign of our success, but also a testament to the way we combine our history with our future.

We therefore set out some time ago and anchored sustainability as one of the core values in our corporate principles. Based on this conviction, we have introduced specific measures in our operations, such as significantly reducing our emissions and increasing the efficiency of our production processes. We want to integrate our suppliers in a process towards a closed-loop economy and thus significantly reduce the consumption of resources. We invest in sustainable processes and new technologies because we are convinced that investments in the future really pay off.

With this sustainability report, we are now publishing our commitment and goals for the first time and documenting our contribution to meeting the ecological and social challenges of our time. In future, we will present an annual report in this format, not so much to give an account, but rather as an example of how we want to and can deal positively with challenges in the future.

We wish you an interesting and informative read of our Sustainability Report 2021.

A handwritten signature in blue ink, appearing to read 'Rainer Kurtz'.

Yours Rainer Kurtz
CEO until 31/12/2021 of
Kurtz Ersä Group

A handwritten signature in blue ink, appearing to read 'Ralph Knecht'.

Yours Ralph Knecht
since 01/01/2022 CEO of
Kurtz Ersä Group

[GRI 102-14]



Notes for reading comprehension

We have drafted this sustainability report in accordance with the requirements of the Global Reporting Initiative (GRI). The GRI has defined a comprehensive standard for sustainability reporting, setting out the information that helps to assess the environmental, economic, and social performance of an organization. Currently, the GRI standard is the most widely used framework for sustainability reporting, with several thousand organizations from over 90 countries using it each year. By applying the standards, we want to ensure the comparability and quality of the information published.

Our report with information from the 2021 financial year refers to the GRI standards of the “Core” option. The selection and the comprehensiveness of the topics described in the report are based on a comprehensive materiality analysis. Although we follow our emphasis, the reporting aspects correspond to the systems of the individual GRI standards. For better comprehensibility, we refer at the end of the paragraphs to the number of the relevant standards; in addition, the GRI content index at the end of the

report provides a simple orientation as to where exactly in the report we address which GRI topic. Graphics and illustrations also illustrate the wealth of information.

The result of the materiality analysis was confirmed by the Sustainability Steering Committee after a comprehensive and multi-stage process. Each of the main topics is linked to a management approach, which – as prescribed – describes the handling, goals, measures and, if applicable, projects or programmes in connection with this topic. For redundancy, this is not indicated in the report by “Management Approach,” but we always refer to the relevant standard [GRI 103] here as well, so that full transparency is maintained.

As we are publishing a sustainability report for the first time for the 2021 financial year, there is no need to provide information on the new structure or changes in reporting. These will be supplemented accordingly in the following annual reports.

Focus on sustainability – Our GoGreen250 programme

Sustainable solutions have always been a high priority at Kurtz Ersa - this alone is proven by a long company tradition since its foundation in 1779. We underline our ambitious aspirations with the “GoGreen250” programme. In it, we combine our efforts for sustainability and the protection of the environment with the goal of operating in a CO₂ neutral way as early as 2029. Then Kurtz Ersa will also celebrate its 250th anniversary.

The mitigation of global warming, the preservation of our livelihoods and compliance with high social standards throughout the entire supply chain are essential aspects of sustainable action. We do justice to this with our “GoGreen250” programme, which we launched in 2020. In it, we formulate the goal of consistently aligning our products and processes with sustainability goals. To achieve this, we want to act more sustainably in all areas of the company and significantly reduce our CO₂ footprint – in relation to our production as well as defined emissions from upstream and downstream activities and processes. The European Union is aiming for climate neutrality by 2050 with the “Green Deal”.



However, we believe that this target, defined in 2019, is already outdated. The statements of the current World Climate Report, the third and final part of which was published at the beginning of April 2022, also underpin the urgency of far-reaching measures. Several large companies have already publicly declared their intention to operate emission-free much earlier. The world's two largest CO₂ emitters, namely China and the USA, are also investing heavily in alternative solutions. The goal for the Kurtz Ersa Group is therefore: we want to be CO₂ neutral as early as 2029.

In 2020, we have set up various working groups to review our processes and develop sustainable solutions for the different parts of the production and supply chain. In addition, many employees take part in this process with constructive suggestions. Not only do ecological aspects play a role, but we also pursue a holistic approach around the topics of “Developing”, “Procuring”, “Producing”, “Selling”, “Managing” and “Living”. This sustainability report provides details on the focal points and progress in the individual fields of action.

Contents

ABOUT US	06
Organisational profile	08
Involving stakeholders	10
Reporting procedure	11
Organisational structure of the Kurtz Ersa Group	12
Report profile	13
17 Sustainable Development Goals	14
SUSTAINABLE DEVELOPMENT	16
Precautionary approach or precautionary principle	18
Reduction of energy consumption	19
More efficiency – less energy.	20
Actions to avoid waste	21
Reduction of energy consumption	22
Water-saving RF process	23
SUSTAINABLE PROCUREMENT	24
Scientific monitoring	26
Supply chain	27
Environmental assessment of suppliers	28
Social standards of suppliers	29
SUSTAINABLE PRODUCTION	30
An overview of the entire product life cycle	34
Energy	35
Energy consumption within the organization	35
Our goal: reduce energy expenditure	36
Water	40
Careful handling	41
Greenhouse gas emissions	42
Measure and reduce energy consumption	42
Waste	44
Priority waste prevention	45
SUSTAINABLE SELLING	46
Markets supplied	48
Our focus: More sustainable corporate success	49
Digitalization	50
Customer health and safety.	51
Reduction of the energy demand for products and services	51
Vehicle fleet.	52
SUSTAINABLE MANAGEMENT	54
Financial stability and profitability	56
Economic performance	57
Indirect economic impacts	57
Projects and funding.	58
SUSTAINABLE LIVING	60
“One Family” as a central guiding principle	62
Information on employees and miscellaneous white-collar workers	63
Employment	63
Parental leave	64
Promoting the health of employees	65
Education and training	65
The idea of lifelong learning	66
Diversity and equal opportunities	66
Diversity in control bodies and among employees	67
All aspects of the working environment	68
Occupational safety and health protection	69
GRI content index.	70

Editorial comment: This report addresses gender equality in the sense of gender mainstreaming to all persons equally. If the spelling does not obviously take this into account, this serves solely to improve the flow of reading and is in no way intended to be discriminatory.





ABOUT US

*» The first-time presentation of
a sustainability report supports our
firm resolution to become CO₂ neutral
by 2029 «*

Organisational profile

Kurtz Holding GmbH & Co. Beteiligungs KG (hereinafter referred to as: Kurtz Ersa Group or Kurtz Ersa) presents a sustainability report for the first time for the 2021 financial year. In doing so, we follow the contents and guidelines of the GRI standard (Global Reporting Initiative), which ensure a uniform and comparable presentation. [GRI 102-1]

Kurtz Ersa Group is a globally active machine engineering company. The three main business sectors are soldering systems and soldering tools (Electronics Production Equipment), foam and foundry machines and 3D metal printers (Moulding Machines) and automation solutions (Automation). The headquarters of the Kurtz Ersa Group is in Kreuzwertheim (Franconia, Germany). [GRI 102-2, 102-3]

The company has subsidiaries in Europe, North America, Central America, and Asia. In total, the company operates six production sites in three

countries (Germany(4), USA, China) and has eleven subsidiaries abroad (China (5), France, Russia, USA, Mexico, India, Vietnam). [GRI 102-4, 102-5]

Kurtz Ersa Group is a seventh-generation, owner-managed family business. As of 31/12/2021, the Group comprised a total of 14 companies. Together, all parts of the company employ around 1,250 people, 935 of whom work at the headquarters in Wertheim and Kreuzwertheim alone. Turnover in the financial year 2021 (01/01/-31/12/2021) was 275 million EUR. [GRI 102-7]

We report here exclusively on activities at the German production and sales sites of the Kurtz Ersa Group. The foreign subsidiaries are not included in the report. Starting with the following sustainability report for the 2022 financial year, we will include all foreign subsidiaries.

Kurtz Ersa International – overseas subsidiaries:

- Kurtz Ersa, Inc.
- Kurtz Ersa México, S.A. de C.V.
- Kurtz Ersa Asia Ltd.
- Kurtz Shanghai Ltd.
- Kurtz Zhuhai Manufacturing Ltd.
- Kurtz Ersa Vietnam Company Limited
- Kurtz Ersa India – Smart Production Technologies Private Limited
- Kurtz Ersa France
- 000 Kurtz Ost





**Electronics
Production
Equipment**

**Moulding
Machines**

Automation



Kreuzwertheim

WORLDWIDE APPLICATION CENTERS
ONE FAMILY CUSTOMER SERVICES
 WORLDWIDE ANY TIME – ANYWHERE
PARTNERSHIPS MADE BY KURTZ ERSA
 MULTICULTURAL · CONNECTIVITY **GLOBAL PLAYER**
 PROCESS KNOW HOW UNIFIED QUALITY STANDARD



worldwide approx.
1,250
employees



since
1779
innovative

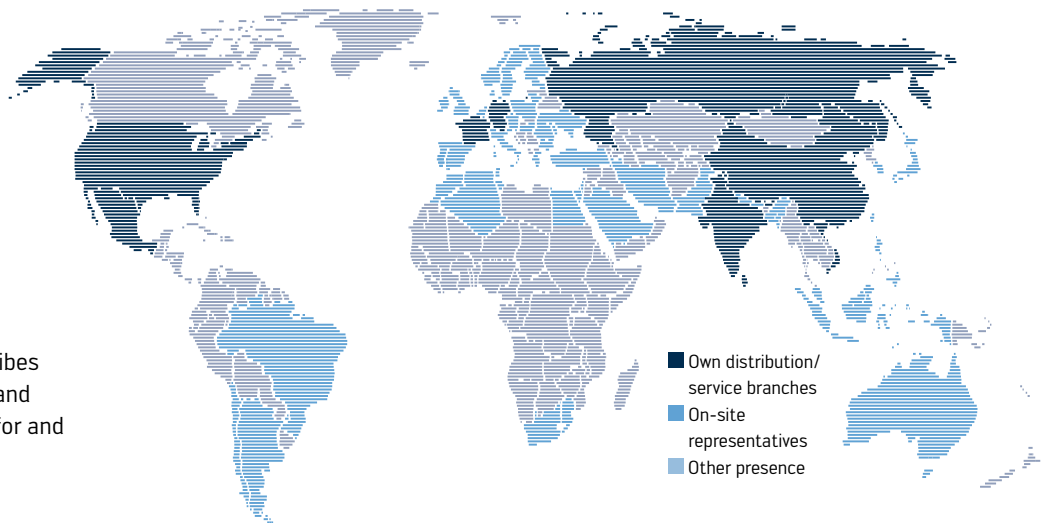


FY 2021:
275 million
EUR turnover

GLOBAL. our products and services are available worldwide

AHEAD. stands for our technological market leadership and the aspiration to be the benchmark for others

SUSTAINABLE. describes sustainable management, lasting and reliable partnerships and respect for and protection of the environment



Stakeholder involvement

We are aware that as a globally active machine engineering group we have a responsibility to initiate and consistently implement sustainable action at all levels of our business activities. To do so, we receive valuable impetus from the exchange with the various stakeholders (stakeholder groups). Recently, we have intensified this contact, also and especially about our sustainability strategy. We want to integrate experiences and expectations, promote the implementation of our strategy, and define specific steps towards sustainability.

In preparation for targeted stakeholder communication, the key stakeholder groups were defined internally and externally in 2021. Internally, these include all employees, in particular the management, the executive board, the shareholders, the members of the advisory board and the work's council. External stakeholders include customers, suppliers, press representatives and journalists, interest groups (such as authorities/municipalities, auditors, certifiers, associations, trade unions), financing partners and private individuals (neighbors/residents, former employees). [\[GRI 102-40\]](#)





Reporting procedure

Kurtz Ersä has been implementing sustainable solutions for our customers for generations. Under the impression of a globally growing consumption of resources and increasing global warming, we have firmly anchored sustainability in our corporate mission statement. This is reflected, for example, in our ambitious goal of achieving by 2029 – the 250th anniversary of our company – of being CO₂ neutral.

To be able to continue along this path consistently and with the involvement of all relevant stakeholders, we have established a Sustainability Steering Committee in the first quarter of 2021, which is composed of the international management, the so-called Global Board, of Kurtz Ersä. From this group, a stakeholder survey was initiated in mid-2021.



**Our goal by 2029:
CO₂ neutrality**

Organisational structure of the Kurtz Ersa Group

Our product and solutions offering is broad and ranges from modern soldering systems and soldering tools to foundry machines, moulding machines, 3D metal printers and automation solutions. This results in a similar variety of potentially significant sustainability aspects that are relevant for the company. With the stakeholder survey, we have created an important basis for the identification and prioritization of material topics (as part of the materiality analysis). In addition, since the second quarter of 2020, specialists, and executives from all parts of the company, with the participation of the manage-

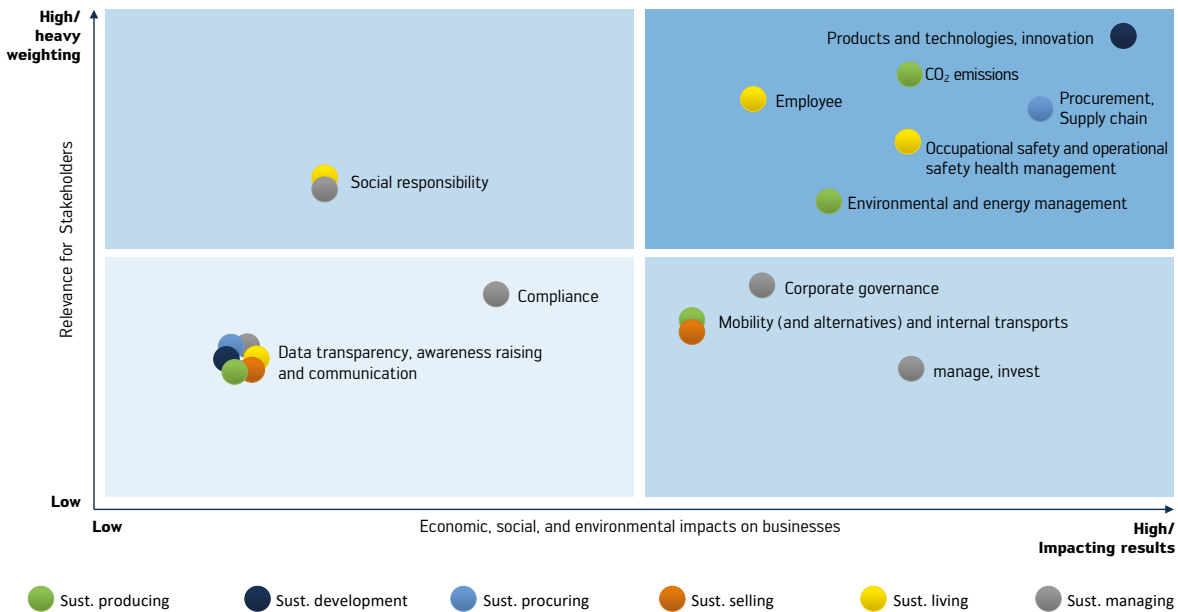
ment, have dealt with the sustainability strategy at Kurtz Ersa in several workshops and meetings, specified goals and measures and assigned them to the topic areas. The procedure ensured different perspectives and emphases about the design of the points. The final definition of the six fields of action was made by the Steering Committee, which is composed of the members of the Global Board. The progress and results from the individual teams are regularly presented in the management group, where sustainability has been a fixed part of the agenda since mid-2020. [GRI 102-46]



Within the framework of the materiality analysis, the various stakeholders have assessed the importance of sustainable aspects. From this weighting and the differentiation from less critical topics, the following focal points have emerged, on which we concentrate in this report and based on which we show our goals, measures, and development potential in terms of sustainability. These are in detail:

- **Sustainable development** – Products and technologies
- **Sustainable procuring** – Procurement, supply chain, packaging waste
- **Sustainable producing** – Internal energy consumption (production processes, administration, buildings, mobility (and alternatives) as well as internal transport, production, packaging and municipal waste, CO₂ emissions)
- **Sustainable selling** – Mobility (and alternatives) and opportunities for virtual distribution activities
- **Sustainable managing** – Compliance, social responsibility, corporate governance, manage/invest
- **Sustainable living** – Social responsibility, employees, occupational safety, and occupational health management [GRI 102-47]

Materiality matrix



Report profile

Kurtz Ersa publishes a sustainability report for the first time for the financial year 2021. Therefore, there are no indications for a new presentation or change in the reporting. The 2021 report covers the period from 1 January to 31 December 2021. The editorial deadline was 31 March 2022. Manage in the future, Kurtz Ersa will annually present a new edition of the sustainability report that refers to the previous financial year. [GRI 102-48 to 102-52]

Sustainability is an interdepartmental task at Kurtz Ersa, so the contributions of many actors from the group companies have been incorporated into the report. Responsible for the implementation and contact persons

for queries are Anna Hieble, Central Division Management Systems, (anna-maria.hieble@kurtzersa.de) and Marcus Loistl, Central Division Communications, (marcus.loistl@kurtzersa.de) [GRI 102-53]

This report has been created in accordance with the GRI Standards: "Core" option. [GRI 102-54]

All GRI standards listed in the GRI Content Index were published in 2016. Exceptions to this are the updated GRI 403 standard (occupational health and safety: 2018) and the new GRI 207 standard (taxes: 2019). The content index can be found at the end of the report (page 70). [GRI 102-55]



17 goals for sustainable development

In September 2015, the United Nations (UN) adopted the 2030 Agenda. At the heart of the agenda are 17 Sustainable Development Goals (SDGs), which are intended to make a significant contribution to solving global challenges in the areas of sustainable economic activity, environmental protection, and social justice. The 2030 Agenda aims to combat extreme poverty, improve the living conditions of all people, and protect our planet. The clear approval of the Agenda for Sustainable Development underlines the joint responsibility and the common will of the nations of the world to work towards these goals. Since 2016, the member countries have been in the process of translating this vision into national development plans and organizing their implementation. Civic society is thus also called upon to play its part and promote sustainable development.

Kurtz Erska welcomes the UN sustainability goals and supports the implementation with its possibilities. Many parts of our sustainability strategy correspond to one or more of the goals of the 2030 Agenda, so many of our measures in specific implementation are also a contribution in the sense of the UN Sustainable Development Goals. In our upcoming sustainability report for the 2022 financial year, we will for the first time specifically assign our fields of action to the individual SDGs to make the common direction of movement even more visible.

SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY



2 ZERO HUNGER



3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



10 REDUCED INEQUALITIES



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



14 LIFE BELOW WATER



15 LIFE ON LAND



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS







SUSTAINABLE DEVELOPMENT

» Our actions have consequences – we are aware of this and focus on sustainable products and services. «

Precautionary approach or precautionary principle

We develop customized solutions for our customers around the globe. In our business activities, we benefit from the advantages of a globalized world. We are therefore committed to taking responsibility for the impact of the development and production of our goods on people and the environment. We clearly recognize the dangers posed by increasing climate risks and, as a company in an energy-intensive industry, we want to do our part to minimize risks. To this end, we have installed a comprehensive risk management system that enables us to find, assess and manage hazards and take appropriate measures. Along the entire value chain, we aim to avoid environmental damage as well as to prevent

social exploitation in connection with forced or child labor, discrimination and physical or sexual violence. The aim is to identify environmental and social risks at an early stage and to ensure that they are dealt with in a comprehensible and appropriate manner. The focus is on all those parts of our corporate activities and customer relationships where sustainability aspects are of particular importance – for example, in the development of products whose energy consumption and emissions are to be kept as low as possible during their life cycle, but also in the selection and assessment of our suppliers. It is also a matter of course for us to respect human rights in our business activities with our customers. [\[GRI 102-11\]](#)



Reduction of energy consumption

To do justice to the importance of sustainable development, we revised the product development process in 2022 and set clear sustainability targets for the development projects. In addition to the typical technical requirements, we also define clear sustainability targets in this project, for example for energy and operating material consumption, as well as manufacturing efficiency. We work closely with our customers and their specific requirements.

The aim is to reduce the use of resources (especially energy and operating materials) in later operating phases, as well as to reduce noise and heat emissions and to extend the maintenance intervals. These contributions to resource conservation also have cost benefits:

through the use of the right technology for the application in conjunction with an efficient soldering system, the costs for the use of resources can be reduced by up to five to six figures per year – for just one machine. [\[GRI 102-29\]](#)

RESOURCE EFFICIENT · RECYCLING
 SUSTAINABLE PRODUCTS
FAIRNESS & TRUST
 TRADITION SINCE 1779
 ENERGY SAVING & CO₂ NEUTRALITY · SAFETY
FAMILY BUSINESS
 GENERATIONS OF RELIABLE PARTNERSHIPS

SUSTAINABILITY.
DRIVEN BY KURTZ ERSA.

RESPECT
 OUR COMMITMENT FOR YOUR SUCCESS
 TEAM SPIRIT
GOGREEN250

More efficiency – less energy

The production processes at Kurtz Ersä rely on the use of different materials and not inconsiderable amounts of energy. In this respect, our corporate actions are inextricably linked to the burden on natural resources. That is why we are making great efforts to improve efficiency in use, increase the proportion of recycled materials and reduce the energy required for our products and services.

For an efficient use of natural resources such as soil, air and water, Kurtz Ersä evaluates and improves the handling in resource-intensive production processes. Measures are used that consider all phases of the value-added chain to promote the careful use of natural resources as early as possible in the planning and development stages. In the specific implementation, we have a particular focus on approaches with a high potential for improvement because this is where the contribution to resource conservation is greatest. For this reason, our internal focus is on increasing the use of recycled materials and their packaging, and on reducing energy consumption.

Specifically, we will measure and optimize the energy consumption of our machines. To this end, we are currently developing comprehensible key performance indicators (KPIs), which we can use to ensure comparability between different machine generations. This process

should be completed for our entire machine range by the end of 2023. For new machine generations as well as for new developments, the definition of KPIs is now a standard part of the development phase.

In addition, we have set ourselves the goal of optimizing the operating resource consumption of our machines. We are also developing KPIs for the comparability of individual machine generations by the end of 2023. And we will reduce the heat radiation of our soldering machines. Here, our goal is to realize a maximum surface temperature of 30 °C by the end of 2024 for all new developments. In the following sustainability reports, we provide information on the degree of target achievement in the projects mentioned.

At Kurtz Ersä, sustainable management means that the optimization of processes always considers ecological aspects. Our employees are made aware of the need to orient themselves towards this mission statement – an important prerequisite for improvements in the above-mentioned areas. In addition to targets set by the management and the steering committee, we rely on our initiative and promote ideas from the ranks of our employees, for example through our idea management system. In 2021, 16 percent of the ideas submitted were in the field of “sustainability” – a significant increase compared to previous years. [\[GRI 103-1\]](#)



From 2023: definition of KPIs as a standard in development



By the end of 2024: Reduction of machine heat radiation



Raising staff awareness through goal setting and personal initiative

Actions to avoid waste

The trend towards increasing complexity of printed circuit boards or PCBs increases the susceptibility to errors in the production of electronic assemblies. These include defects such as an open solder connection or the insertion of a defective or incorrect resistor or capacitor. Even small deviations in the amount of solder paste can affect the connection of the components to the PCB, which disturbs the connection of the outer contacts, or air pock-

ets occur, which negatively affects the heat conduction. This scrap already leads to a considerable amount of electronic waste in the production process. To reduce this effect, Kurtz Ersa has been offering solutions for the reworking of faulty electronic assemblies, so-called rework systems, for 25 years now.

What does Rework mean:

Reworking of non-conforming articles with original or equivalent workmanship in such a way as to ensure full conformity of the article with the relevant drawings or specifications. The procedure may also include the replacement of one or more components.

Source: ZVEI - German Electrical and Electronic Manufacturers' Association (Zentralverband Elektrotechnik und Elektronikindustrie e.V.), Guidelines for the Reworking of Electronic Assemblies (2016), page 7]

Against the backdrop of increasing environmental pollution from e-waste, this approach is gaining in importance. The United Nations estimates that in 2021 alone, around 57.4 million tonnes of e-waste will be generated worldwide (including waste electrical and electronic equipment for consumers and industry). This is 3.8 million tonnes more than in the pre-Covid year 2019. Electric waste is thus the fastest growing type of waste.

Because integrated components are difficult to unsolder and solder with classic manual soldering tools, Kurtz Ersa has developed rework processes to safely remove defective parts from the board and solder in a new copy. The Ersa Hybrid Rework System HR 200 is suitable for parts up to approx. 30 x 30 mm. Depending on the board and the pre-setting, a soldering process for restoration takes between one and three minutes.

For the frequently used components with a ball grid array (BGAs), troubleshooting is more complex, as soldering defects can only be detected with X-rays or an optical inspection using our Ersa-scope. For this purpose, the Ersa Rework Systems HR 550 and HR 600/2 are available, which desolder, reposition and re-solder components in (partially) automated processes. A special temperature control ensures that a soldering result like the series process is usually achieved in the first pass. For the further development of the rework processes,

Kurtz Ersa also awards and oversees scientific degree papers in cooperation with the Baden-Württemberg Cooperative State University (Mosbach). The aim is to avoid electrical waste at an early stage of the manufacturing process and to reduce the impact on the environment by improving recyclability. [\[GRI 306-2\]](#)

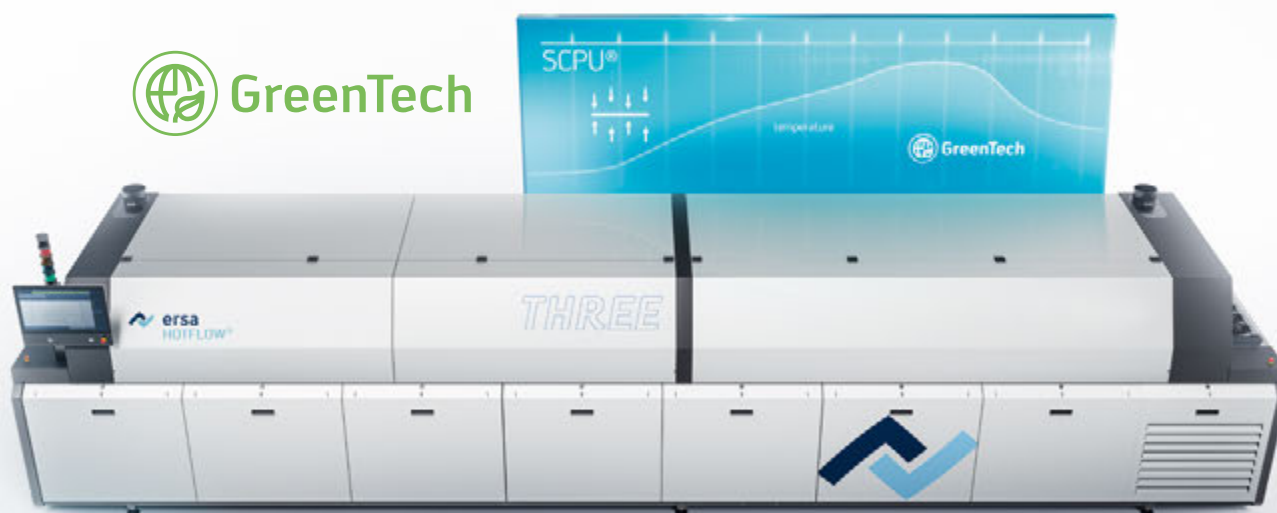


Sustainable product design

For us, sustainable product design means creating a high utility value over long periods of time. When selecting the materials and the construction, we set correspondingly high standards for fatigue strength, reusability, and recyclability. To be able to meet the changing requirements of our customers over the entire life cycle of the products, in the future our products will have an even more modular structure so that they can be easily expanded or adapted.

We see the further development of reflow soldering (a common soft soldering process for electrical engineering) as a contribution to sustainable development. For example, Kurtz Ersa has developed a special motor and control unit for the HOTFLOW Three model series that only consumes the power that is required. The process ensures a more efficient use of the energy used and thus reduces the energy requirement. In addition, a special cleaning system extends the maintenance intervals. We consider the modular design of our selective

soldering systems as another sustainable element. The individual modules of the VERSAFLOW model series can be combined with each other in countless ways. This means that our customers can expand the soldering unit for new tasks in part or reassemble it, but a complete new installation is not necessary. This saves material and energy resources, especially electrical energy, which would be necessary in production. In case of an increased volume, for example, the machine throughput can be adjusted by installing a module with two parallel soldering points (double-pot module) or by transporting assemblies on two belts (double-track transport) without requiring additional space. For new products or in the event of an increase in production volume, our customers can expand the system with additional modules, and there is also the option of configuring and retrofitting modules individually. In addition to the cost advantages due to the lower investment, this usage makes better use of the existing production areas and resources and conserves resources. [\[GRI 302-4\]](#)



AWARD-WINNING



Kurtz GmbH wins the Bavarian Energy Prize with RF technology.



Award-winning development: water-saving RF process

New technical processes that minimize water consumption or even do without water altogether are crucial for reducing water use in production. Thus, the production of particle foams (e.g., EPS) for the insulation or packaging industry requires considerable amounts of water in conventional processes, on the one hand for the water vapour and on the other for the cooling in water tanks. Kurtz Erska has developed a new RF technology (Radio Frequency – electromagnetic waves), in which the use of water can be dispensed with. The material connection is made by electromagnetic waves, steam generation systems and cooling tower installations with

90 %
Energy savings

water basins are no longer required. Compared to the manufacturing process using steam, the energy expenditure is reduced by up to 90 per cent. The machine is also equipped with a fully electric drive. For this innovative process, Kurtz Erska received the Bavarian Environmental Award in October 2020 in the category „Energy efficiency in industrial processes and production as well as energy efficiency networks“. Another advantage: up to 70 percent recycled content of shredded particle foam material can be used to produce the moulded parts. [\[GRI 303-1\]](#)



SUSTAINABLE PROCUREMENT

*» We also have responsibility for
what others do, or do not do,
to fulfill our missions.
That is why we look so closely. «*



The goal is a consistently sustainable supply chain.

For the provision of our products and applications, Kurtz Ersa procures raw materials or prefabricated product parts, which we process further for our solutions. We procure these through a wide network of suppliers and are therefore integrated into various supply chains. As part of our sustainability offensive, we are also striving to make changes in the way we work with our business partners and suppliers.

Scientific oversight

Corporate responsibility at Kurtz Ersa does not only refer to internal processes and to the production steps in our operating units, but also to the entire value-added chain. To be able to demand and strengthen sustainable processes outside our direct sphere of influence, we have identified the topics that are relevant for our procurement based on our sustainability strategy and considering the UN Sustainable Development Goals (Agenda 2030). We were supported in this process by scientific oversight in the form of a master's thesis entitled „Introduction of sustainable procurement management using the example of the Kurtz Ersa Group“ from the Birkenfeld University Environment Campus (Hochschule Umweltcampus Birkenfeld). The master's the-

sis examines sustainable procurement practices considering the entire supply chain structure, digitalization, and the legal framework. The goals and recommendations for action for Kurtz Ersa will be implemented by 31/12/2023, such as the introduction of a specification for an electronic tool, with which compliance with the requirements of the Supply Chain Sourcing Obligations Act (LkSG) can be traced. The tool, including the associated processes, is scheduled for launch in 2023. Environmental and social standards also play an important role in the selection of our suppliers and service providers, and we also discuss compliance with these standards in our regular status meetings. [\[GRI 103\]](#)

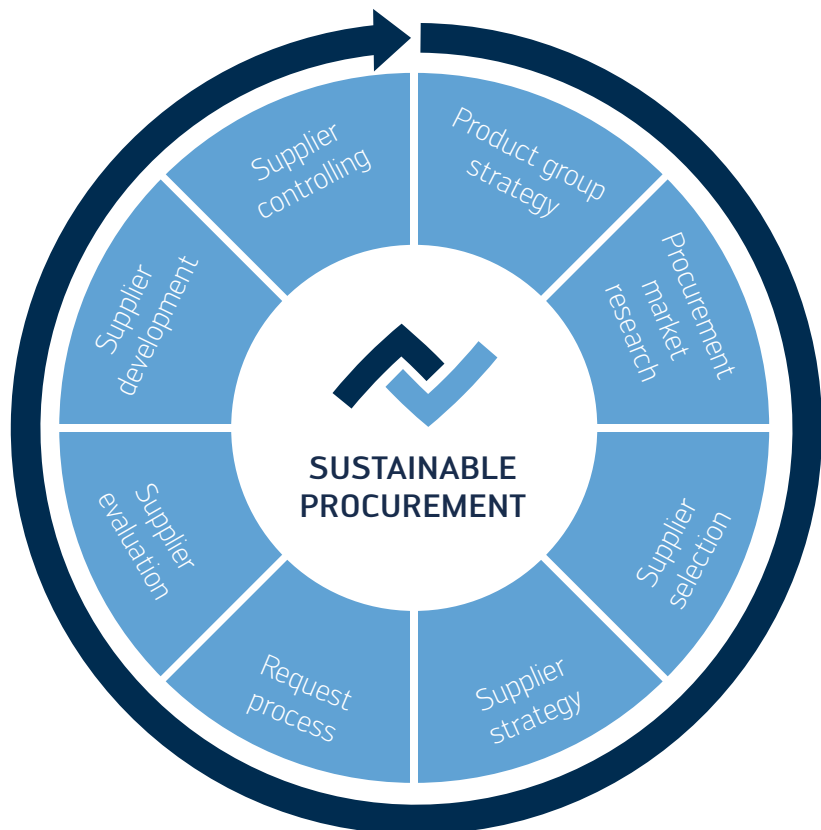
Supply chain

Sustainable procurement at Kurtz Ersä aims to promote humane conditions in the labor and social sectors and to ensure comprehensive environmental protection throughout the entire supply chain of all products. For this, we must define standards or refer to existing ones and ensure their implementation. We see the prerequisite for this in a high degree of transparency, especially because supply chains are often confusing. We are convinced that a long-term and open supplier relationship offers effective protection against disregard for labor and social standards on the one hand and against harmful environmental impacts within the supply chain

on the other. At the same time, we see it as our responsibility to make our own contribution to the observance of human rights, the protection of the environment and respectful corporate governance in our procurement practices. With our measures, we therefore support the new Supply Chain Obligations Act (Lieferkettensorgfaltspflichtengesetz, LkSG). Within our scope of influence, we advocate compliance with the law. For this purpose, we will create a separate point this year with a focus on the implementation of the sustainability and LkSG goals in procurement. [GRI 102-9]

Sustainability as a starting point and component of central procurement processes

- Protecting the environment and reducing CO₂ emissions
- Fair business practices
- Respect for human rights
- Fair labor practices



Environmental assessment of suppliers

It is our goal to anchor sustainability as a starting point and component in our central procurement processes. We work closely with our suppliers and service providers to make supply chains more transparent and production, shipping, and transport more eco-friendly. This includes, for example, examining the extent to which recycled and recyclable materials can be used and reducing packaging material. To reduce CO₂ emissions for the transport of goods, by mid-2022 we will expand our electronic enquiry module to include a CO₂ assessment for transport from the supplier to our operating sites and thus have an influence on

decision-making in the procurement process in the future. At the same time, a CO₂ assessment for transport will be carried out for every material delivered and will be included in the 2022 supplier assessment. In addition, we already pay attention to the efficiency of the ordered material when buying goods and thus want to avoid complaints (and the associated additional expenditure for transport) as far as possible. [\[GRI 308\]](#)





From 2022: CO₂ assessment of the upstream transport route



Sustainable and LkSG Manager in Purchasing in 2022



Reduction of packaging material (Kurtz Ersä Logistik GmbH, Purchasing, and Development)



Promote material efficiency and avoid complaints



Establishment and sustainability controlling of KPIs



Close partnership with suppliers

Social standards of suppliers

Wherever supply chains extend across several countries, the risk of disregard for labor and social standards increases. Our efforts to achieve transparency in the supply chain are designed to ensure respect for human rights. This includes actively informing our suppliers about the binding standards and the changes resulting from the LKSG. To achieve this, we will develop a multi-track offer by 31 December 2023, consisting of letters, workshops, video messages and a revised internet presentation for the central procurement department. Of course, we will also accompany the change-over to the required processes internally and offer training and workshops for this purpose, as well as formulating instructions.

In its corporate principles, Kurtz Ersä is committed to the internationally recognized human and labor rights, and to the United Nations Sustainable Development Goals (SDGs). As part of our philosophy, we reject child and forced labor and take decisive action against corruption. To ensure these standards are met, we will develop binding KPIs (key performance indicators) for procurement by 31 December 2023, which we will then use to check and implement the standards in the labor and social area. [\[GRI 414\]](#)





SUSTAINABLE PRODUCTION

» The responsibility to handle them with special care also grows with the expense and the utilization of resources. «

Everyone can get involved

How are the many facets of sustainability dealt with at Kurtz Ersä?
We asked Matthias Hofmann and Fredrik Johansson.

As everywhere in industrial production, a high input of energy and material is indispensable at Kurtz Ersä. What measures help to reduce energy demand?

Hofmann: The basis for this is reliable data. At Kurtz, we started tracking energy consumption early on, and for the last two years all German sites have had a solid and differentiated set of data for the entire group. Based on this, we have defined around 20 measures with which we can reduce our energy demand. We started with those that have the greatest effect at a manageable cost.

Johansson: It was very effective, for example, to switch the interior and exterior lighting to LED and to only illuminate outdoor areas at night when needed. Our parking spaces are practically unused at two o'clock on Sunday night.

Hofmann: We are also working on reducing the weight of our hydraulic presses for the particle foam machines because less mass requires less energy input. Verifiable results will soon be available. Overall, we are pursuing the measures based on a multi-year plan, which we are gradually implementing.

Are there also ideas at Kurtz Ersä to reduce the amount of waste?

Johansson: Lots of them! Around two-thirds of the waste generated comes from packaging made of wood and cardboard. We therefore have agreements with some suppliers about so-called pendulum packaging, which is returned and refilled. We want to expand this model in the future.

Hofmann: To this end, we rely on reuse and recycling. We reuse some incoming packaging ourselves for shipping. We have also purchased a cardboard shredding machine that produces filling material for shipping. All of this reduces our waste disposal volumes considerably.

To what extent do you rely on technological developments for further progress in sustainability?

Johansson: This plays a major role, for instance in photovoltaics, to produce electricity for our own use. Technological progress in production and efficiency has significantly reduced the cost of solar power, which is now cheaper than coal or nuclear power.

Hofmann: Or RF technology, i.e., electromagnetic waves, which we use to replace energy-intensive water vapour in the production of particle foams – and so save up to 90 percent energy in the process. Technology will remain an important driver for sustainability in the future.

Are there aspects of the sustainability offensive at Kurtz Ersa that really excite you?

Hofmann: I think the many stimuli from the staff ranks are great! Everyone can join in and get involved. We often receive input from employees who point out possible improvements because they also want to take responsibility for this process. And they identify with a company that takes sustainability seriously.

Johansson: I am impressed by the momentum that has developed in our company and how committed the teams in all business areas are to finding solutions. The support of the executive board then adds to the fact that sustainability is not a necessary evil, but a lived conviction.



Matthias Hofmann, member of the management of Kurtz GmbH & Co.KG, coordinates production and the sustainability strategy as COO.



Fredrik Johansson, Quality manager at Ersa GmbH, holds the reins in matters of energy efficiency and combines ideas for more sustainability in the company.

Kurtz Ersa is a supplier and technology group whose products and solutions help to improve customers' productivity. This means that our company is essentially part of the manufacturing industry, whose business activities are necessarily dependent on the use of natural resources, in particular material and energy consumption. Due to our voluntary commitment to sustainable processes, it is important to us to conserve resources and minimize harmful effects in production. That is why we focus our internal processes on energy management, logistics processes and fleet and waste management. Specific goals and verifiable measures have the goal of firmly anchoring sustainable processes in our corporate procedures.

We optimize the production processes of our customers.
Global. Ahead.
Sustainable.

Overview of the entire product life cycle

In their voluntary commitment to the Integrated Management System (IMS), the management of Kurtz Ersa and all German subsidiaries undertake, among other things, to set energy and environmental protection targets and to review these annually. In fact, our machines have a very high impact on the environment over their product life cycle in terms of material and energy consumption. It is therefore essential for us to reduce the impact on the environment as early as the development and production phase. When implementing new products, we also keep an eye on the operating phase in addition to the application of customer requirements.

Regarding our production, we recognize there are significant fields of action in the areas of energy and the environment. It goes without saying that we want to improve production standards not only in Germany, but also align our business activities with sustainable processes at all our locations worldwide. For this purpose, we will develop a concept by the end of 2022 on how the standards from the IMS can also be brought into alignment at international subsidiaries and in the context of the respective applicable regional regulations. This applies to the certified areas DIN EN ISO 14001 (Environment) and DIN EN ISO 50001 (Energy). The aim is to establish standards that are as uniform, verifiable, and comparable as possible. [GRI 103-1]



Energy

For us, it is a matter of course to use raw materials efficiently. We also make sure that our machines and applications use consumables, such as soldering materials, economically. To still maintain our high-quality standard, we must find individual solutions for many of our products. Our guiding

principle is to save materials and conserve natural resources. We are making efforts to reduce energy use and waste, as well as to produce our own electricity and increase the share of alternative energy sources to reduce the environmental impact of production. [GRI 302]



Energy consumption within the organization

The central energy management of Kurtz Ersa in Germany is certified according to the current version of the ISO 50001 standard. In addition to Kurtz Holding GmbH, this includes the companies Ersa GmbH and globalPoint ICS GmbH & Co. KG as well as Kurtz GmbH & Co. KG and Kurtz Ersa Automation GmbH. This also applies to the Kurtz Ersa Logistik GmbH and our internal training unit Kurtz Ersa Hammer Academy GmbH. All company units thus fulfill the requirements of the European Energy Efficiency Directive and the legal implementation in Germany.

The main energy demand at Kurtz Ersa consists of electricity, gas, and diesel. Electricity is primarily required for the operation of machines, equipment, and IT systems, for the lighting of assembly halls and administrative buildings and for the generation of compressed air. Natural gas is mainly used as an energy source for heat generation, in addition, the company also needs fuel (petrol, diesel, electricity) for its vehicle fleet. For the last part, please refer to the section on sustainable selling.



Our goal: Reduce energy expenditure

We have set ourselves ambitious targets regarding our energy consumption. We achieved the first one on schedule: as planned, we have been procuring one hundred percent of our electricity for all German locations from renewable sources (green electricity) since January 2022. We also want to switch one hundred percent of our gas purchases to renewable generation. This is to be achieved by January 2023. In addition, we aim to increase the share of electricity generated from renewable sources to 16 per cent of our total electricity consumption by the end of 2023, or at least to 400,000 kWh. With our own combined heat and power plant (CHP) at the Kreuzwertheim site, we currently generate around 2.5 percent of the total electricity required by the German sites (2021). For the planned expansion, we are also installing two large-scale photovoltaic roof systems on company buildings of Kurtz GmbH & Co. KG (Kreuzwertheim) and Ersä GmbH (Wertheim-Bestenheid). We also want to reduce the demand for electricity. Our reduction target is to save 550,000 kWh in 2022 compared to the previous year's consumption (2021: 3,308,000 kWh). A whole range of energy-saving measures are planned for this purpose: in addition to the conversion to LED lighting in company buildings, modernizations in compressed air generation are to have an impact. We also involve specialized suppliers in the coating and finishing of metal parts.

The consumption of natural gas is also to be significantly reduced: Our goal here is to use 380,000 kWh less in 2022 than in 2021, when the consumption value was 5,861,000 kWh. We want to achieve this mainly by optimizing our existing heating systems, or by installing new and more efficient heating systems. In the long term, we aim to establish a greenhouse gas balance for our entire production, optimize it step by step and completely offset it by the end of 2027. A first step in this direction is to survey our CO₂ footprint in production by the end of 2023. [\[GRI 302-1\]](#)



2021



2.5% own power generation



2022



-550,000 kWh electricity



100% Green



-380,000 kWh Natural gas



2023



100% bio gas



16% own power generation



2029



CO₂ neutral

We continuously optimize our energy mix

Kurtz Ersa has significantly reduced its electricity requirements over the past two years. Group-wide, demand was 4,328 MWh in 2019, 3,607 MWh in 2020 and 3,308 MWh in 2021. The current value means a decrease of 23.6 percent in relation to 2019. A small but sharply increasing share comes from in-house produced electricity (via a CHP), which increased from 21 MWh (2019) to 75 MWh (2020) to 81 MWh (2021). Compared to 2019, this is an increase of 286 percent. We cover the rest of our electricity needs through energy suppliers. The development of the electricity consumption values also reflects the Covid-19 pandemic, which led to temporary savings in electricity consumption, especially in 2020, due to short-time work, declining machine sales and working from home.

As with electricity, the consumption of natural gas fell across the Group, although the volume was significantly lower. The consump-

tion values for the German sites totaled 6,124 MWh in 2019, 5,589 MWh in 2020 and 5,364 MWh in 2021. This means a decrease of 12.4 percent compared to 2019. The smaller part of this was used as process gas for production, with a strong downward trend: in 2019 still 2,011 MWh, in 2020 then 1,255 MWh and 1,103 MWh in 2021, which corresponds to a loss of 45.2 per cent. Over the same period, however, demand for heating gas increased by 3.6 per cent, in absolute terms from 4,113 MWh (2019) to 4,335 (2020) to 4,261. In 2021, 79.4 per cent of total consumption in Germany was used for heating gas, 20.6 per cent for process gas.

We will report on the actual extent of the reduction in energy consumption achieved as a direct result of energy saving and energy efficiency initiatives from the following sustainability report onwards. [\[GRI 302-4\]](#)

Measures to reduce electricity consumption



Continuous optimization of the lighting



Optimization of production processes, e.g., compressed air generation and air conditioning from 2022



Continuous optimization of administrative processes (e.g., IT infrastructure and equipment)



Optimization of product-dependent consumption e.g., electroplating and commissioning as of 2022

Measures to reduce natural gas consumption



Removal of powder coating in 2022

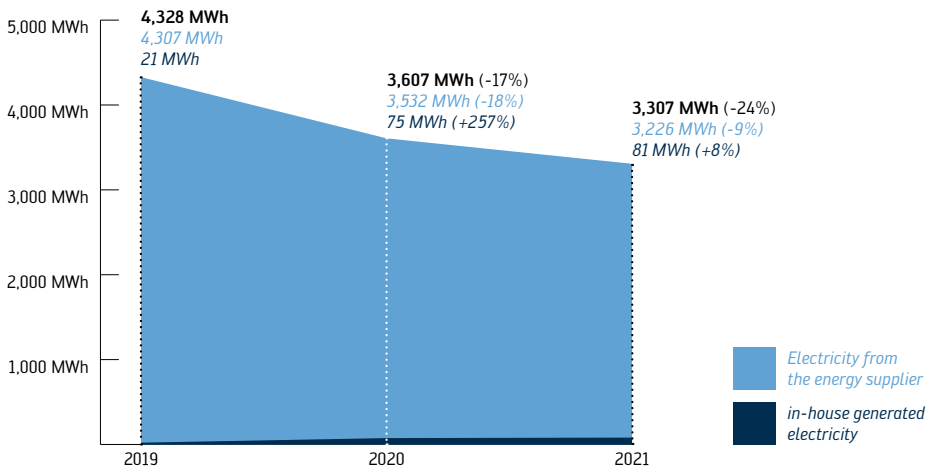


Reduction of the process steam supply from 2022 (due to changeover to new RF technology)

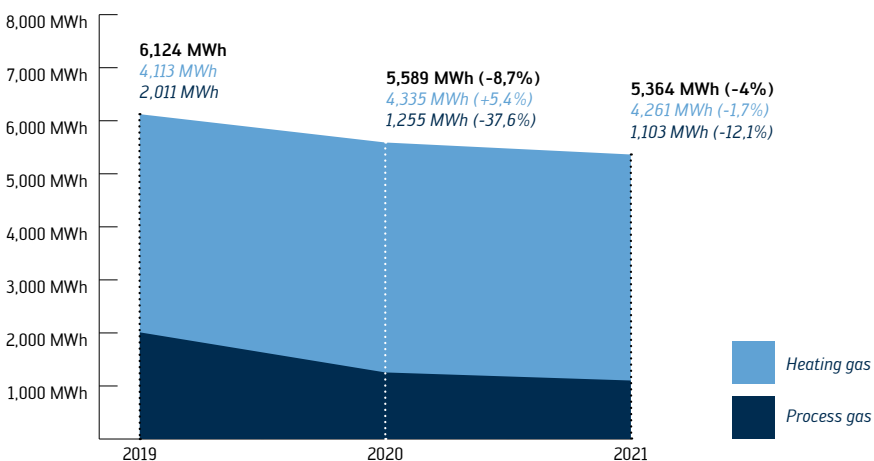


Continuous heating optimization

Power consumption of the Kurtz Ersa Group 2019 – 21



Natural gas consumption of the Kurtz Ersa Group 2019 – 21



Water [GRI 303]

The availability of adequate and clean water is one of the basic prerequisites for decent living conditions. The unequal distribution of this resource and high consumption in some parts lead to water scarcity in other areas of the world. The production of the raw materials we need for our products requires a substantial amount of water. We are therefore committed to the sustainable and careful use of water.



-47.4 %

*Water consumption from
2019 to 2021*



-79.5 %

*Process water consumption
from 2019 to 2021*



*continuous reduction
of the process water*



*Removal of powder
coating in 2022*



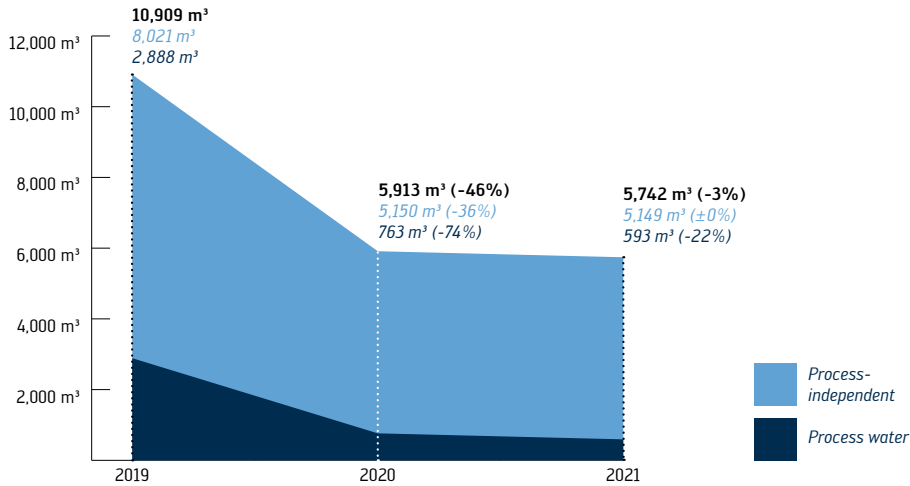
*Reduction of the process
steam supply from 2022*

Careful handling

In our business operations, we aim to reduce the use of water and water pollution. The water supply is almost entirely provided by the public mains. Thanks to new processes (see innovative RF technology under “Sustainable development”), the share of process water in total consumption has fallen to around ten percent

in 2021 and will continue to decrease. This also reduces our impact on the remaining water consumption. Of course, we use our multiplier effect as a medium-sized company and inform and sensitize our employees for a careful use of drinking water to contribute to a further reduction in water consumption.

Water consumption of the Kurtz Ersa Group 2019 – 21



The Covid-19 pandemic also had an impact on the development of water consumption. Group-wide, the values are declining in relation to the baseline year 2019. At that time, the consumption was 10,909 m³, in 2020 it was 5,913 m³ and in 2021 the figure was 5,742 m³. The decrease is therefore 47.4 per cent from 2019 to 2021. The share of process water (e.g., for production and commissioning) has fallen sharply. While 2,888 m³ was used in 2019, it was 763 m³ in 2020 and only 593 m³ in 2021. This is a reduction of 79.5 per cent in relation to 2019. In the same period process-independent water consumption fell by 35.8 per cent to 5,149 m³.

In 2019, this value was still 8.021 m³ and in 2020 was 5,150 m³. This means that only about ten per cent of the water requirement is needed as process water. [\[GRI 303-5\]](#)

The representation of water consumption per employee also shows effects related to the Covid-19 pandemic. Many employees – where possible – switched to working from home in 2020 and again in 2021, which reduced the proportionate water consumption in the company. More detailed evaluations will follow in the sustainability report for the reporting year 2022.

Greenhouse gas emissions [GRI 305]

CO₂ emissions are one of the main drivers of global warming and thus of climate change. We are aware that a large proportion of CO₂ emissions are caused by the production, transportation, and operation of business assets. Kurtz Ersa has therefore committed itself to sustainability in its business processes, which also includes the continuous reduction of greenhouse gas emissions. This strategy is particu-

larly evident in our ambitious goal of achieving CO₂ neutrality (in terms of Scope 1 and 2 as well as reported Scope 3 emissions) by 2029. This path is supported by the complete changeover in the purchase of electricity and gas from renewable sources.



Conversion to green electricity from 2022



Conversion to bio gas from 2023



Reduction of process steam supply from 2022



Heating optimization from 2022

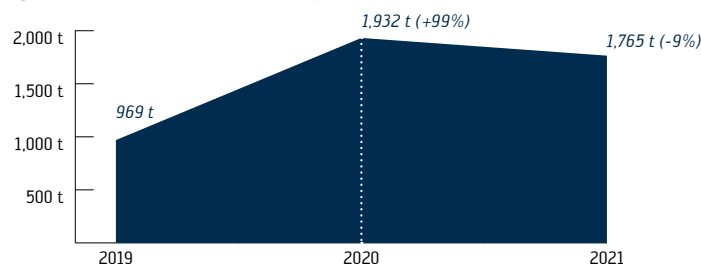
Measure and reduce energy consumption

Kurtz Ersa sees the avoidance of climate-damaging emissions, primarily by saving energy, as an important contribution to its sustainability strategy, which is also becoming increasingly important economically against the background of rising energy prices. We have therefore committed to our social responsibility to protect the environment in our internal Integrated Management System (IMS)

policy. We are fulfilling this commitment by introducing measures to measure, optimize and reduce energy consumption to continuously reduce CO₂ emissions in the years to come.

The visible increase in CO₂ emissions from the purchase of electricity for the German sites (Scope 2: indirect energy-related emissions)

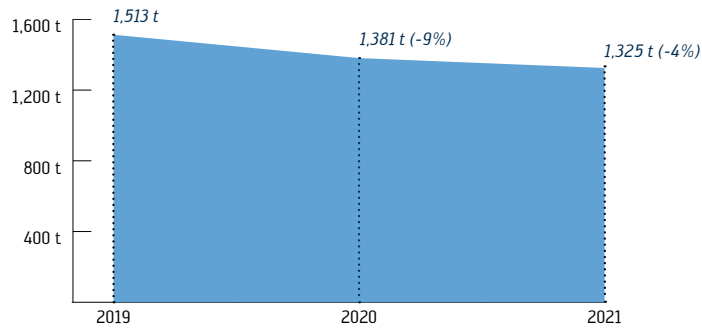
Scope 2 CO₂ emissions, electricity



is primarily due to the significantly poorer energy mix of our supplier. We reacted to this and switched to a tariff with 100 per cent green electricity from 2022. A small part of the additional consumption resulted from the conversion of the vehicle fleet to partially and purely electrically powered vehicles. While in 2019 the emissions totaled 969 tonnes of CO₂, in 2021 it was 1,765 tonnes of CO₂, an

increase of 82.1 per cent compared to 2019. Due to the ongoing conversion of the vehicle fleet, we expect an increase in electricity demand of up to 600,000 kWh per year by 2024, but the additional demand will not affect the CO₂ emissions from electricity purchases, as we only purchase or produce CO₂ neutral electricity ourselves. [\[GRI 305-2\]](#)

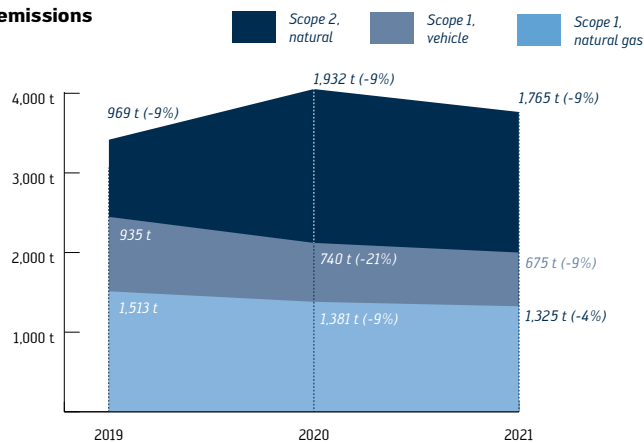
Scope 1 CO₂ emissions, natural gas



In the development of CO₂ emissions from the consumption of natural gas (Scope 1: direct emissions), the picture is mixed, but a slight decline can be seen across the Group.

The totals were 1,513 tonnes in 2019, 2020 1,381 tonnes and 1,325 tonnes of CO₂ in 2021. From 2019 to 2021, this means a decrease of 12.4 per cent.

CO₂ emissions



The increase in emissions from electricity purchases has more than compensated for the decline in the other areas, so that the total emissions have increased, even if they no longer reach the peak level

of 2020. The progression ranges from 3,417 tonnes of CO₂ (2019) to 4,053 tonnes of CO₂ (2020) and now 3,764 tonnes of CO₂, an increase of 10.2 per cent compared to 2019.

Waste [GRI 306]

It is unavoidable that waste is produced during business activities at Kurtz Ersä. Waste poses a particular challenge in terms of its treatment and generates considerable expense in terms of separation, recycling (where possible) and disposal. Therefore, it is a matter of course for us

to strive for proper recycling, also to keep burdens on the environment as low as possible. A special focus for Kurtz Ersä is waste avoidance because we see this strategy as having the greatest positive impact on our environmental conditions.



Reduction of hazardous waste, e.g., through dismantling powder coating and electroplating (effects only visible from 2023)



Continuously optimized waste separation



Reduction of packaging waste through the introduction of shuttle packaging and recycling of packaging materials

Priority waste prevention

Kurtz Ersa is a waste producer, insofar as we consider ourselves responsible for the proper separation and disposal of waste. In addition to production, a major source of generation is waste from the supply chain, which is why we are also working with our partners on strategies for the sensible handling of packaging material to conserve environmental resources. Because despite improved recycling options, for example for paper and wood waste, the best waste is that which is not generated. For this reason, we are making special efforts to consistently avoid waste. Therefore, we collect data on waste at our administrative, production and storage sites and have defined targets depending on the amount generated.

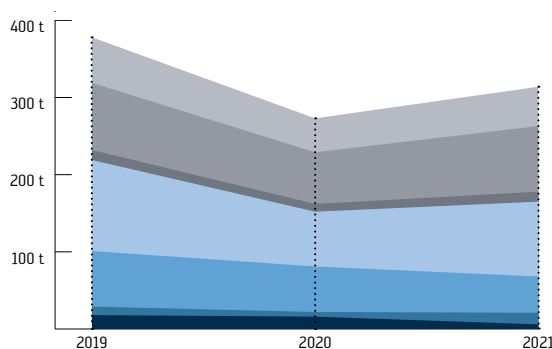
Throughout the Group, we want to reduce the production of waste. In relation to the base year 2019, 20 per cent less waste is to be produced by 2025. The amount of waste in terms of full-time equivalents is to decrease even more: here we have the goal of reducing the quantity by 50 per cent by 2025 compared to the reference year 2019. In addition, we are developing a project under the leadership of Kurtz Ersa Logistik GmbH to reduce waste in the supply chain. Specific magnitudes are not yet available. Our goal is to present the concept by the end of 2023, the implementation is currently planned by the end of 2025. The content and scope

from 2019 to 2025
-50 %
Waste
(in terms of full-time)

of the concept are presented in the following sustainability report. [\[GRI 306-2\]](#)

The total amount of waste across all German sites has decreased since 2019. The volume fell from 378 tonnes (2019) to 314 tonnes (2021), in 2020 the figure was particularly low at 273 tonnes, owing to the impact of the Covid-19 pandemic. The decline in relation to 2019 amounts to 16.9 per cent. The breakdown of waste volumes by particularly relevant types also shows the impact of the pandemic, during which there were production restrictions that were particularly significant in 2020. In five out of the six areas, a reduction in the amount of waste was recorded during this period. The increase in cable waste is due on the one hand to an increase in the number of machines produced, and on the other to a targeted campaign to sort out cable remnants that are no longer needed.

We have achieved the considerable reduction in mixed packaging and thus already the target we set ourselves for 2025 through significantly improved waste separation. The introduction of so-called shuttle packaging (reusable packaging made of cardboard, wood, or plastic, for example) in the supply relationships with local suppliers is also having an effect: In all three areas, the volume has declined. [\[GRI 306-3\]](#)



Waste	2019	2020 (Cf. PY)	2021 (Cf. PY)
Mixed scrap (ASN 12 01 01)	59 t	44 t (▼)	51 t (▲)
Paper packaging and cardboard (ASN 15 01 01)	87 t	67 t (▼)	85 t (▲)
Packaging from Plastic (ASN 15 01 02)	13 t	10 t (▼)	13 t (▲)
Wooden packaging (ASN 15 01 03)	118 t	71 t (▼)	97 t (▲)
Mixed packaging (ASN 15 01 06)	72 t	59 t (▼)	47 t (▼)
Cable residues (ASN 17 04 11)	11 t	6 t (▼)	15 t (▲)
REMAINDER	18 t	16 t (▼)	6 t (▼)
Total	378 t	273 t (▼)	314 t (▲)

The values for waste per productive hour and per full-time equivalent, both in kilograms, are also declining in relation to the reference year 2019. The higher relevance is generally attributed to

the indication in terms of productive hours, which is why we will concentrate on this KPI in the future.



SUSTAINABLE SELLING

» Direct connection with our customers is the basis of our success. We are working on solutions to implement this just as enthusiastically in the digital world. «



Digital sales processes raise customer loyalty and reduce the resource consumption.

It is not only “what” but also “how” we sell that counts.

The sales of products and services should contribute to healthy corporate growth. Sustainable sales see the customer as a person and a company, which we want to support with suitable offers. Only then do customers become loyal to a company out of conviction. The products sold can also set sustainable trends. At Kurtz Ersa, we focus on resource-efficient machines and develop specific key performance indicators to prove the efficiency (cf. Sustainable Development, p. 20).

We also support the sustainability process in the company in the way we sell. Best example: with the improvement and spread of digital communication technology, we have new alternatives to business travel and can move meetings and presentations to virtual meeting rooms. A more sensitive approach to business travel significantly reduces the costs of mobility (car, plane, train) required for sales and, so, the emissions caused by business travel. Increasing digitalization also has the potential to promote sustainable processes in sales in other areas.

Markets supplied

As a broadly positioned machine engineering company, Kurtz Ersa is a sought-after partner in numerous industries. We generate around 80 percent of our turnover with international business partners. The largest share of our business activity relates to the automotive industry, where the values fluctuate between 20 and 30 percent per year. Other key industry sectors are electronics production (sensors,

industrial electronics, automation...), 5G, aerospace, construction, electronic manufacturing services (automotive, consumer goods industry, mobile devices), IT (servers, networks), medical technology, the aviation industry, e-mobility (cars, bikes, scooters), energy supply, the food industry (fish boxes), air conditioning technology, artificial intelligence, and the Internet of Things (IOT). [GRI 102-6]

Our focus: sustainable corporate success

As with any profit-oriented organization, we at Kurtz Ersä depend on the sale of our products and solutions and pursue corresponding sales-promoting measures with our corporate strategy. However, we do not pursue short-term profit maximization, but rather a goal geared towards long-term success and securing the company. In addition to sales successes, this includes an especially high level of customer satisfaction and loyalty, as well as investment in and the development of leading-edge products that can meet future challenges. Thus, marketing and sales at Kurtz Ersä rely on credibility, transparency, and a target group-oriented

approach in their communication with customers, to also convince them of the advantages of more sustainable product solutions. More and more digital processes are being used in communication as well as in business activities. In addition, we are taking a critical look at corporate travel and its environmental impact and have set ourselves the goal of centrally recording all international travel activities from the end of 2023. Subsequently, we want to develop a concept for the handling and further reduction or offsetting of business travel and present it by the end of 2025. [\[GRI 103\]](#)

SUSTAINABILITY.

DRIVEN BY KURTZ ERSA.



Digitalization

Digitalization is seen as an important driver for far-reaching change in the economy and society. Industrial manufacturing and machine engineering are especially affected by the transformation with modern information technology: machines and plants are designed and planned with the aid of digital technology, manufactured using computer-aided production processes and controlled with modern operating software. On the one hand, Kurtz Ersa uses the extensive possibilities of digitalization, but also knows about the associated challenges and how to deal with them. Data-based processes also have an influence on sales and help us to optimize sales and make needs-based decisions from the

customer's point of view. Examples of this are individualized offers and applications for specific customer requirements. In the pandemic years 2020 and 2021, we also took part in virtual trade fair formats for the first time and mastered communication with "visitors" via chat and livestream. However, responsible data use must also include sustainable aspects, for example in the use of analytical tools that can save valuable resources. In addition, IT-supported, demand-oriented planning can contribute to the efficient management of inventory and logistics processes. Finally, a digital infrastructure is the prerequisite for making supply chains more transparent.



Customer health and safety [GRI 416]

For Kurtz Ersa, the safety of the products has top priority. This applies first and foremost to the operation of machines and systems, where we do everything we can to exclude any danger to the people involved. However, it also includes the safe handling of harmful and hazardous substances so that leakage or improper use to the detriment of people in the vicinity of the machines is made virtually impossible. A detailed crisis and safety management plan at Kurtz Ersa, which is always kept up to date, ensures that quick and comprehensive help can be provided in cases where, despite all precautionary measures, there is a risk to or health impairment of customers. [GRI 416]

During the reporting period, there was one minor non-compliance related to impacts on, in the broadest sense, health and safety. Due to a failure to report the commissioning of an X-ray device within the scope of an in-house exhibition at Ersa GmbH in due time, the competent authority imposed a small fine. This was settled by the company and all parties involved were again clearly instructed in the defined procedures for such cases. [GRI 416-2]

Reducing the energy demand for products and services

At Kurtz Ersa, digitalization also helps to reduce energy demand that would otherwise have been spent on sales, customer care and services. These effects stem mainly from reduced travel activity on several levels: for example, customer meetings are now often possible via online conferencing thanks to a digital infrastructure. Digitalization also helps us to leverage savings potential in other contexts. This is where a modern CRM system (Customer Relationship Management) comes into play, as it is currently being introduced at Kurtz Ersa. The improved connection of marketing, sales and service via automatic data reconciliation leads more quickly to the offer of tailor-made products or services. This reduces the number, and the length of sales calls and partly shifts sales processes to digital workflows. This development at Kurtz Ersa will also be supported by a relaunch of the website during 2022, which will also incorporate a web shop for the first time. However, the savings in energy expenditure due to lower fuel volumes are partially offset by additional energy

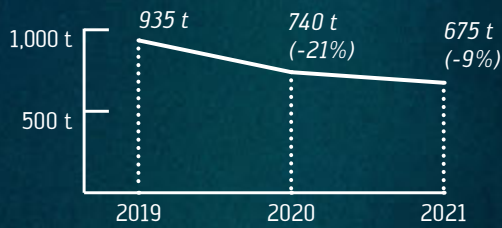
expenditure for server services. Even more far-reaching are the process changes due to the technology around „Industry 4.0“. This refers to the progressive digitalization of industrial production and networking with complementary services. Thus, an evaluation of data collected in real-time leads to better process and machine monitoring. Networking with digital terminals for control enables remote maintenance or intervention in machine processes, so that a customer visit, including the energy required for this, is not essential for such purposes. [GRI 302-5]

Vehicle fleet

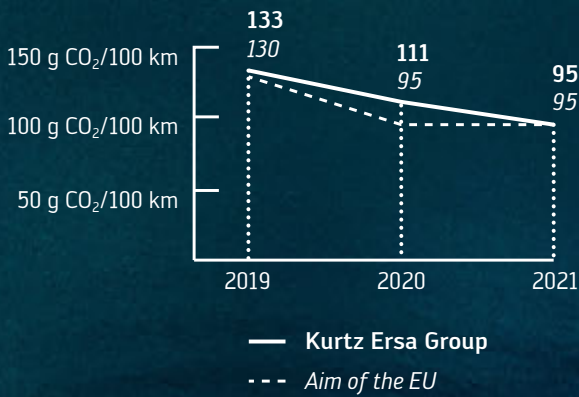
Fuel must be consumed for the use of the group's own vehicle fleet. In addition to our carpool, which is used exclusively for business trips, this also includes company vehicles that are used both professionally and privately. This is reflected in energy consumption and consequently in CO₂ emissions. Our goal is to reduce overall fuel consumption. We have

taken various measures to achieve this, especially the gradual conversion of the vehicle fleet to (purely) electrically powered vehicles. We also raise awareness among employees about the need for business trips, for example for meetings and sales appointments, which can also be held via online video conferencing.

Scope 1 CO₂ emissions, vehicle fleet



Emission development of the vehicle fleet



Development forecast for the Kurtz Ersa fleet by the end of 2024:



**Increase to 23%
electric vehicles**



**Increase to 32%
hybrid vehicles**



**Reduction to 45%
vehicles with
conventional drive**

With these measures, we have reduced the total distance traveled by 31 per cent in 2021 compared to the 2019 baseline. In the same period, we were able to reduce the amount of fuel required across the Group by 28 per cent. The declining overall balance also has an impact on greenhouse gas emissions, which fell by 28

per cent from 2019 to 2021: whereas in 2019 the figure for the Group as a whole was 935 tonnes of CO₂, the figure for 2021 is 675 tonnes of CO₂. The figures given are total values from the German locations. Information on foreign companies will be added from the following report onwards. [GRI 302-1, 302-4]



SUSTAINABLE MANAGEMENT

*» Our long-term success is
also based on a versatile and
diversified company.
So, naturally, we give something back. «*



For use
economy and
ecology go
hand in hand.

As a commercial enterprise, we are committed to securing the long-term future of our family business. However, sustainability-oriented management must look ahead and position itself in socially relevant fields. After all, we are aware that our form of economic activity (and thus our successful economic development) is based on a stable socio-economic system. For Kurtz Ersa, this results in a clear commitment to support and strengthen social initiatives. We see strengthening the common good as an important contribution to ensuring a diverse and vibrant society – a prerequisite for healthy economic structures as well.

Financial stability and profitability

As a family business that is not listed on the stock market, we must be guided by economic requirements. The success and stability of our economic development are closely linked to our sustainability strategy. In this sense, our economic performance also strengthens our efforts towards sustainable transformation. Financial stability and profitability

ensure our sustainable growth in the context of long-term positive development in economic, ecological, and social terms. Furthermore, as a family business, we attach great importance to financial independence and a continuous increase in the value of the company. We also aim to outperform the industry average in key financial indicators. [\[GRI 103\]](#)



Economic performance [GRI 201]

Our net sales in the entire Kurtz Ersä Group amounted to 275.5 million EUR in the financial year 2021. Total assets at the end of the financial year on 31/12/2021 were 188,183,602 EUR, of which 69,721,313 EUR was equity and 118,462,289 EUR was debt. [\[GRI 201-1\]](#)

Compliance with legal regulations and regulatory requirements is a matter of course for Kurtz Ersä. In the reporting period, no legal proceedings were pending against Kurtz Ersä for non-compliance with legal regulations in the environmental, social, and economic fields, nor were any significant fines imposed. [\[GRI 307-1, 419-1\]](#)

FY 2021:
275.5 m EUR
Net sales

Economic equity ratio:
52 %
on 31/12/2021

Indirect economic effects [GRI 203]

We see ourselves as part of society and want to play an active role in shaping it. We are already making our contribution to this as an employer with secure jobs and as a reliable business partner. As a company that has maintained close ties with our region for generations, we also assume responsibility beyond our core area of business. We rely on

long-term partnerships because this is the only way to ensure reliable support. We select projects that benefit society and support organizations that have proven their ability to implement projects in the past. [\[GRI 103\]](#)



Projects and funding

It is our desire to include the Main-Franconia region in our social commitment in a special way (although not exclusively). One focus of support for external organizations and projects is in the areas of culture, education, and training, as well as in the social sector. We coordinate our activities through the Anna Göbel and Otto Kurtz Foundation. [\[GRI 203-1\]](#)

Culture

Mozart Festival Würzburg: the venerable festival celebrated its one-hundredth anniversary in 2021. Originating from the Mozart Week of the 1920s, it aims to cultivate and communicate the composer's work and to encourage people to engage with it.

Association for the Promotion of the Mainfranken Theatre: the association has set itself the task of „continuously and sustainably promoting the artistic work of the Mainfranken Theatre and the Würzburg Philharmonic Orchestra“. Support is provided, for example, for the staging of productions in all sections as well as for theatre and music education.

Stifterkreis "Rosenkavaliers": with the „Stifterkreis Rosenkavaliers“, the Theatre and Orchestra Sponsorship Association created a special forum for civic engagement in 2001. The grants help to support the special profile of the Mainfranken Theatre Würzburg in the long term.

Education & Training

Endowed professorship at SRH Distance Learning University Riedlingen: 46 state-recognized degrees can be obtained from this renowned distance-learning university, and our endowed professorship also contributes to this. In addition, SRH Fernhochschule is one of the few climate-neutral universities in Germany.

Mobile University Wertheim: the Wertheim study center is one of the major sites of SRH distance-learning university. Students can attend classroom lectures and take exams there.



Social commitment

Community Hall Michelrieth: with our donations we support the maintenance of the building as well as the various community activities that are planned and/or implemented in the community hall.

Wertheim Observatory: with our donations we contribute to the maintenance and modernization of the observatory.

“Young parents and career” Association: here we support the association to enable young parents to quickly re-enter the world of work.



¹Introduction on the website mainfrankentheater.de/foerderer-und-partner/foederverein/

SUSTAINABLE LIVING

» We understand work not just as a prerequisite for a dignified life, but as part of it. This is also expressed in the culture of our company. «



The well-being
of people is in
the foreground
at Kurtz Ersä.

A company is always more than just a production site or a daily workplace. It is a social structure with a long-term perspective that depends on the successful cooperation of all the people involved. Sustainable corporate governance therefore also includes efforts by the company to protect all employees from discrimination and exploitation, as well as occupational health and safety measures. Primarily, the company therefore ensures that it does not violate any applicable legal provisions and hence prevents legal disputes. Beyond that, however, such measures also create a corporate climate that is supportive and motivating.

“One Family“ as a central guiding principle

In this respect, safe workplaces, and the promotion of employee health (through preventive health measures) also play a central role at Kurtz Ersä. In addition, a company training programme, in part via the in-house Hammer Academy, which was founded in 2016, is a matter of course at Kurtz Ersä, as are measures for the work-life balance, such as flexible working time models, parental leave or arrangements for semi-retirement. We work closely and confidentially with the employee representatives in the work’s council on these points.

We are a diversified family business with almost 250 years of heritage. Nevertheless, we see ourselves as one family - “One Family” is therefore the central guiding principle of our corporate identity. As a long-term goal, we have set ourselves the target of implementing our „People & Culture“ programme by the end of 2027. We are focusing on the further development of our corporate culture and on consolidating our reputation as an attractive employer. By the end of 2022, we want to present a concept that outlines specific measures and steps on the way to implementing this programme. [\[GRI 103-1\]](#)



Information on employees and miscellaneous white-collar workers

The companies of the Kurtz Ersa Group are one of the major employers in the Main-Spessart region. The total number of employees at the German locations has increased from 854 (2019) to 935 (2021). Of these jobs, 13.3 per cent were temporary in 2021. The proportion of full-time employees in our companies is very high at 92.4 per cent. The share of part-time employees were only around 7.6 percent in the report-

ing period (2021). Included are all employees who are registered in the personnel management system at Kurtz Ersa on the reporting date of 31/12 and thus, receive remuneration. This includes white-collar workers, blue-collar workers, managers, trainees, temporary workers, and interns. [\[GRI 102-8 a, b, c, f\]](#)

	2019		2020		2021	
	♂	♀	♂	♀	♂	♀
Full-time	650	136	638	129	733	131
Part-time	14	54	13	50	20	51

Employment

Kurtz Ersa relies on satisfied and motivated employees because they contribute significantly to the long-term economic success. We are continuously on the lookout for qualified specialists and new talent and create a working environment that promotes long-term retention in the company.

The Hammer Innovation Programme ("HIP") is designed to help us remain the innovation leader in all our business sectors, to secure jobs and to retain and acquire satisfied customers. The HIP bonus is a voluntary benefit at Kurtz Ersa, which is paid out with the payslip in February of the following year. In addition, every employee can submit their own ideas for optimizing operational processes, which are then evaluated independently. If the idea is successfully implemented, the employee will share in the savings achieved.

Kurtz Ersa has hired 116 new employees during 2021. This figure is roughly on a par with previous years (2019: 129; 2020: 105). However, the proportion of women among new employees has fallen to 19.8 per cent, down from 24.8 per cent in 2019. [\[GRI 401-1a, 1b\]](#)

All employees at Kurtz Ersa receive an assessment of their performance and feedback on their professional development at least once a year. This can be integrated into the framework of the appraisal interviews (ERA) or also during the updating of the skills profile. Another possibility is in connection with the regular evaluation of the objective agreement. Every employee at Kurtz Ersa falls under at least one of the categories mentioned above, so that an appraisal interview is guaranteed in any case. [\[GRI 404-3\]](#)

Parental leave

Becoming a parent is a challenging phase of life for those involved. Kurtz Ersä supports its employees during this time, for example with information on parental leave models and on returning to work. In general, all employees universally are entitled to parental leave, regardless of fixed-term or part-time contracts. In the reporting period, 61 employees took parental leave, 47 of them men. This means that the proportion of male employees in parental leave has

increased significantly (2019: 35; 2020: 32). In 2021, 52 employees returned to work after completing parental leave (44 male, 8 female). The return rate after parental leave was 93.6 per cent among male claimants and 57.1 percent among female claimants in the reporting period. This represents a sharp increase in the rate for women, up from 35.7 per cent in 2019 and 31.3 per cent in 2020. [GRI 401-3a, 3b, 3c, 3e]

	2019		2020		2021	
	♂	♀	♂	♀	♂	♀
Employees on parental leave	35	14	32	16	47	14
Returning from parental leave	100 %	35,7 %	90,6 %	31,3 %	93,6 %	57,1 %



Actively addressing climate challenges

The planting campaign took place right at Kurtz Ersä Logistik GmbH – creating an area sheltered from the wind where bird boxes and bee hotels will be set up in the future and where Kurtz Ersä employees can take their breaks.

Even if they are „just a few“ trees or bushes, they symbolize the fact that everyone is pulling in the same direction when it comes to sustainability and is consistently working towards the goal of being CO₂ neutral by 2029.

Promoting the health of employees

At Kurtz Ersä there are several offers with the aim of promoting the health-conscious behavior of employees. In this context, our in-house Hammer Academy offers a comprehensive training programme on sport and health, such as yoga courses, seminars on strengthening resilience and composure, or on giving up smoking. But language training for personal development is also offered.

In cooperation with local health insurance companies, we hold annual health days at the German sites, which focus on education and advice on health-related topics. Our company doctor also offers the possibility of an annual flu vaccination, and there are vouchers for the preparation of „large blood counts“ (laboratory examination of blood values) for all employees. [GRI 403-6]

In the wake of the Covid-19 pandemic, there was an even greater focus on health prevention. In addition to setting up comprehensive hygiene concepts, we have provided information about current measures via bulletins and digitally. Infections were prevented, or at least made more difficult, through consistent distancing rules, manual barriers, and home working regulations. On two dates (June/July and November/December 2021), we set up a temporary vaccination center on the premises where employees and their relatives could be immunized with first, second and booster vaccinations.



Education and training

With the Hammer Academy, we created an educational platform in 2016, which is open to all employees at Kurtz Ersä. Based on the importance of lifelong learning, we have thus created the prerequisite for imparting knowledge for professional, but also for personal development. The diverse offerings on the platform combine the knowledge from a long-standing company tradition with current insights from the global markets. Training also plays an important role for Kurtz Ersä. As of 31/12/2021, we engaged 82 trainees and DHBW students in 8 different fields. [GRI 404]

The idea of Lifelong Learning

We are convinced that the quality of a company, its products and services depend on the knowledge and skill levels of its workforce. That is why the Hammer Academy is dedicated to the individual development of our employees, in addition to training and further education. In this way, we also create an environment in which specialists and managers see a long-term perspective in the company and are prepared for future challenges. The seminar and further training offers are largely based on instructors from the ranks of employees and managers of the Kurtz Ersa Group. This ensures the important transfer of know-how within the organization and offers employees a challenging role. In this respect, the Hammer Academy is an indispensable part of our corporate culture and an enrichment of our identity as "One Family." [GRI 103]

In addition, we work closely with several co-operation partners in the academic environment. In this way, we ensure the scope and quality of training and further education at Kurtz Ersa and create joint training formats. In detail these are:

Baden-Württemberg Cooperative State University (Mosbach): our cooperation partner for combined studies, where the practical part can be done in one of our group companies.

SRH Distance Learning University (Riedlingen): here, the cooperation includes on-the-job studies by both partners. In addition, we offer employees the opportunity to take part in various bachelor's and master's degree programmes.

Steinbeis University (Berlin): provided valuable support in setting up the Hammer Academy and continues to support the work of the institution by having lecturers from the institution also teaching at the Hammer Academy.

Technical University (Munich): in addition to support and co-operation with student research projects, the collaboration also includes the publication of employer profiles and job advertisements on the campus-wide job board. [GRI 404]

Diversity and equal opportunities

We live in an increasingly diverse society – our aim is to reflect this in our employment structure. After all, companies also must face challenges such as demographic change, a globalized world and increasing individualization. Equal opportunities for every applicant and employee improve the attractiveness and image of a company. We therefore see the promotion of diversity as an important factor for the success of the company.

At Kurtz Ersa, people from many countries and different cultural backgrounds work together. An environment and atmosphere free from discrimination based on gender, age, religion, sexual orientation, country of origin, or disability is the prerequisite for our successful business operations. Therefore, Kurtz Ersa ensures equal opportunities for all employees and a non-discriminatory interaction with each other. Our human resources management is particularly sensitive to this and supports a diverse workforce as well as cooperation between all employees that is as conflict-free as possible. [GRI 405]

Save the bees

The importance of bees as pollinators for biodiversity and food security is fundamental to humanity. What few people know: 80 percent of indigenous cultivated and wild plants are pollinated by bees. To counteract the decline of the global bee population and to support the urgent protection of bees, Kurtz Ersa is also active here: we support local beekeepers in the care and breeding of bee colonies.



Diversity in supervisory bodies and among employees

Kurtz Ersa strives to promote diversity and equal opportunities in its group companies, especially regardless of gender and age. However, we have not yet drafted a specific directive on the composition of the management board in this area. In the reporting period, out of eight members of the management board, seven were male and one was female. Six people were already over 50 years old, two were between 30 and 50 years old, and none of the members was under 30 years old.

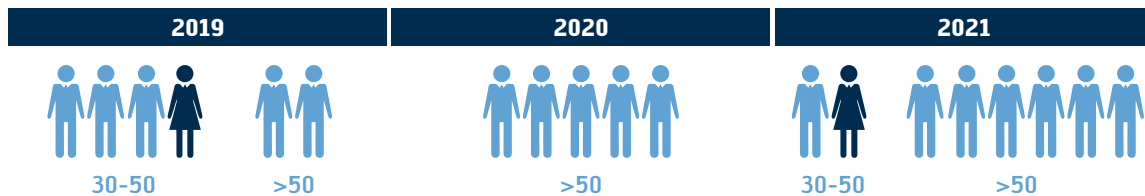
The proportion of employees differs from this. Among white-collar workers, the share of women was 26.9 per cent in 2021, almost unchanged from 26.6 per cent in 2019. In contrast, the proportion of women among blue-collar workers has decreased over the same period. Down from 14.4 per cent in 2019, the figure was only 10.6 per cent in 2021. We are intensifying our efforts to employ more

women in the industrial sector as well. The age breakdown in the reporting period was as follows: among the white-collar workers, 20.8 per cent were under 30 years old, 54.0 per cent were between 30 and 50 years old and 25.2 per cent were older than 50. The proportion is different for blue-collar workers. In this group, 38.7 percent were still under 30 years old, 34.3 percent were between 30 and 50 years old and 27.0 percent were older than 50. [\[GRI 405-1a, 1b\]](#)

Payment regardless of gender is a matter of course at Kurtz Ersa. Therefore, women receive the same salary as male colleagues for the same or comparable performance. For the majority of the workforce (2021: 71.9 percent), this is already regulated by the collective agreements, where payment is stipulated regardless of gender or other factors. [\[GRI 405-2\]](#)



Management by gender and age



Employees by gender

	2019		2020		2021	
	♂	♀	♂	♀	♂	♀
Employed	403	146	377	138	372	137
Industrial	261	44	274	41	381	45

Employees by age

	2019			2020			2021		
	< 30	30-50	> 50	< 30	30-50	> 50	< 30	30-50	> 50
Employed	142	264	143	120	258	137	106	275	128
Industrial	115	93	97	114	106	95	165	146	115

All aspects of the working environment

The company health management at Kurtz Ersa has the aim of looking after the well-being and the preservation of the health of all employees. To ensure a comprehensive and uniform approach, all German sites meet the requirements for an occupational health and safety management system (OH&S management system) in accordance with DIN ISO 45001, the scope of which covers all workplaces and employees at the domestic sites. In addition, an occupational health and safety committee has been established in accordance with the legal requirements (§ 11 German Occupational Safety Act (ASiG)).

For Kurtz Ersa, health care begins with the provision of an ergonomically correct working environment and the reduction of existing stresses in the workplace, which can be caused by exertion, noise, heat, or the like. This also includes the regular review of working conditions and, if necessary, an improvement in circumstances.

In addition, we support employees in special phases of their lives and in their work-life balance. If necessary, we agree on individual and flexible working time arrangements, such as for returning to work after paren-

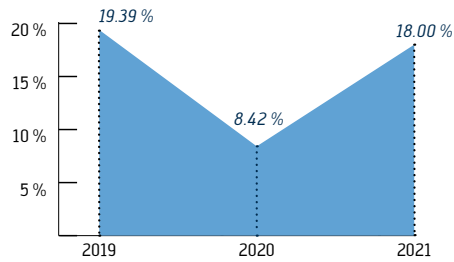
tal leave. Our company integration management (BEM) considers the careful adjustment of working hours after a period of absence due to illness of several weeks.

Over the past two years, coping with the consequences of the Covid-19 pandemic has been a particular challenge. To protect employees, we have expanded the possibilities for working from home, developed detailed hygiene concepts, and taken further protective measures to reduce the risk of infection at the operating sites. A crisis team with the support of the management, the work's council, representatives from the Red Cross and THW crisis teams and our occupational safety specialist also supervised the implementation of legal requirements to combat the pandemic. [GRI 403-1]

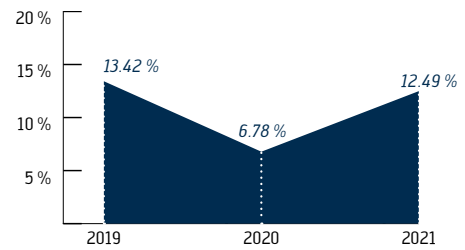
Regarding hazard identification in our plants, we ensure strict implementation of all legal requirements. We are internally supported by an occupational health specialist (OHS). Accordingly, regular inspections of the workplaces and meetings of the occupational health and safety committee take place. We publish current operating instructions and risk assessments as well as safety data sheets. In addition, instructions are given regularly as the situation requires. All new employees take part in compulsory training on occupational safety, and managers receive additional training. We conduct a systematic analysis of accidents and evaluate the logbook entries. If we notice clusters, we react with appropriate measures: For example, we have introduced separate training for our apprentices and have been able to significantly reduce injuries in the first few months in our plants. We also employ a dedicated company doctor who is available for questions and advice. [GRI 403-2, 403-3, 403-5]



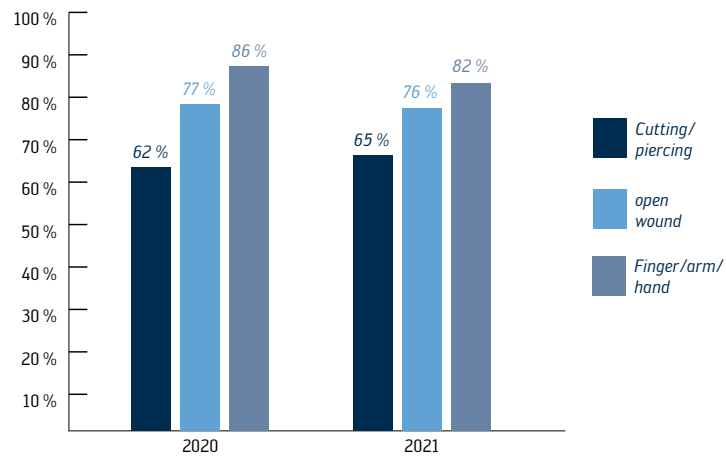
1000-man quota



1 million hours quota



Focal points of the logbook entries



Occupational health and safety protection

Our employees are the mainstay of the company – the existence of Kurtz Ersa depends on them. In return for their commitment to the company, they are naturally entitled to a working environment that respects and promotes their health. To fully safeguard safety and health, all related aspects must be closely incorporated into the company’s structures. Only then is it possible to achieve a work-life balance without any drawbacks. Our occupational health and safety management methods aim to equip our employees

to maintain their health both at work and outside of work. During the height of the Covid-19 pandemic, infection control also took on a significant role. [\[GRI 403\]](#)



GRI content index

We have prepared this report on our economic, environmental, and social performance in accordance with the core option of the international guidelines developed by the Global Reporting Initiative (GRI).

Principles [101]

The contents of the “101 Principles” standard were considered in the preparation of this sustainability report.

General information [102]

Organisational profile [GRI 102-1 to 102-7]	Page 8
Information on employees [GRI 102-8].	Page 63
Supply chain [GRI 102-9].	Page 27
Precautionary approach or precautionary principle [GRI 102-11]	Page 18
Statement by the highest decision-maker [GRI 102-14].	Page 2
Stakeholder engagement [GRI 102-40, 102-42 to 102-44]	Page 10
Reporting procedure [GRI 102-46 to 102-55]	Page 11, 12, 13

Management approach for key issues [103]

Sustainable development: More efficient – less energy [GRI 103-1]	Page 20
Sustainable procurement: Scientific supervision [GRI 103-1]	Page 26
Sustainable production: An overview of the entire product life cycle [GRI 103-1].	Page 34
Sustainable selling: Turnover is not everything [GRI 103-1]	Page 49
Sustainable management: Economic stability and profitability [GRI 103-1]	Page 56
Sustainable living: “One Family” as a central guiding principle [GRI 103-1]	Page 62

Specific information: Economic

Economic performance [GRI 201]	Page 57
Indirect economic effects [GRI 203].	Page 57

Specific information: Ecological

Energy [GRI 302]	Page 35
Energy consumption within the organization [GRI 302-1]	Page 36, 53
Reduction of energy consumption [GRI 302-4]	Page 22, 38, 53
Reduction of energy demand for products and services [GRI 302-5]	Page 51
Water [GRI 303].	Page 40

Water as a shared resource [GRI 303-1]	Page 23
Water consumption [GRI 303-5]	Page 41
Emissions [GRI 305]	Page 42
Indirect energy related GHG emissions [GRI 305-2]	Page 43
Waste [GRI 306]	Page 44
Management of significant waste-related impacts [GRI 306-2]	Page 21, 45
Waste generated [GRI 306-3]	Page 45
Non-compliance with environmental laws and regulations [GRI 307-1]	Page 57
Environmental assessment of suppliers [GRI 308]	Page 28

Specific information: Corporate

Employment [GRI 401]	Page 63
Newly hired employees [GRI 401-1]	Page 63
Parental leave [GRI 401-3]	Page 64
Occupational health and safety [GRI 403]	Page 69
Occupational health and safety management system [GRI 403-1]	Page 68
Hazard identification, risk assessment and incident investigation [GRI 403-2]	Page 68
Occupational health services [GRI 403-3]	Page 68
Employee training on occupational health and safety [GRI 403-5]	Page 68
Promotion of employee health [GRI 403-6]	Page 65
Education and training [GRI 404]	Page 65, 66
Percentage of employees receiving regular performance and career development reviews [GRI 404-3]	Page 63
Diversity and equal opportunities [GRI 405]	Page 66
Diversity in supervisory bodies and among employees [405-1]	Page 67
Proportion of basic salary and remuneration of women in relation to the basic salary and remuneration of men [405-2]	Page 67
Customer health and safety [GRI 416]	Page 51
Violations related to the health and safety impacts of products and services [GRI 416-2]	Page 51

GLOBAL. AHEAD. SUSTAINABLE.



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