



# SUSTAINABILITY REPORT

2022/23

**SEVERIN**

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## DEAR READERS AND BUSINESS PARTNERS,



**Gerhard Sturm**  
CEO

As a medium-sized German company from Sundern in the Sauerland region, SEVERIN has been increasingly focussing on sustainability since it was founded in 1892: A separate testing department for product quality and safety was established in Germany back in 1961. Our first proper service department followed in 1976, and we have also been offering repair solutions since 1985. In 1992, the first repairable filter coffee machine, the SEVERIN CAPRICE, was launched on the market. The company has had its own repair centre for more than 30 years, where goods worth more than 2.5 million euros were repaired in 2023 alone (total of A and B goods, as well as refurbished and repaired returns). In June 2024, SEVERIN was nominated for the German Sustainability Award 2025 (Deutscher Nachhaltigkeitspreis). The prize is awarded for exemplary achievements and progress in the areas of climate protection, nature conservation, fair value chains and social commitment.

As its impacts become more tangible and threatening, the climate crisis is becoming more apparent. From extreme weather events and rising sea levels to biodiversity loss, health risks, significant economic costs and social pressures, the urgency to act now to prevent the worst consequences has never been greater. It is crucial that companies work together on solutions to ensure a sustainable and liveable future.

This sustainability report is the next logical step in further emphasising our claim to a leading role in sustainability in the household electronics sector among medium-sized German companies (with a company size of less than 500 employees), constituting a clear commitment to transparency and responsibility towards future generations.

The report relates to the 2022 and 2023 financial years and complies with GRI standards "with reference to" and in accordance with GRI Update 2021, which came into force on 1 January 2023. In future, we will report in accordance with the European sustainability reporting standards as part of the Corporate Sustainability Reporting Directive. A sustainability expert was appointed within the company, whose task it was to form cross-departmental workgroups together with an external consultant as a supporting entity. The overarching goal was to integrate the topic of sustainability as an integral part of the future business model and document progress annually in a report whilst providing measurable evidence.

In 2023, we focused specifically on analysing the impact of our business activities, holding discussions with stakeholders and developing strategic fields of action. We have collected extensive data in various areas in order to implement sustainable approaches in ongoing processes.

Our company has set itself a number of sustainability goals in order to anchor ecological responsibility and social justice in our business processes. We are committed to complying with and ensuring compliance with all guidelines and legal safety requirements for our products at all times. By defining common parts, we want to reduce spare parts differentiation in future and make repairs easier, which will also minimise waste and extend the service life of our products.

We will also focus on increasing the recycling rate of incoming returns and the increased use of recycled materials in our product packaging. We want to offer our customers full transparency about all materials used to support conscious purchasing decisions. The selection and evaluation of our suppliers is guided by clearly defined sustainability criteria to guarantee that our partners also act in an environmentally friendly and socially responsible manner.

A key objective is to reduce direct and indirect CO<sub>2</sub> emissions (Scope 1, 2, 3). To this end, we want to draw up a detailed action plan that will help us to reduce emissions gradually by 2030. In this way, we strive for sustainable development that reflects both our ecological and our social responsibility.

Finally, we would like to emphasise that sustainability is not just a buzzword for SEVERIN, but it is also deeply rooted in our corporate culture. Significant progress was made in the past year through a variety of change processes in the areas of environment, social affairs and corporate governance, which are now recorded for the first time in this report. Our commitment to sustainability is reflected not only in ecologically responsible behaviour, but also in the promotion of a fair and inclusive working environment and close cooperation with our partners and society.

We are aware that the path to a fully sustainable future requires continuous efforts. We are therefore committed to continuing to act innovatively and responsibly in future so that we can achieve the sustainability goals we have set ourselves and continuously optimise our performance. We would like to thank our employees, customers, suppliers and partners for their support and trust. Together, we are shaping a sustainable future – for our company, our environment and for future generations.

Gerhard Sturm

Luca Kunze

**GERMAN  
QUALITY**  
SEVERIN – SINCE 1892





# 1.0 EXECUTIVE SUMMARY

# 1.0 EXECUTIVE SUMMARY

In spring 2023, the position of **sustainability expert** was created as an independent, internal position. Together with the Terra Institute für Nachhaltigkeit (Terra Institute for Sustainability), initial measures were implemented and new working structures were created this year by forming working teams and organising regular joint workshops.

The project to develop a **comprehensive sustainability strategy** began in the autumn of 2023. When drawing up the strategy, we focussed on the key qualitative objectives as the basis for further data collection still needs to be developed in many of the identified areas in order to define and implement specific quantitative objectives.

## OUR VISION UNTIL 2030

We are a manufacturer of small electrical appliances from Sundern, Germany, with a global customer base from all walks of life, income levels and cultures.

The **fulfilment of global safety standards, an extremely strong focus on quality and compliance** and the training of our employees are key elements of our corporate philosophy. We also attach great importance to the verification of our partners in the Amfori network.

We aim to further develop this sustainability concept over the next six years, taking into not only the locations, but also and particularly the business activities and products account. All defined measures address the identified essential topics:



## SUCCESSSES IN 2023

### WE RECORDED THE FOLLOWING SUCCESSSES IN THE 2023 FINANCIAL YEAR:

- A pioneering project is being expanded: The **take-back and repair** of SEVERIN products at expert consumer electronics centres has been launched and is now being expanded.
- Introduction of a **B-goods platform** in our online shop: This platform lets customers purchase high-quality products, while, at the same time, SEVERIN can increase the value of salvaged scrap.
- We have created a detailed **guide for the assessment of repairs**. This guide serves as an orientation aid and enables more comprehensive decisions about repair options.
- Compared to 2021, we were able to **increase** the proportion of **repaired returns** from 29% to **>55%**. This achievement demonstrates our growing efficiency in the reuse and repair of products, which in turn has a positive impact on the environment.

## TARGETS FOR 2025/2026

The relevance of sustainability is constantly increasing as the effects of climate change and environmental degradation become more and more noticeable. Initial **sustainability targets** have been defined for the next two years; these targets will be gradually expanded. The overarching intention is to reduce the ecological footprint and promote social and economic sustainability.

ESSENTIAL TOPICS	TARGETS	TIME PERIOD
Customer and product safety	Compliance with and guarantee of guidelines and legal safety requirements for all products at all times	Constant check
Circular economy and packaging	Creation of a "Sustainability" guideline as an annex to the SEVERIN DESIGN GUIDELINES	2025
Circular economy and packaging	Definition of common parts, e.g. to reduce spare parts differentiation and facilitate repairs	2026
Circular economy and packaging	Examination of the possibility of using recycled materials in production	2026
Circular economy and packaging	Increase in the recycling rate of incoming returns	2025
Circular economy and packaging	Increase the use of recycled materials in product packaging	2025
Circular economy and packaging	Creation of transparency for customers regarding all materials used	2025
Supply chain	Definition of sustainability criteria for supplier selection and evaluation	2025
Supply chain	Performance of an initial supplier scoring based on sustainability criteria	2025
Climate	Reduction of CO <sub>2</sub> emissions (Scope 1, 2, 3)	2026
Climate	Optimisation of electricity, gas and waste at the company headquarters in Germany	2025
Climate	Creation of a detailed action plan for the gradual reduction of emissions by 2030	2026
Governance	Development of a global policy framework	2025
Governance	Immediate intervention in the event of compliance violations (zero tolerance)	Constant check
Employees	Survey of a global SEVERIN diversity score	2025
Employees	Implementation of the annual employee survey and separate sustainability survey	Annual check



2.0 INTRODUCTION  
TO SEVERIN

# SEVERIN HISTORY – EXTRACT

<b>1961</b> Opening of an in-house <b>testing department</b> and telephone <b>customer service</b>	<b>1976</b> Own <b>service department</b> with customer service	<b>1985</b> Opening of new <b>assembly halls</b> and <b>finished and spare parts warehouse</b>	<b>1991</b> Founding of the first <b>sales company</b> in France	<b>1992</b> Market launch of the <b>SEVERIN Caprice filter coffee machine</b>	<b>1995</b> Opening of the <b>production facility</b> in Shenzhen, China	<b>2005</b> Commissioning of the <b>high-bay warehouse</b> in Sundern with a capacity of 36,000 pallet spaces	<b>2018</b> Takeover by the <b>TRM-Beteiligungs-gesellschaft</b> as a new shareholder	<b>2019</b> In addition to <b>Europe</b> , focus on the sales market in <b>Asia</b>	<b>2022</b> Strengthening of <b>e-commerce</b> and <b>international expansion</b>
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# PRODUCTS

SEVERIN is an **internationally active company in the household appliance sector with headquarters in Germany**. We develop, produce and sell large and small household appliances.

We develop our products at our headquarters in Germany and pass them on to our Group's own production facility in Asia or to external suppliers for production.

Our products are sold directly to end users and wholesalers and through our OEM business worldwide. Our product range includes a variety of household helpers and grilling and cooling appliances. The SEVERIN product world is divided into **the following categories:**

COFFEE & BREAKFAST		BBQ & FUN FOOD		KITCHEN	
	MICROWAVES & OVENS		COOLING & FREEZING		FLOORCARE

**Coffee & Breakfast:** Coffee machines, milk frothers, toasters, kettles

**BBQ & Fun Food:** Raclette, fondue, electric grills

**Kitchen:** Food processors, multi-choppers, blenders, hot air fryers, hobs

**Microwaves & Ovens:** Microwaves and toaster ovens

**Cooling & Freezing:** Refrigerators and freezers

**Floor Care:** Upright and handheld vacuum cleaners

2020	2021	2022	2023
 Best of the Best Award 2020	 reddot winner 2020	 german brand award 20 special	 GERMAN DESIGN AWARD SPECIAL 2021
 reddot winner 2022	 GERMAN DESIGN AWARD SPECIAL 2022	 GERMAN INNOVATION AWARD 21 WINNER	 GERMAN DESIGN AWARD SPECIAL 2023
 reddot winner 2022	 GERMAN INNOVATION AWARD 22 GOLD	 GERMAN DESIGN AWARD SPECIAL 2023	 TOP 100 INNOVATOR 2023

At the end of 2023, the number of stock-keeping units (SKUs) was 296 (excluding phase-out products and direct business).

# LOCATIONS (2022-2023)

Our products are sold in over 80 countries. More than 470 employees work for SEVERIN worldwide (as of December 2023).

The company locations are distributed as follows:

### 3 production sites worldwide

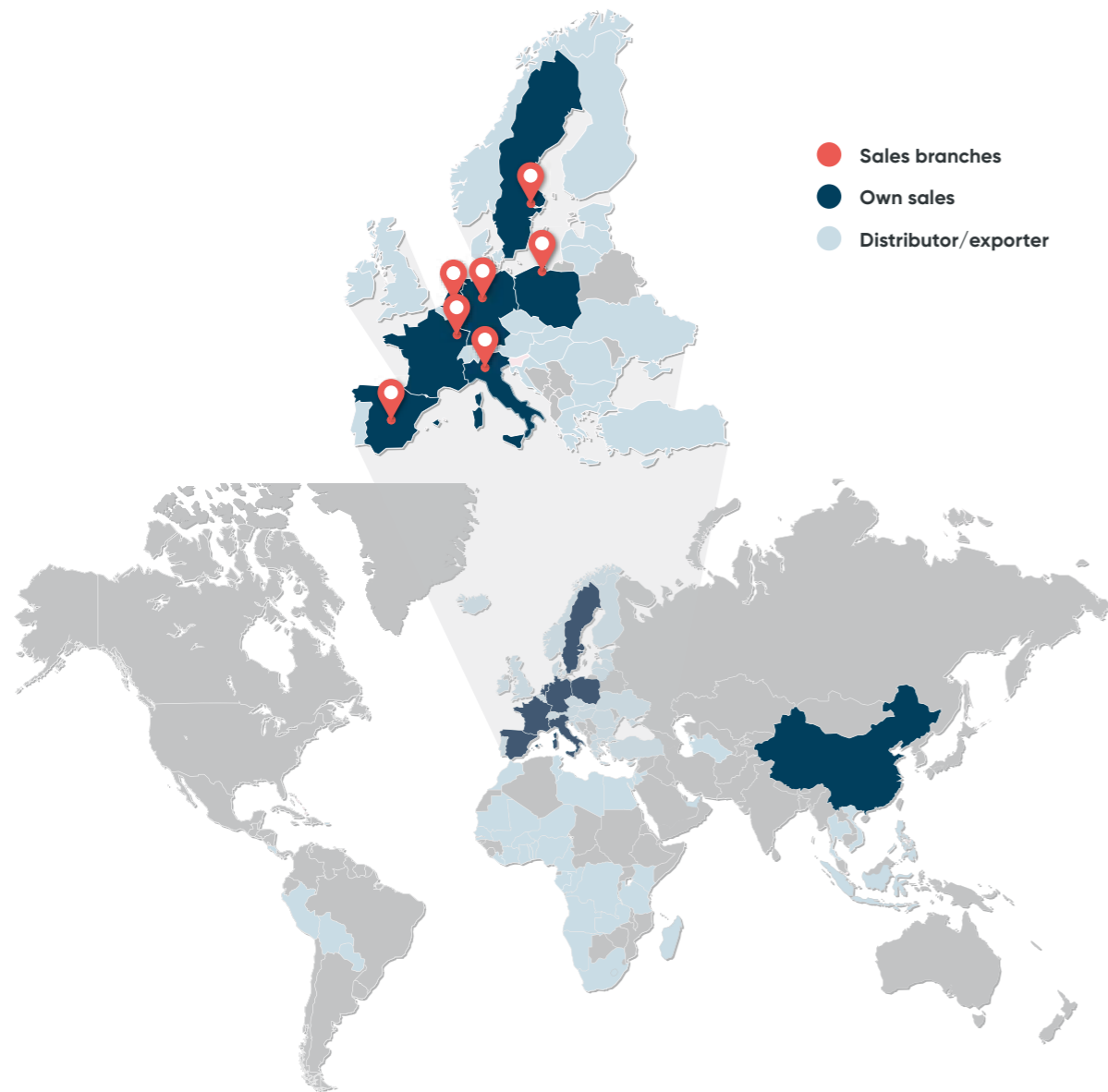
- SEVERIN Household Electrical Appliances Ltd. – and other various suppliers in China
- A supplier from Greece
- A supplier from Turkey

### 1 location in Asia

- SEVERIN Asia Ltd. – Hong Kong Purchasing Office

### 7 locations in Europe

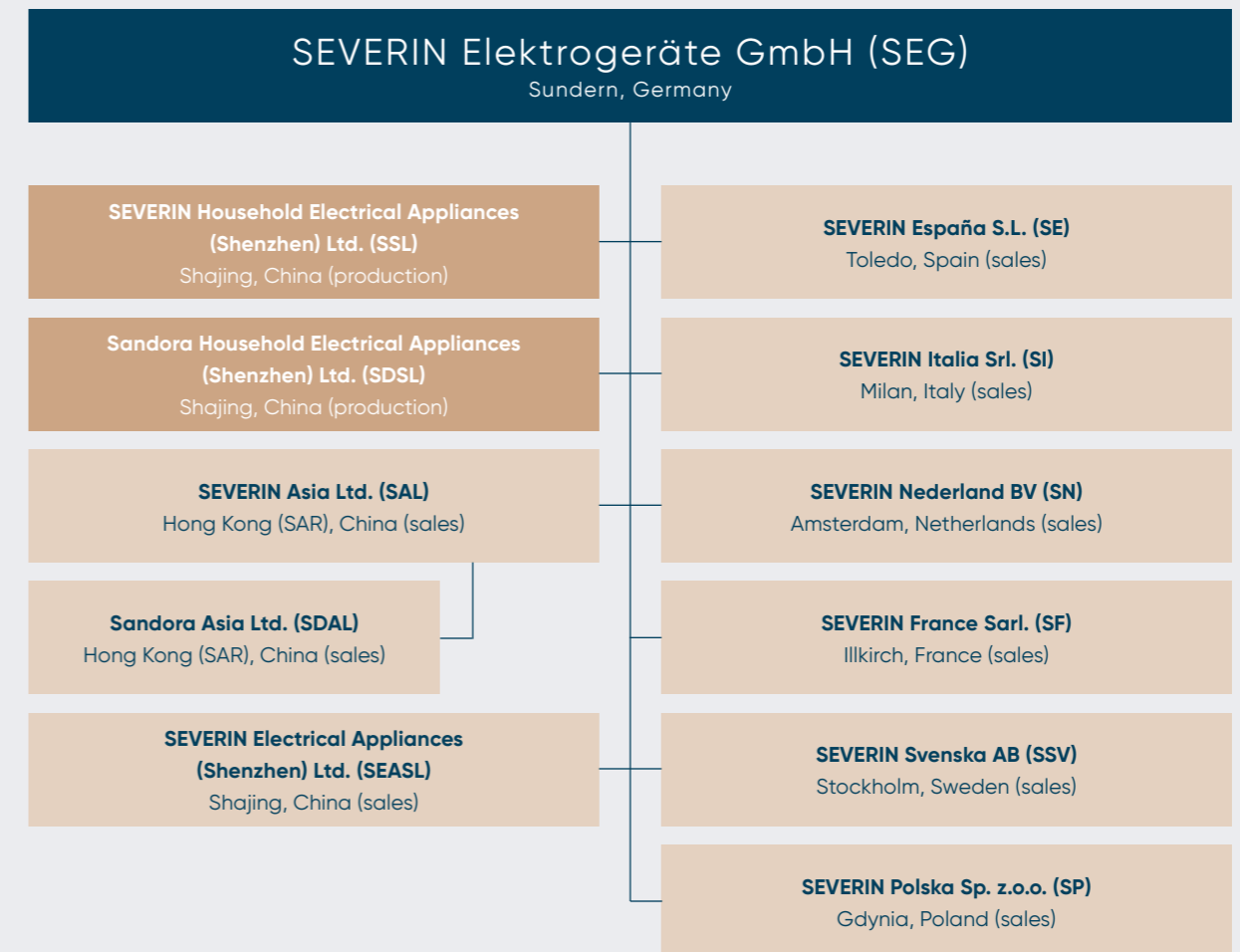
- SEVERIN Elektrogeräte GmbH – Headquarters in Germany since 1892
- SEVERIN France Sarl. – Sales office in France since 1991
- SEVERIN Italia Srl. – Sales office in Italy since 2000
- SEVERIN España SL – Sales office in Spain since 1997
- SEVERIN Polska SP.Z.o.o. – Sales office in Poland since 2005
- SEVERIN Nederland BV – Sales office in the Netherlands since 1995
- SEVERIN Svenska AB – Sales office in Sweden since 1995



# ORGANISATIONAL STRUCTURE AT SEVERIN

The headquarters of our company in **Sundern in the Sauerland region** is of decisive importance for the management of the company's activities. At Sundern, the Customer Service, Logistics, Product Management, Innovation, Marketing, Quality Development and Product Safety departments drive the company's future-looking alignment, whilst managing the existing product portfolios and marketing measures.

Together with the Sundern-based sales organisation for the German market, employees in **six other European sales offices** ensure that our products find their way into households around the world.





**3.0 DESIGN AND  
BRANDING**





# 3.0 DESIGN AND BRANDING

## GERMAN ENGINEERING & QUALITY

### DESIGN PHILOSOPHY

The SEVERIN design philosophy is the basis for the development of our product range. It is based on a harmonious interplay of functionality, aesthetics and sustainability. Our concept is characterised by five central pillars, which will be reflected in the design of future products:

#### Simple, humane, innovative, high-quality, sustainable.

**Simple:** The focus is on reduction and simplicity. Intuitive operability and a clear design are in the foreground.

**Humane:** Our product design is characterised by a generous and flowing shape with warm materials.

**Innovative:** We are constantly developing our technological solutions with the needs of our users in mind.

**High quality:** For us, "high quality" means that high-quality materials are precisely processed for the best possible performance so that our customers can always rely on our products.

**Sustainable:** Sustainability forms the foundation of the SEVERIN design philosophy. We endeavour to use high-quality, environmentally friendly and, wherever possible, recycled materials. We rely on a modular design for simple repairs. The aim is to extend the service life of our products.



EASY



HUMANE



INNOVATIVE



HIGH-QUALITY



SUSTAINABLE



The world's first  
fully automatic filter  
coffee machine.\*

The new generation of FILKA

**FILKA**

severin.com/filka  
\*with 5-in-1 "Cup Control"



reddot winner 2022

**SEVERIN**

#### SUSTAINABLE PRODUCT DESIGN

In an increasingly environmentally conscious world, the concept of sustainable product design is becoming more and more important. For us at SEVERIN, sustainable product design is not only an obligation, but also an opportunity to develop **innovative and sustainable solutions**. The integration of criteria for a sustainable circular economy into the product design guidelines therefore forms a central component of our future corporate philosophy. We are currently at the very beginning when it comes to recycling. We differentiate between materials that have already been recycled and conventional materials that have a high recycling rate. For example, we use aluminium in many of our products, which is very easy to recycle with low energy consumption.

Up to now, we have not used recycled materials or regranulate (plastic granulate from the shredding of production waste) for fear that our products could become defective in terms of function or even safety after a change of material. We will analyse and develop this area further in the future.

In the next step, we will test various low-impact materials, including the possible integration of recycled and organic materials, as well as the selection of materials whose production is energy-efficient or which can be easily recovered and recycled. Bioplastics are made from renewable raw materials and can be composted. Recycled plastics reduce the need for new fossil raw materials and reduce increasing plastic waste. Processing also requires less energy compared to the production of new plastics. This new approach to product development not only enables us to gain new insights, but should also make a positive contribution to the preservation of our environment and its resources.

Another fundamental strategy in the future will be **dematerialisation**. We want to use robust and high-quality materials, whilst attempting to minimise the use of materials without compromising on functionality and value. In the course of production, we want to prioritise suppliers who have low energy consumption and high efficiency during production. To this end, we are currently developing new criteria within the supplier evaluation process to create an internal database that will let us gain even more precise insights into the upstream value chain in future. The variety of materials used in the products themselves is to be reduced. We want to achieve this objective by using standardised components (such as standardised screws, one assembly in different products) and making the product design less complex. In addition, more components shall be screwed together and fewer glued. This method simplifies the disassembly of components when replacing damaged parts and reduces both the amount of waste and the consumption of resources. Energy-saving displays should only be used where analogue user interfaces do not suffice, facilitating material separation, disposal and recycling.

SEVERIN is still in the early stages of **sustainable product design**, but the direction is clear: We want to develop products that are environmentally friendly and offer maximum functionality and safety.

## GERMAN QUALITY

SEVERIN - SINCE 1892

#### GERMAN ENGINEERING & QUALITY

"German Engineering & Quality" is synonymous worldwide with the highest standards, reliability and precision. For SEVERIN, living up to this claim is not only an obligation, but also a central component of our corporate culture. Our aim is to develop **high-quality and durable products** that enrich the lives of our customers. We fulfil the standards for electrical safety, electromagnetic fields and compatibility, as well as chemical safety. As part of a quality inspection, key product characteristics that influence the quality of the end product are evaluated. These characteristics include the quality of workmanship, functionality, ergonomics, ease of use, durability, ease of care and the suitability and durability of the product parts for or in dishwashers. The operating instructions have always been written by us.

Products are only launched on the market if they have undergone comprehensive testing and certification by **our German Quality Assurance department**. The exchange with Asian colleagues is just one aspect here; regular visits to our own plant and those of our Tier 1 suppliers are just as important.

To fulfil our high standards, we have implemented a global quality process that lets our employees comprehensively monitor and implement them. Quality assurance for all locations worldwide is managed from the company headquarters in Sundern. We want to ensure that our customers receive the best possible quality. For this reason, we at SEVERIN subject every product to a multi-stage testing procedure: To guarantee the high quality of our products, we perform extensive tests during production, after completion of production and before the transfer to the warehouse. To this end, we operate well-equipped testing laboratories in both Germany and China.

Our comprehensive approach to product validation includes compliance with legal regulations, testing in accordance with IEC/EN standards and durability, performance, usability and packaging tests. We also have external certificates issued by recognised, independently renowned testing institutes in the areas of chemistry, safe-

ty and electromagnetic compatibility (EMC). We also support the pilot run at the start of massproduction in order to guarantee a successful ramp-up.

For us, service does not end with the sale of a product. Our service centre in Sundern offers telephone advice and repairs. Feedback from our teams is essential for our product development. This is the only way we can manufacture products that are easy to repair, which further optimises their service life and sustainability balance. Last, but not least, we attach great importance to comprehensive spare parts availability. Our warehouse for technical and non-technical spare parts in Sundern holds over 4,600 different parts and over 960,000 items in stock, corresponding to an average of 209 units per spare part.

"German Engineering & Quality" is a comprehensive quality standard for us, which is deeply rooted in our corporate culture. We ensure the quality of our products from the initial development phase to market launch through strict compliance with international standards and continuous quality checks. Our global quality processes and close collaboration with suppliers ensure that every product that leaves our factory meets our high standards. Comprehensive after-sales service and excellent spare parts availability are further cornerstones of our commitment to our customers. In this way, we ensure that our products not only enrich everyday life, but also impress with their durability and, in future, sustainability.





4.0 ORIENTATION  
TOWARDS  
SUSTAINABILITY

# 4.0 ORIENTATION TOWARDS SUSTAINABILITY

## SUSTAINABLE TRANSFORMATION, GOALS AND KEY TOPICS

In our pursuit of progress and innovation, we recognise the need to integrate sustainable development into our business practices, particularly in relation to the production of our electrical appliances.

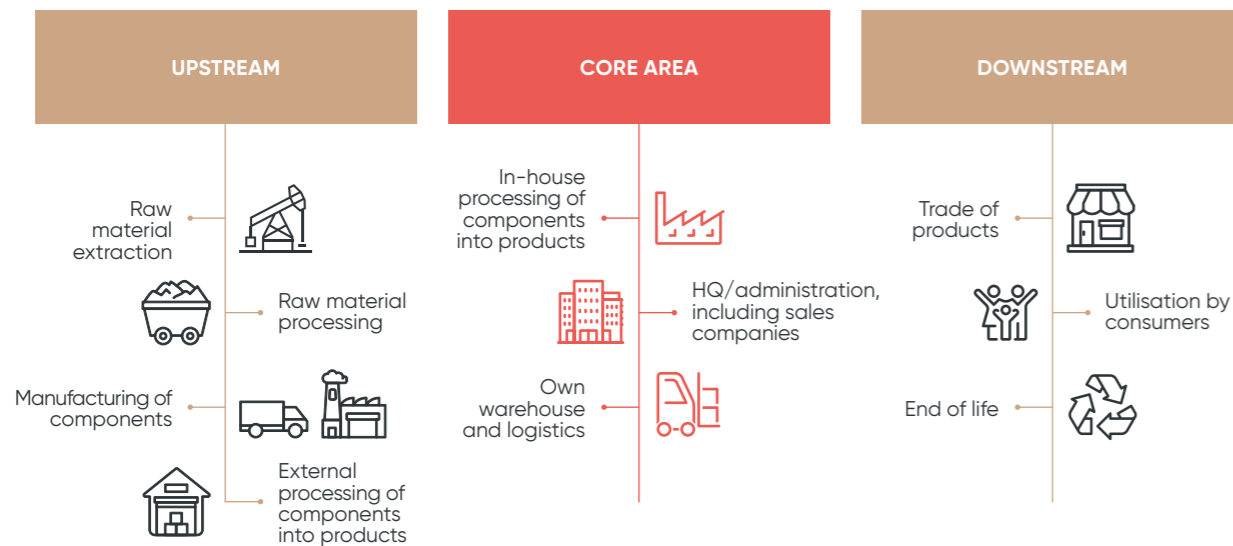
Our mission is to develop products that not only offer the highest performance and quality, but are also produced in the most climate- and resource-friendly way possible, thus fulfilling our customers' expectations. With this objective in mind, we started to identify our key sustainability topics in 2022.

Based on the analysis of our value chain (see diagram) and the evaluation of our stakeholder surveys (for the respective methods, see pages 27 and 47 of this report), six key topics emerged: **climate, circular economy and packaging, supply chain, employees, governance and consumer and product safety.**

We have defined and assessed the essential topics in this report in accordance with GRI 2021. We are currently in the process of anchoring these topics even more firmly in our business strategy, which will undergo a comprehensive revision at the end of 2024 with the aim of aligning SEVERIN with the future. In future, we will report in accordance with the principle of the double materiality analysis of the European Sustainability Reporting Standards. In this context, our topics may be adapted and expanded.

The goal is not only to produce high-quality electrical appliances, but also to make a positive contribution to environmental protection and society. Our vision is to help shape a future characterised by sustainability, in which innovation and responsibility go hand in hand.

## SEVERIN VALUE CHAIN



## SUSTAINABLE DEVELOPMENT GOALS (SDGs)

As a company, we are committed to contributing to the realisation of a future characterised by sustainability. In doing so, we are guided by the UN's 17 Sustainable Development Goals (SDGs). As part of the risk assessment of our business activities, we comprehensively analysed the relevance of all 17 goals and then made a selection that was finally validated by the management and the internal sustainability expert.

Accordingly, SDGs 5, 7, 8, 12 and 13 are of particular importance for our supply chain, products and processes. For this reason, we will initially align our actions with these five goals, which make a significant contribution to sustainable development at SEVERIN (for criteria and selection process for the SDGs, see the reading guide, p. 46).

## Promotion of gender equality

All employees should have equal opportunities for recruitment, promotion, remuneration and professional development, regardless of their gender, sexual orientation or identity.

We are committed to promoting the compatibility of work and family life through flexible working time models and home office options. Regular salary analyses ensure that gender-specific differences are identified and eliminated. Ensuring a working environment that is free from discrimination is a top priority.



## Ensuring access to affordable, reliable, sustainable and modern energy for all

The increased development of energy-efficient appliances in the future will help to reduce consumers' energy consumption.

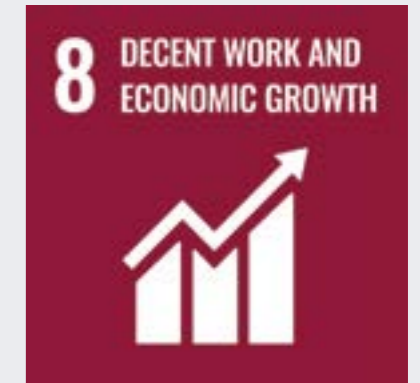
We have analysed the impact of our production processes on the environment within the supply chain and are currently identifying potential for optimisation. In future, for example, we will take their production indicators for the use of renewable energies into account when selecting our suppliers. Our aim is to increase the performance of our products and reduce their power consumption at the same time.



## Promoting decent working conditions and economic growth

We want to ensure that our suppliers and subcontractors guarantee decent working conditions and comply with internationally recognised labour standards.

As a member of Amfori, we attach great importance to the BSCI Code of Conduct. It is based on 11 principles, such as appropriate remuneration, no forced or child labour and a safe working environment. We are working on the transparency of our supply chain in order to recognise grievances at an early stage and initiate improvement measures promptly. In order for us to be able to respond quickly to breaches of rules and complaints within the SEVERIN Group, we have integrated a compliance whistleblower tool on our homepage. In this way, we would also like to promote the creation of new jobs that fulfil these conditions – regionally in Germany and at our European and Asian locations.



**SEVERIN**



## Promoting sustainable consumption and production patterns

We want to anchor sustainability more firmly in our production processes, whilst, at the same time, promoting environmentally friendly consumer behaviour.

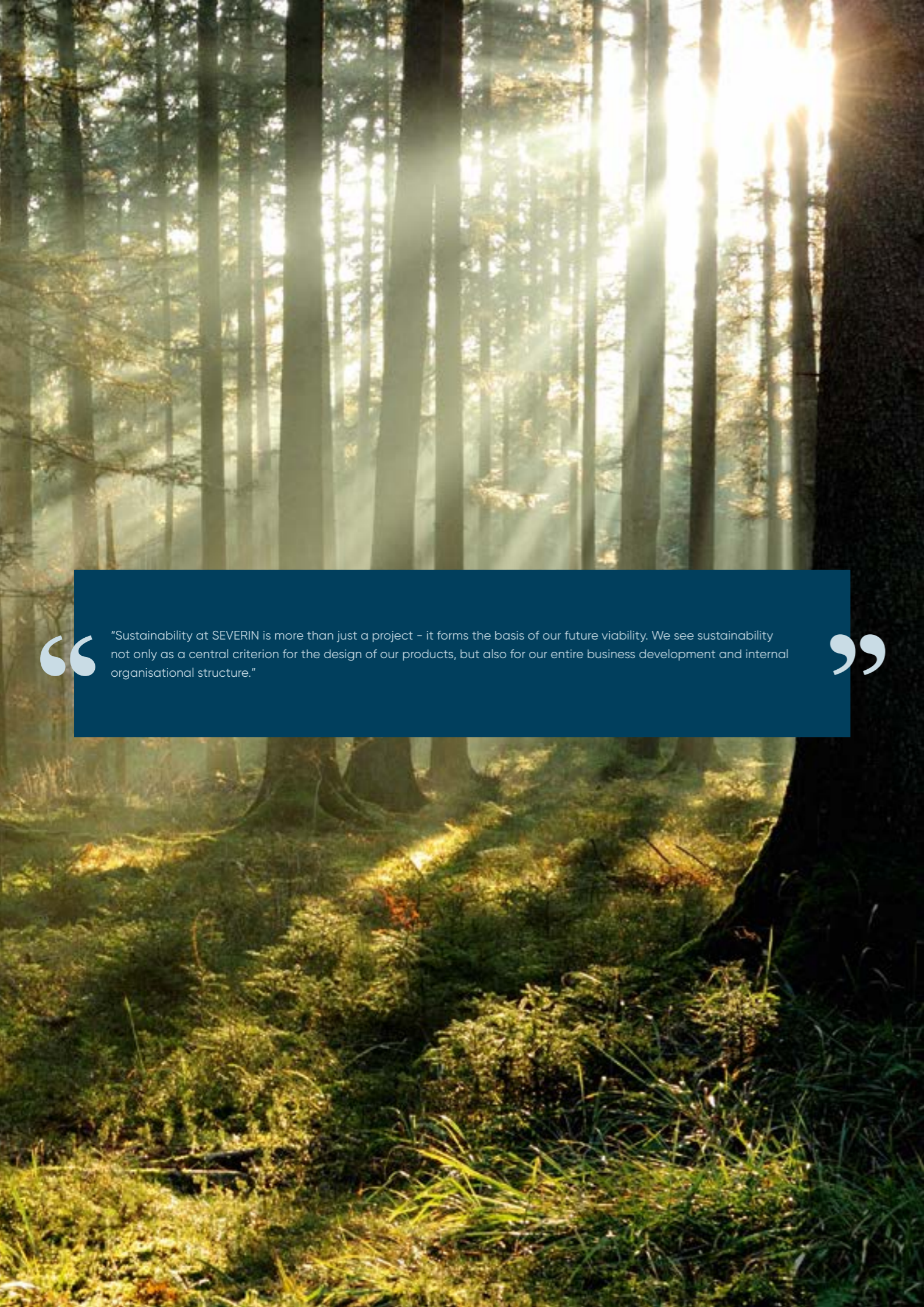
We are committed to reducing waste by manufacturing durable products that can be repaired. We also guarantee the availability of spare parts for at least 5 years. We want to further minimise our packaging volume and make packaging 100% recyclable. We have been using environmentally friendly bubble wrap and adhesive tape made from potato starch since 2023.



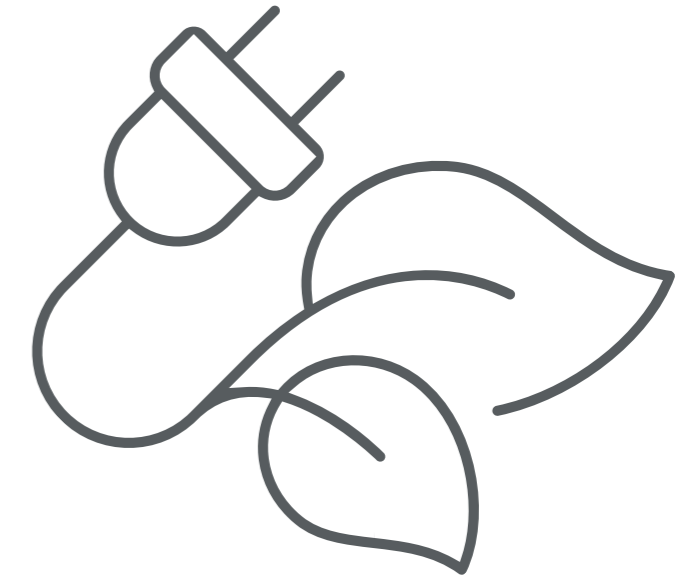
## Taking measures to protect the climate

Combating climate change and its effects is a very high priority for us. We want to step up the development of energy-efficient, repairable products, gradually reduce our greenhouse gas emissions and minimise our transport emissions.

At our headquarters in Germany, we want to implement measures to continuously reduce our CO<sub>2</sub> emissions and gradually switch to renewable energies. We also rely on modern logistics solutions to minimise the environmental impact of transport. For example, we want to cooperate more with delivery services that use low-emission transport methods.



“Sustainability at SEVERIN is more than just a project – it forms the basis of our future viability. We see sustainability not only as a central criterion for the design of our products, but also for our entire business development and internal organisational structure.”



## SEVERIN SUSTAINABILITY STRUCTURE

### OUR SUSTAINABILITY PROCESS AND THE MOST RELEVANT IMPACTS

To develop our sustainability strategy, we first analysed our upstream and downstream value chain and, based on the results, identified the need for optimisation and potential for improvement in the environmental, social, economic and corporate governance areas. To enable us to consider and drive forward all key topics across departments, we have formed various workgroups that will define the objectives together with an internal sustainability expert. The respective contact persons have the task of sensitising their teams to the relevant sustainability issues. In this way, we want to ensure that all employees are involved in the development process and can be continuously informed about progress.

At the same time, the impact of SEVERIN on the environment, people and the economy was evaluated by means of risk screening. We then presented the results to our most important stakeholders as part of a survey and asked for their assessment. This resulted in the prioritisation of our strategic fields of action, which will be optimised in future and monitored using indicators:

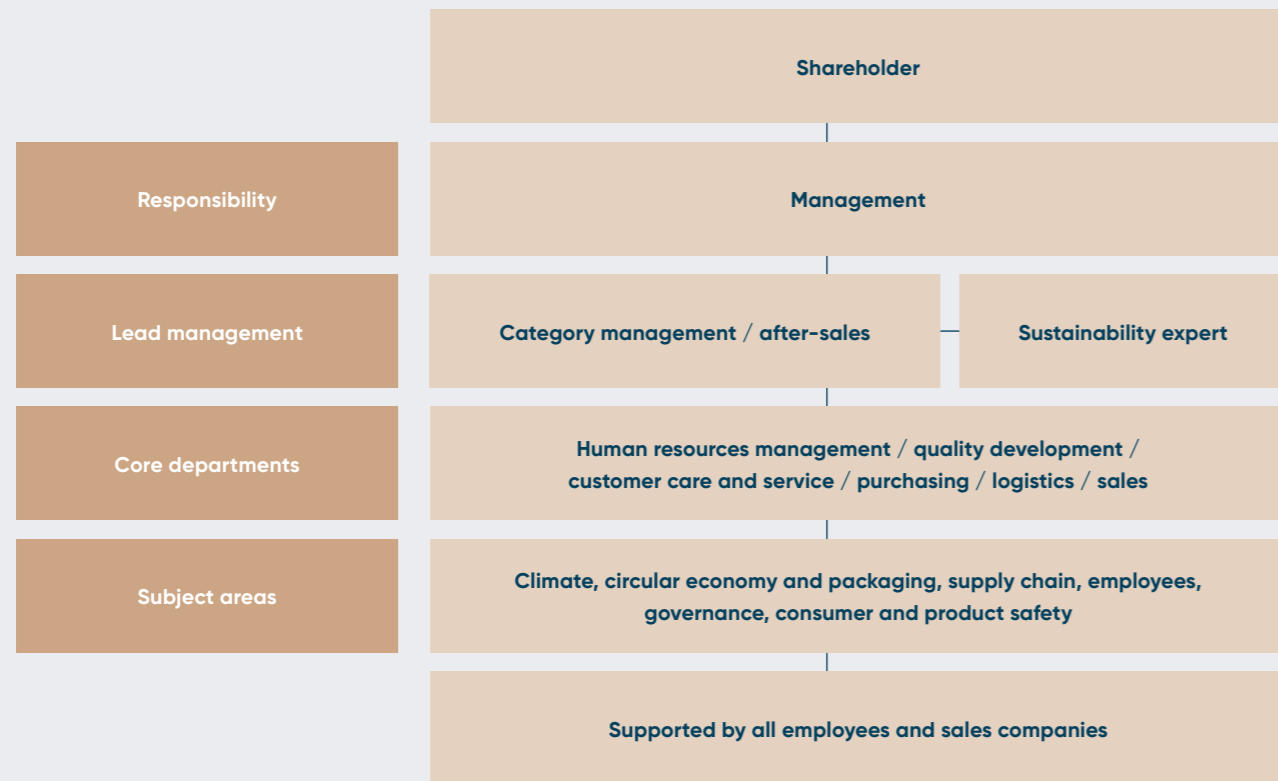
1. Definition of the SEVERIN system image
2. Impact analysis along the value chain
3. Involvement of relevant stakeholders in a stakeholder dialogue
4. Identification of key topics and definition of final strategic fields of action
5. Content-related processing of the strategic fields of action in internal working groups with recording of the status quo and development of vision and goals, including the embedding of the SDGs for each key topic

### STAKEHOLDER ANALYSIS

In 2023, we surveyed over 270 people in our key stakeholder groups and asked them to rate SEVERIN in terms of various environmental, social and economic aspects in addition to its overall commitment to sustainability. The survey was divided into four areas and specific questions, tailored to the individual interest groups. With regard to the analysis of interest groups, it should be noted that these groups may change and expand in parts in the future as part of the new ESRS standard.

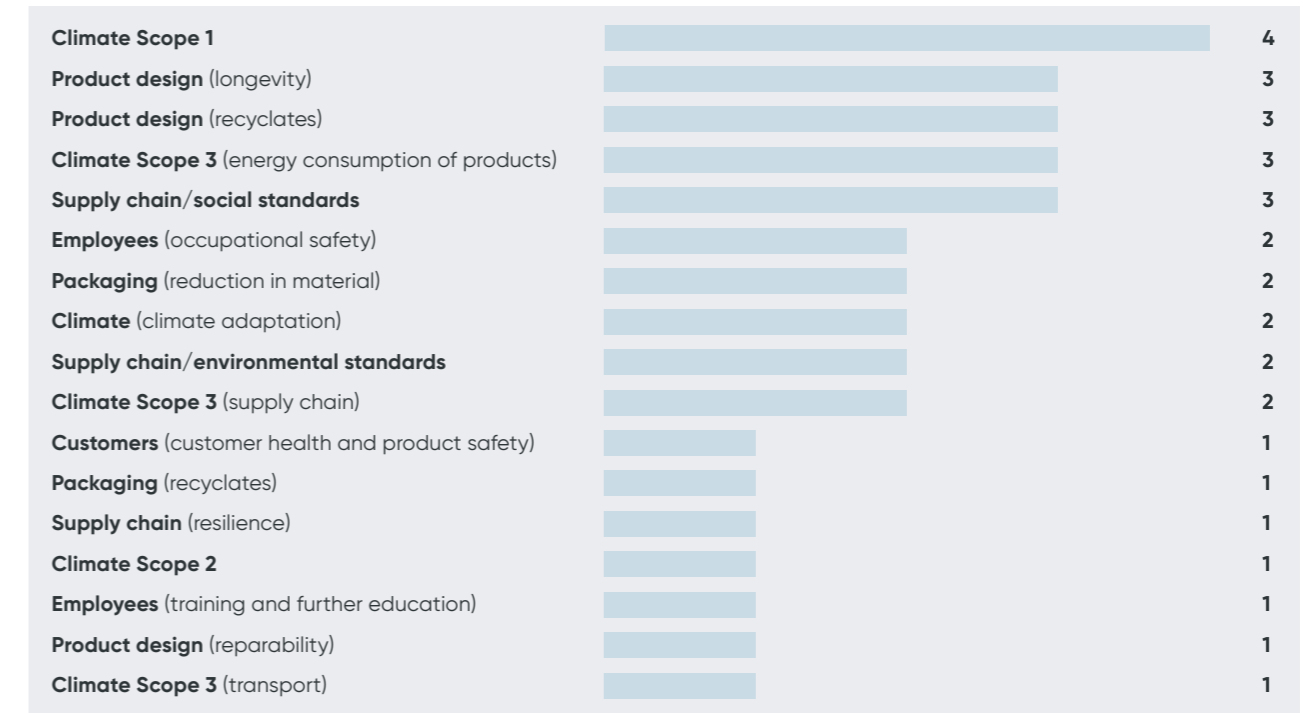
**Type of integration:** The survey was offered in the form of a digital questionnaire or conducted in person as part of an interview and then documented. The survey included general questions about SEVERIN as a company with regard to sustainability, as well as specific aspects relevant to the respective stakeholder groups. The most extensive part involved classifying and supplementing the key topics in addition to verifying and prioritising the impacts. Finally, comments and suggestions for improvement were able to be added. Each stakeholder category had the same weighting. The result showed that there were no additions to the essential topics presented by any stakeholder group.

## HOW WE ORGANISE SUSTAINABILITY AT SEVERIN:



## TOP ESSENTIAL TOPICS/GENERAL OVERVIEW OF STAKEHOLDERS

The blue bars show the total number of responses from all stakeholder groups.



## INSIGHTS/STAKEHOLDER DIALOGUE

STAKEHOLDERS	TOP ESSENTIAL TOPICS
Owner / partner	Climate Scope 1 and 2 Supply chain/social and environmental standards
Employees	Product design (longevity) Employees (training and further education) Product design (reparability) Product design (recyclates) Packaging (material reduction)
Own sales offices	Climate Scope 3 (transport) Climate Scope 3 (supply chain) Climate Scope 1 Product design (longevity) Product design (recyclates)
E-commerce	Climate Scope 1 Customers (consumer health and product safety) Employees (occupational safety) Product design (longevity)
Suppliers	Packaging (recyclates) Packaging (reduction in material) Product design (recyclates) Climate (climate adaptation) Climate Scope 3 (energy consumption of products)
Food retail	Climate Scope 3 (energy consumption of products) Climate (climate adaptation) Supply chain/social standards Supply chain/environmental standards Employees (occupational safety)
Bank	Climate Scope 1 Climate Scope 3 (supply chain) Climate Scope 3 (energy consumption of products) Supply chain (resilience) Supply chain/social standards



5.0 ESSENTIAL  
TOPICS

ACTING CON-  
SCIENTIOUSLY  
TODAY FOR  
TOMORROW



## 5.1 CLIMATE

### INITIAL SITUATION AND CHALLENGES

In the reporting period, we succeeded for the first time in fully measuring our direct emissions generated in production and by processes within the company (Scope 1 emissions) and the indirect emissions caused by the purchase of energy and electricity (Scope 2 emissions). However, we have experienced difficulties with regard to our Scope 3 emissions – i.e., the indirect emissions generated by processes outside our company. The reason is that SEVERIN has most of its products manufactured by producers in Asia. Upstream procurement in this region accounts for the largest proportion of our CO<sub>2</sub> emissions. However, these emissions have been very difficult to determine to date, as we have no direct influence on the procurement of resources there from Sundern. We are endeavouring to change this situation through targeted measures in the Scope 3 area (see "Our development" in the report). Furthermore, our aim is to gain a more comprehensive overview of the emissions of individual appliances and components through a life cycle analysis. The situation is different for downstream transport processes, which we can analyse well (see page 31 of the report).

### OUR ENDEAVOUR

By continuously analysing emissions from inbound and outbound transport, we have succeeded in gaining transparency about our environmental footprint so that we can make more conscious decisions when selecting transport modes in order to reduce emissions in the inbound and outbound areas.

We plan to initiate further measures to reduce our emissions starting at the beginning of 2025. One important step is the introduction of e-trucks for the "last mile" between Warstein and Sundern. In addition, targeted measures are to be implemented at the Sundern site in order to optimise energy and material consumption and further

minimise the environmental impact, including, for example, the reduction of the amount of waste, further digitalisation and paper reduction, as well as a switch to energy-saving lighting technology in operations.

### OUR DEVELOPMENT

In 2022, the evaluation of our impact on the climate showed clear weaknesses: Procurement logistics (inbound transport) was handled by several haulage companies, with little attention paid to environmental aspects or emissions reduction. On-carriage transport from the ports of Rotterdam or Hamburg to the warehouse in Sundern was dominated by lorries. Some of the transports, however, were already more environmentally friendly, for example by using the "Warsteiner train" from Hamburg to Warstein or across the Rhine by barge from Rotterdam to Duisburg.

In the following year, the first steps were taken to improve the CO<sub>2</sub> balance: Inbound transport was mainly bundled via a forwarder specialising in sustainable logistics. We also switched from lorry to train transport. Only the "last mile" from Warstein to Sundern still has to be covered by lorry due to the lack of railway infrastructure.

Minor energy-saving measures have been implemented in operations and administration to date, such as the switch to sustainable paper in administration and office supplies made from renewable materials.

*GRI data basis: 302-1, 305-1, 305-2, 305-3*

## ENERGY CONSUMPTION

WITHIN THE ORGANISATION	2022	2023
Total fuel consumption from non-renewable sources	Diesel: 71,563.13 l Petrol: 19,690.17 l	Diesel: 61,890.59 l Petrol: 11,051.00 l
Power consumption	2,446,413.00 kWh	1,852,810.00 kWh
Thermal energy consumption	4,491,174.67 kWh	4,311,236.80 kWh
Total energy consumption	28,141,954.14 MJ	24,739,106.23 MJ

## EMISSIONS

[305-1]	2022	2023
Scope 1 Total	58.17 t	46.7 t
Scope 2 Location-based	1,379.38 t	1,012.05 t
Scope 2 Market-based	1,004.71 t	722.85 t
Scope 3 Purchased goods and services	75,727.83 t	78,059.49 t
Scope 3 Transport and distribution (upstream)	2,567.15 t	2,147.42 t
Scope 3 Fuel and energy-related emissions (not included in Scope 1 and 2)	144.34 t	105.61 t
Scope 3 Waste	1,721.54 t	1,784.43 t
Scope 3 Business trips	42.78 t	234.60 t
Scope 3 Commuting of employees	480.78 t	2023 = 499.92 t
Scope 3 Transport and distribution (downstream)	850.46 t	1,513.98 t

TOTAL EMISSIONS	2022	2023
Scope 1	58.17 t = 0.07%	46.7 t = 0.05%
Scope 2	1,379.38 t = 1.66%	1,012.05 t = 1.19%
Scope 3	81,535.03 t = 98.27%	84,345.45 t = 98.76%



# 5.2 CIRCULAR ECONOMY AND PACKAGING

## INITIAL SITUATION AND CHALLENGES

The EU Green Deal aims to achieve climate neutrality by 2050. A key factor here is the circular economy: By producing more durable, more easily repairable appliances and packaging made from recyclable, biodegradable materials, resources are conserved and utilised even more effectively, environmental pollution and waste are reduced and disposal systems are relieved in the long term. We have formed a working team that is fundamentally concerned with aspects of the circular economy and packaging adjustments and will take them into account in future project decisions. Our service and repair team has also been expanded in terms of personnel and has been able to operate even more efficiently since 2023.

## OUR ENDEAVOUR

A strategy for on-site repairs is being developed in collaboration with specialist retailers in order to extend the service life of products and reduce the consumption of resources. A new spare parts online shop is being introduced for end customers so that spare parts are available more quickly and more widely throughout Europe. At the same time, this measure should increase the number of defects rectified.

We are also endeavouring to reduce the proportion of products that cannot be recycled significantly, which shall be achieved through optimised product checks in the returns process. An important step towards improving the products is the consistent evaluation of customer reviews for every complaint and return. This process would allow any weak points to be recognised and rectified, reducing the number of repairs in the long term. Our packaging processes are to be further improved and made more sustainable. The commissioning of the new packing line in Sundern marks an important step that is characterised by the use of sustainable filling materials such as environmentally friendly paper and adhesive tape. In addition, the dispatch of parcels in sales packaging without outer cartons is being expanded in order to reduce packaging material. A further project to reduce the use of film when storing pallets will be launched in 2024, with adhesive strips being used as an alternative. Adapting the packaging size to the appliances and introducing sustainable packaging for all appliances in compliance with the necessary standards of the European Packaging Ordinance or ISTA 6 from Amazon are further important steps. We are endeavouring to implement solutions for reusable packaging or similar options for returns in order to further reduce packaging costs and conserve resources. With these measures, we are pursuing the goal of achieving Tier 1 packaging

that fulfils ecological requirements in terms of sustainability and safety.

## OUR DEVELOPMENT

As early as 2022, our focus in the area of circular economy was on repairing appliances and providing spare parts for customers. B-goods are currently sold exclusively in the factory outlet and damaged appliances can be replaced via customer service. In our packaging, it was found that pallets were predominantly wrapped in film and plastic filling material was used in the transport packaging. To change this situation, more environmentally friendly alternatives made of cardboard and recycled bubble wrap were purchased.

In 2023, efforts to achieve a sustainable circular economy were further intensified. A B-goods platform was introduced in the online shop to make it easier for customers to access technically flawless products whose cardboard packaging is damaged. In addition, more devices were repaired, supported by the introduction of a guideline for the evaluation of returns. We have categorised all our appliances in this rating. As soon as the production costs are higher than the service costs, we do not replace appliances, but repair them. A pilot project for taking back SEVERIN products from retailers was launched in cooperation with the electronics retailer Expert (Chapter 7.2). This project led to a significant increase in the proportion of repaired appliances with complaints: from 29% in 2021 to over 55% in 2023. In addition, major progress was made in the area of packaging: For example, a project to modernise the packaging line in Sundern with the objective of implementing more efficient and sustainable packaging methods whilst reducing the amount of filling material was launched in 2023 and completed in early 2024. We also began shipping products in sales packaging without outer cartons directly to the end customer in order to reduce the amount of packaging material here, as well.

*GRI data basis: 301-1, 306-3*

# MATERIALS USED BY WEIGHT OR VOLUME

[301-1]	2022	2023
<b>Material quantity in packaging</b>	 Paper: 324.95 t	Paper: 334.12 t
	 Cardboard packaging: 2,386.56 t	Cardboard packaging: 2,425.92 t
	 Styrofoam: 172 t	Styrofoam: 162.76 t
	 Plastic: 79.43 t	Plastic: 81.7 t
<b>Material quantity in products</b>	 Plastic PVC, PE-HD, PP: 4,127.92 t	Plastic PVC, PE-HD, PP: 4,244.43 t
	 Glass: 409.86 t	Glass: 424.77 t
	 Rubber: 92.75 t	Rubber: 102.96 t
	 Metal: 36.12 t	Metal: 45.02 t
	 Copper: 332.83 t	Copper: 333.58 t
	 Stainless steel: 711.73 t	Stainless steel: 718.56 t
	 Iron: 5,598.53 t	Iron: 5,896.16 t
	 Aluminium: 606.57 t	Aluminium: 623.69 t
<b>Material quantity in components</b>	 Metal and motors: 3,611.65 t	Metal and motors: 3,761.66 t
	 Non-rechargeable batteries: 0.63 t	Non-rechargeable batteries: 0.52 t
	 Rechargeable batteries: 34.02 t	Rechargeable batteries: 53.56 t
	 Supply cable with plug: 794.32 t	Supply cable with plug: 816.74 t
	 Circuit boards: 176.28 t	Circuit boards: 187.79 t
	 Compressor: 328.81 t	Compressor: 283.53 t
	 Polyurethane foam: 156.82 t	Polyurethane foam: 135.22 t
	 Textiles: 7.42 t	Textiles: 9.79 t
	 Felt: 12.19 t	Felt: 19.8 t
	 Vacuum cleaner filter: 31.95 t	Vacuum cleaner filter: 51.5 t
	 Granite slab, raclette: 578.68 t	Granite slab, raclette: 475.97 t

## 5.3 SUPPLY CHAIN

### INITIAL SITUATION AND CHALLENGES

A sustainable supply chain is crucial as it reduces environmental impact, promotes social responsibility, strengthens ethical standards along the supply chain and supports fair working conditions. As a result, it contributes to social development – and offers economic benefits at the same time.

Our supply chain management has already made various adjustments in the past. We have been part of Amfori since 2020. In this way, we have a better overview of our suppliers – who are audited – on the basis of BSCI reports and can understand their sustainability perspectives. Our employees regularly inspect the working conditions and production processes at suppliers to ensure transparency and fair labour practices. We are delighted to have received the German Supply Chain Act (Lieferkettengesetz) Certificate from the German Electro and Digital Industry Association (ZVEI). This certificate emphasises our commitment to compliance with ethical standards and legal requirements in the supply chain. Another important step was the organisation of a workshop with our 25 most important suppliers in 2023, who represent 90% of our purchasing volume. As part of this workshop, all participants discussed aspects of sustainability and worked out joint optimisation measures. We have established a robust structure in Germany to strengthen our purchasing organisation, enabling us to compare the procurement markets even more precisely, particularly with regard to country risks and sustainability aspects.

### OUR ENDEAVOUR

We have set clear targets with regard to the evaluation of our supply chains in terms of social and environmental aspects:

1. The selection of new suppliers, using the BSCI audit and report with scoring as a criterion. All suppliers are to receive new contracts containing a code of conduct that regulates cooperation and makes disciplinary processes transparent in the event of non-compliance.

2. In addition, the whistleblower system on the SEVERIN website will be adapted in accordance with the complaints procedure of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz (LkSG)).
3. To make supply chains more resilient and reduce dependence on a single market, we are planning to establish a second source outside China.
4. We are also planning to relocate our business activities to neighbouring countries (nearshoring) and will therefore establish a test market in Turkey from 2024 on. Products for the local market are to be offered there.

### OUR DEVELOPMENT

We have been part of Amfori's BEPI system, the Business Environmental Performance Initiative, since 2023, allowing us to further develop our supply chains with a view to the future and continuously improve our environmental requirements. In addition, our employees carry out their own audits and inspections of external suppliers. We received the German Supply Chain Act Certificate from ZVEI at the beginning of 2023. We also held a workshop with the top 25 suppliers that account for 90% of the purchasing volume for the first time in 2023. To make our supply chains more resilient, transparent and sustainable, various colleagues from Procurement and Category Management are working together in Germany.

In addition, possible international procurement markets are being compared primarily in terms of the respective country risk and their sustainability performance, using the SDG Index as an evaluation tool.

*GRI data basis: 308-1, 414-1*





## 5.4 EMPLOYEES

### INITIAL SITUATION AND CHALLENGES

The safety of our employees is our top priority. We ensure safety through regular safety briefings and training for first aiders. Until 2021, advanced training was only offered on request. The targeted further development of training was not a focus at that time, but has been increasingly prioritised. Another positive trend is the increasing number of women in management positions. However, we want to increase this number even further in the future. We are characterised by a diverse workforce that includes employees from different countries of origin. We have worked to make training opportunities more targeted in order to promote the personal and professional development of our employees in a tailored and continuous manner. This measure also includes our goal of promoting diversity and inclusion in all areas of the company to an even greater extent than before.

### OUR ENDEAVOUR

We want to do even more for our employees, including the setup of a training catalogue to ensure the development and optimum qualification of the teams. In future, we would like to make it easier for our employees to provide feedback and suggestions for improvements. To this end, we are planning surveys, at least two staff appraisals per year and the introduction of feedback forms for various occasions such as the probationary period, departure and training. To increase our attractiveness as an employer, we will introduce an English-language careers page and further develop our employer branding: The training content will be revised and the Feel Good Management programme will be expanded, possibly in cooperation with health insurance companies.

The digitisation of our personnel files aims to professionalise administrative processes as a whole and reduce paper consumption in the long term.

Another focus is on promoting managers by optimising the distribution of responsibilities and areas of responsibility. This goal shall be achieved through a targeted leadership programme and individual coaching.

We plan to continue offering flexible working models in the future to ensure a good work-life balance. Supporting the work-life balance of our employees is a fundamental part of our corporate values. With these measures, we aim to significantly improve the well-being and development potential of our employees.

### OUR DEVELOPMENT

In terms of our commitment to our employees, we have already made important changes in 2022, including the introduction of regular staff appraisals and more updates on the company's development to give employees an understanding of the company's goals. In addition, benefits such as a business bike, staff discount and a pension scheme were introduced. In 2023, the frequency of staff appraisals was increased to promote an even more intensive dialogue between employees and managers. Regular all-hands meetings are offered to inform the entire workforce about the company's situation in a personal dialogue and to create a sense of togetherness. In addition, further benefits were introduced in the form of the Well-pass fitness programme to promote the physical health and well-being of employees. In this programme, employees can use various sports and health facilities throughout Germany.

GRI data basis: 2-7, 2-8, 401-1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7



## 5.5 GOVERNANCE

### INITIAL SITUATION AND CHALLENGES

In 2020, we introduced a global Compliance Guideline, which is available in German, English and Chinese. This policy also includes specific anti-corruption measures that form an integral part of our compliance practices. In sales and purchasing in particular, we focus on training on topics such as antitrust law and anti-corruption. In this way, we ensure that all employees are informed about the applicable regulations and can orientate themselves accordingly.

In addition to anti-corruption training, we have also implemented measures to prevent cybercrime. However, no training courses were held in this area before 2022. Our aim is to maintain a comprehensive compliance programme that both meets legal requirements and strengthens the trust of our customers and partners in our business practices.

### OUR ENDEAVOUR

We want to familiarise our team with our new Compliance Guideline. This task shall include targeted training to ensure that all employees are informed about the relevant regulations and know what to do in an emergency. For this reason, an additional whistleblower solution has already been introduced to facilitate communication about and the reporting of violations. Compliance issues have been integrated into the onboarding process to ensure that they are already taken into consideration when hiring new employees.

In future, a budget will be set up for personnel development in order to promote further training in this area even more strongly. At the same time, a risk management system is being established in order to identify potential risks at an early stage and respond appropriately.

Another focus is on the continuous optimisation of occupational safety. For this reason, our guidelines on safety in the workplace, especially in the commercial sector, are constantly being expanded for all employees and visitors.

### OUR DEVELOPMENT

The comprehensive global Compliance Guideline, which we introduced in German, English and Chinese in 2020, sets clear standards and obliges employees to comply with regulations and laws, particularly in the areas of antitrust and competition law and human rights. A whistleblower system can be accessed via the legal notice on our website so that violations of the law can be reported anonymously online or via a telephone contact point. Training is provided to ensure that everyone understands and complies with this policy. In addition, further training is provided in the areas of human rights and the supply chain in order to raise awareness of the importance of these issues for sustainable corporate development at SEVERIN. Regular safety briefings are held to ensure safety in the workplace. In view of the growing threat of cybercrime, we have also tightened up internal measures, such as authentication for programs and internal, encrypted data carriers, to protect ourselves against cyberattacks and ensure the security of our data and systems.

*GRI data basis: 205-1, 205-2*

## 5.6 CUSTOMER AND PRODUCT SAFETY

### INITIAL SITUATION AND CHALLENGES

The safety of our customers and the quality of our products are our top priority. Our Quality Development and Product Safety department tests our appliances intensively to make sure that they meet the highest standards. We also offer comprehensive warranties on our products, make it possible for appliances to be replaced if necessary, provide comprehensive support to answer customer queries promptly and efficiently and resolve any problems quickly. Our aim is to fulfil the needs and expectations of our customers in the best possible way and to offer them the basis for a trusting relationship with our company.

### OUR ENDEAVOUR

We want to improve the dialogue between customers, customer service and various internal departments, such as Quality and Safety Management and Category Management. This measure should help to process customer concerns even faster and more efficiently and continuously optimise product quality. We must permanently ensure that both internal standards and external regulations are observed. In order to better inform and educate customers, we are planning to set up a wiki that provides trans-

parent information on allergies, substances, materials and appliance surfaces. Information texts on product properties, safety aspects and instructions for use are to be implemented on our website. These measures are intended to strengthen trust in our company in the long term and improve communication with our customers overall.

### OUR DEVELOPMENT

We are consistently committed to fulfilling relevant requirements such as the EU chemicals regulation REACH in order to guarantee product safety and ensure that all products comply with legal regulations in the areas of evaluation, authorisation and restriction of chemical substances. We also attach great importance to smooth warranty processing and problem-free product replacement. Customer enquiries are dealt with promptly and competently to ensure a high level of customer satisfaction.

*GRI data basis: 416-1, 416-2*





6.0 CASE STORY

## 6.1 REPAIR AND SERVICE CENTRE FOR OVER 30 YEARS

SEVERIN products can be found in almost every German household – for one simple reason: **German quality standards and durability have been** deeply rooted in our traditional brand **for over 130 years**. We want to continue to guarantee and strengthen this brand promise in the future. Our aim is to establish a sustainable product strategy that takes modularity, repairability and upgradability into consideration as early as the design and development process. Our FILKA already fulfils these criteria and was the starting point for our future design philosophy (see page 16).

We recognised the great potential that lies in the repair of faulty appliances at an early stage: **We have had our own service centre in Sundern since 1976**. With our Caprice filter coffee machine, which was one of the first repairable household appliances 40 years ago, we have set standards that we now want to establish for our other product lines. In addition to the technical requirements, we also need a practicable service infrastructure. For this reason, we have standardised service processes at SEVERIN in recent months and rolled them out internationally.

In 2023, our colleagues repaired electrical appliances worth over 2.5 million euros (total of A and B goods and refurbished and repaired returns) and saved them from being scrapped. We are proud to make this contribution to avoiding electronic waste and to return our customers' appliances in full working order, even if they are older. In future, we will endeavour to record the return rate and exact value of electronic waste on an annual basis. We hope that the increased provision of spare parts to customers

and professional repair services as part of the "Right to Repair" law will reduce these values. For repairs, our team has access to over 4,600 different parts from our spare parts warehouse, which was opened in 1985 and has been continuously expanded since then. A quantity of 960,000 units was in stock at the beginning of 2024, which corresponds to an average of 209 units per spare part.

We are currently in the process of expanding our repair service throughout Europe. We are in contact with various dealers and suppliers for this purpose. Our aim is to make the procurement of spare parts and the handling of repairs as simple and uncomplicated as possible for our customers.



## 6.2 BECAUSE ONLY TOGETHER CAN WE CREATE A FUTURE-PROOF SERVICE AND REPAIR NETWORK

Household electrical appliances are often in daily use; wear and tear and defects are not uncommon. Far too many appliances are still being replaced carelessly without being examined, even in the event of minor damage. The possibility of repair is usually not even intended. This supposedly easier and cheaper route puts a strain on our global resources. For this reason, the SEVERIN team and its retail partners are taking a different approach.

An initial pilot project was launched last year with **expert Deutschland**: Since the autumn of 2023, SEVERIN products that are the subject of complaints are no longer processed as defective goods. They are sent to the Sundern Service Centre, where they are examined and, if possible, repaired. Since then, we have managed to repair over **55% of the products sent in** so that they could be reused or recycled.

Since we were impressed by this result, we have concluded a new, revised service agreement exclusively with expert. Our aim is to ensure professional repairs on site as often as possible to avoid the need for shipping. In return, our customers can bring all SEVERIN products, regardless of where they were purchased, to select expert shops, saving resources and benefiting consumers and local trading partners.

Together with our specialist retail partners, we are developing a sustainable service and repair network so that defective appliances can be repaired more quickly and easily in future. For our specialised trade partners, this means:

- We are convinced of the quality and durability of our products. We therefore waive flat-rate compensation fees and compensate for defects in our products.

- We take back damaged or faulty goods to refurbish these products where possible and learn from the defects.
- For all Excellence products, we will always examine resource-saving solutions first in the event of complaints: Can the appliances be repaired or spare parts installed in order to avoid a blanket replacement and the resulting disposal of appliances that can be repaired?
- We give returned goods a second life.

“Gardy Kanzian, Director Services and Customer Solutions at expert SE, welcomes the way forward: "We must increasingly be measured by the sustainability of our business activities. This factor also determines the organisation of our service processes. In the joint project with SEVERIN, we are setting the course for reducing the destruction of resources and transport routes and for a sustainable repair service that will benefit our customers and local retail partners in many ways – a clear win-win for everyone involved.”





**7.0 METHODOLOGICAL  
NOTES /  
GRI PRINCIPLES**

## READING INSTRUCTIONS

This non-financial sustainability report is based on the 2022 and 2023 financial years of SEVERIN Elektrogeräte GmbH. The report was prepared in accordance with the GRI standard and approved by Gerhard Sturm on 5 August 2024.

Unless otherwise stated, all data refers to SEVERIN Elektrogeräte GmbH and its subsidiaries: SEVERIN France Sarl, SEVERIN Italia Srl, SEVERIN España SL, SEVERIN Polska SP.Z.o.o., SEVERIN Nederland BV, SEVERIN Svenska AB, SEVERIN Household Electrical Appliances Ltd, SEVERIN Asia Ltd.

The reporting period was deliberately limited to 2022/2023 in order to create comparative values between the years. Following publication in September 2024, a report will now be published annually with reference to the previous financial year. In doing so, we want to move closer to the European CSRD requirements by 2026 and create even more transparency in the key topics and value chain in future.

### Do you have any questions about this sustainability report?

Please feel free to contact us by e-mail at: [sustainability@severin.de](mailto:sustainability@severin.de)

#### SEVERIN Elektrogeräte GmbH

Röhre 27  
59846 Sundern

## INFORMATION ON THE METHODOLOGICAL CONTEXT

### SDG:

The Sustainable Development Goals (SDGs) are a collection of 17 global goals that were adopted by the United Nations in 2015 as part of the Agenda for Sustainable Development. We have analysed the risks and opportunities of our business activities using a risk assessment with the help of Leadity's Fjol programme and compared them with the various SDGs. Direct competition as a comparison only serves as a point of reference. We were supported in the integration by the Terra Institute.

### CLIMATE:

We have formed cross-departmental internal working groups on all key topics. Thanks to collaboration between Logistics, Purchasing and Supply Chain Management, we were able to create our first carbon footprint. The data for this was requested from all suppliers and forwarders or collected internally for the first time. We collected everything we could document or find out for over a year. Some Scope 3 emissions (indirect emissions caused by processes outside our company, e.g. in connection with the manufacture of materials for our products) were estimated. In future, we want to analyse the upstream value chain in more detail and differentiate our emissions assessment even more precisely. Tier 2 suppliers, for example, are also to be included.

### CIRCULAR ECONOMY AND PACKAGING:

To make as accurate a statement as possible about our carbon footprint, we have categorised our entire range across all products into several groups and identified the products with the largest total weight and the largest quantity sold per year for 2022 and 2023. The top 9 products, which accounted for over 80% of the total weight volume per year, were then expertly broken down into their individual components, sorted and weighed by our service staff. These weights were then multiplied by the sales volumes from the 2022 and 2023 financial years, enabling us to display the carbon footprint for each material grouping using standard emission factors from the Ecoinvent database.

In terms of transport packaging quantities in logistics, we had specific quantities that we have been documenting for years. For the product packaging, the materials were separated and estimated according to the same principle as for the products. We want to record and document the exact quantities of packaging from suppliers and its composition in future.

### GOVERNANCE:

The employee indicators collected worldwide are constantly documented and updated by our HR department at our headquarters in Sundern. All compliance and anti-corruption data was collected by our staff responsible for compliance and human rights. We also have a person at the Asian site who is responsible for these issues there. One employee acts as a direct representative for health and safety in the workplace in Germany. This person also acts as the contact person for Europe.

### CUSTOMER AND PRODUCT SAFETY:

The recording and documentation of returns processes, customer feedback and an initial assessment of the damage to a product is carried out by our customer service. Product safety, quality testing and technical development are the responsibility of Quality and Safety Management, which is located in Sundern/Germany.

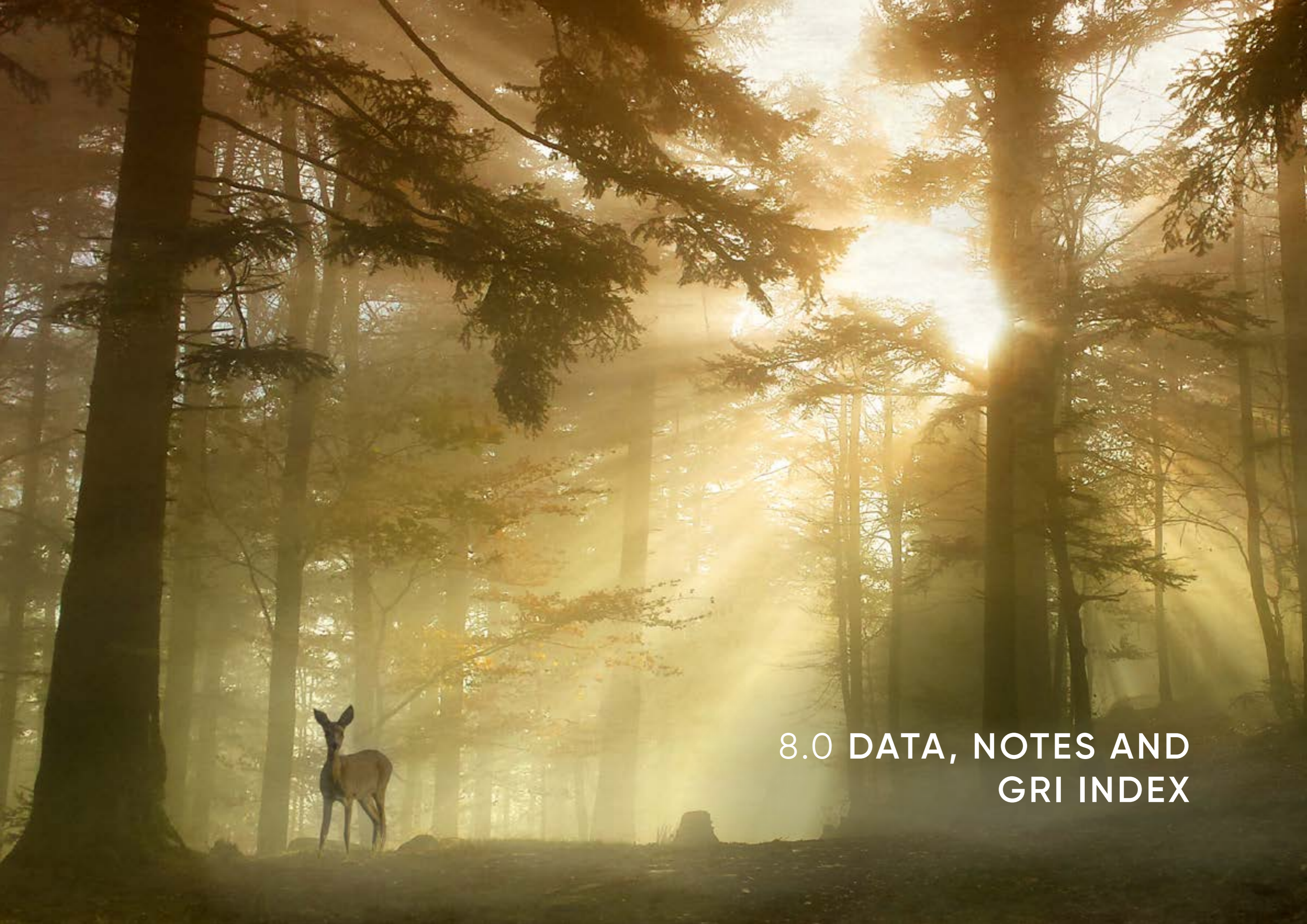
### SUPPLY CHAIN:

We and most of our suppliers are part of Amfori BSCI. Our Purchasing department is in direct dialogue with our Asian employees. In future, we not only want to include sustainable criteria in our Code of Conduct, but also prioritise and evaluate them when selecting suppliers in the future. By conducting our own audits, we aim to raise our suppliers' awareness of the issue of sustainability and thus make our partnerships more environmentally friendly.

### EMPLOYEES:

The Human Resources department in Germany manages and monitors the key personnel figures in Europe. A local colleague is available to us for the Asian region. In the Asian region, we lack all personnel information beyond the employment contracts and therefore also more detailed information. The data for our occupational health and safety system is based on ISO 45001 certification and was collected on site by our contact person for health and safety in Germany (see GRI Index from page 50). Asian colleagues are also employed on site to ensure occupational health and safety.





## 8.0 DATA, NOTES AND GRI INDEX

# GRI CONTENT INDEX 2022/2023

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)
	Statement of use	SEVERIN has reported the information cited in this GRI content index for the period 2022 – 2023 with reference to the GRI Standards	
	GRI 1 used	GRI 1: Founded in 2021	
	Applicable GRI sector standard(s)	Household durables	
<b>GRI 2: General information 2021</b>			
<b>Organisational profile</b>			
2-1	a. Legal name	SEVERIN Elektrogeräte GmbH	
	b. Legal form	GmbH	
	c. Location of the company headquarters	Sundern, Germany	
	d. Countries of operation	Head office; Germany; sales offices: France, Italy, Spain, Poland, Netherlands, Sweden; procurement company: Hong Kong; production subsidiary: Shenzhen, China	
<b>Entities included in the organisation's sustainability reporting</b>			
2-2	The entities that are taken into account in sustainability reporting.	SEVERIN Elektrogeräte GmbH, SEVERIN France Sarl., SEVERIN Italia Srl., SEVERIN España SL, SEVERIN Polska SPZ.o.o., SEVERIN Nederland BV, SEVERIN Svenska AB, SEVERIN Household Electrical Appliances Ltd., SEVERIN Asia Ltd.	
	The differences between the list of entities included in the financial reporting and the list included in the sustainability reporting.	Sandora Household Electric Appliances Ltd., Sandora Asia Ltd., SEVERIN Electric Appliances Ltd. [Zhongshan – newly founded, not yet operational]	
<b>Reporting period, reporting frequency and contact point</b>			
2-3	The reporting period and the frequency of the sustainability reports.	The reporting period corresponds to the period of the financial year: 1. January to 31 December; the sustainability report is published every financial year.	
	The reporting period for financial reporting.	The financial year runs from 1 January to 31 December.	
	The publication date of the report.	September 2024	
	The contact point for questions about the report.	sustainability@severin.de	
<b>Correction or restatement of information</b>			
2-4	The corrections or restatements of information in the reporting period.	No correction was made as this is the first report.	
<b>External audit</b>			
2-5	The guidelines and practices for obtaining external audits.	An external audit is not necessary, as all targets and measures are agreed with Management and executives.	
	The external audit of sustainability reporting.	An external audit is not necessary, as all targets and measures are agreed with Management and executives.	
<b>Activities, value chain and other business relationships</b>			
2-6	The name of the industry.	Small electrical appliances in the household sector	
	Description of the value chain.	SEVERIN is an internationally operating company in the household appliance sector with headquarters in Germany. Our core expertise lies in the development, production and sale of large and small household appliances. The products are developed at the company's headquarters in Germany and then passed on to the Group's own production facility in Asia or to external suppliers for production. Our products are sold directly to end users and wholesalers through our OEM business worldwide.	
	The list of relevant business relationships.	No other relevant business relationships	
	Significant changes compared to the previous reporting period.	No material changes – initial report	

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)
<b>Employees</b>			
	The total number of employees and a breakdown of them by gender and region.	Total number: 2022 = 300 Women 2022 = 156 Men 2022 = 144	Total number: 2023 = 304 Women 2023 = 147 Men 2023 = 157
			DE, EU
2-7	The total number of employees is broken down as follows:	i. Women 2022 = 149 Men 2022 = 131	i. Women 2023 = 143 Men 2023 = 145
	ii. Permanent employees, broken down by gender	ii. Women 2022 = 7 Men 2022 = 13	ii. Women 2023 = 4 Men 2023 = 12
	iii. Fixed-term employees, broken down by gender	iii. Women 2022 = 0 Men 2022 = 0	iii. Women 2023 = 0 Men 2023 = 0
	iv. Employees with non-guaranteed working hours, broken down by gender	iv. Women 2022 = 106 Men 2022 = 137	iv. Women 2023 = 98 Men 2023 = 149
	v. Full-time employees, broken down by gender	v. Women 2022 = 50 Men 2022 = 7	v. Women 2023 = 51 Men 2023 = 6
	The methods and assumptions used to compile the data.	The number of employees at the end of the respective year was recorded.	
<b>Employees who are not salaried employees</b>			
2-8	The total number of employees who are not salaried employees.	The data is not maintained in the system as the persons concerned are not employed.	
<b>Management structure and composition</b>			
2-9	The management structure and committees of the highest governance body.	The highest management body consists of the management, which is usually made up of several people. The Senior Leadership Team for the various business areas with the respective sub-teams is located below the management body.	
	The committees of the highest supervisory body responsible for the economy, the environment and people.	Management + Leadership Management	
	The composition of the highest supervisory body and its committees.	The management is usually made up of several people with different roles (CEO, CTO, CSO, CFO, etc.). The composition of the positions within the Management Board varied over the reporting period. The members of the Management Board meet regularly for management meetings, at least once a month. An economic committee is also convened on a quarterly basis.	
<b>Nomination and selection of the highest supervisory body</b>			
2-10	The selection procedures for the highest supervisory body and its committees.	Management positions are selected or appointed by the shareholder.	
	The criteria for the nomination and selection of members of the highest governance body.	Suitability for employment is based on cultural and professional competence.	
<b>Chairman of the highest supervisory body</b>			
2-11	An explanation of whether the chairman of the highest governance body is also a manager in the organisation.	The position of managing director is held by several people at the same time, each of whom takes on operational management tasks for different departments. As a rule, there are various managers for the respective divisions who report directly to the Management Board.	
	The function of the manager within the company management and how conflicts of interest are prevented and minimised.	Various control mechanisms exist with regard to key decisions in the context of company management, which require the involvement of the shareholders if necessary. There are also internal compliance regulations that include a whistleblower system for any misconduct.	
<b>Role of the highest supervisory body in overseeing the management of impacts</b>			
2-12	The role of the highest governance body and managers in relation to sustainable development.	The company's goals and values are defined at a strategic level in consultation with the shareholder. The strategic objectives are implemented at a tactical and operational level by the Management Board in accordance with the rules of procedure.	
	The role of the highest governance body in overseeing the organisation's impact on the economy, the environment and people.	Regular reporting from the various areas (HSE, data protection, compliance, risk management, etc.) takes place as part of the monthly management meetings. In addition, situational reporting or strategy adjustments are carried out on the basis of internal and external influencing factors.	
	The role of the highest governance body in reviewing the effectiveness of the organisation's processes.	The management is involved in the organisation's processes and reviews their implementation in monthly management meetings. The shareholders are informed of the results on a weekly basis.	

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)
	<b>Delegation of responsibility for managing the impact</b>		
2-13	How does the highest governance body delegate responsibility for managing the organisation's impact on the economy, the environment and people?	The allocation of roles and responsibilities in relation to economic, environmental and human issues takes place through formal appointments or appointments. The transfer of duties is agreed in detail and signed by both parties. If the matter has an impact on other stakeholders, a provision is made for communication and delegation.	
	The process and frequency with which managers or other employees report to the highest governance body on the management of the organisation's impact on the economy, environment and people.	Reporting is primarily carried out in accordance with a fixed annual plan at pre-determined intervals. In all other cases, reporting is situational, i.e., according to the respective requirements.	
	<b>Role of the highest governance body in sustainability reporting</b>		
2-14	The responsibility of the highest governance body to review and approve the reported information.	Once a year, the shareholder is informed about the organisation's key issues at a comprehensive information event. Important and urgent issues are coordinated and reviewed in advance during the financial year.	
	<b>Conflicts of interest</b>		
2-15	The procedures by which the highest supervisory body ensures that conflicts of interest are avoided and minimised.	The division of responsibilities within the Management Board is organised in such a way that potential conflicts of interest are avoided as far as possible.	
	The disclosure of conflicts of interest to stakeholders.	There are no conflicts of interest.	
	<b>Transmission of critical concerns</b>		
2-16	How critical matters are passed on to the highest supervisory body.	If there are critical concerns, these are passed on to the management either directly or via the employee representatives, confidential counsellors, the compliance officers or the whistleblower system. No critical concerns were expressed during the reporting period.	
	The total number and nature of critical matters communicated to the highest governance body during the reporting period.	0	
	<b>Collected knowledge of the highest supervisory body</b>		
2-17	The measures taken to expand the accumulated knowledge, skills and experience of the highest governance body in the field of sustainable development.	In collaboration with the management, the category management and the sustainability expert developed strategies and submitted these to the shareholder for review and approval.	
	<b>Evaluation of the performance of the highest governance body</b>		
2-18	The procedures for evaluating the highest governance body's performance in overseeing management, the organisation's impact on the economy, the environment and people.	There is no definition for assessing the performance of the highest governance body.	
	<b>Remuneration policy</b>		
2-19	The remuneration policy for members of the highest governance body and executives.	The remuneration of the members of the Management Board generally consists of a fixed salary, the amount of which is determined by the shareholders and is subject to continuous review. In addition, a variable bonus is granted, the amount of which is determined annually on the basis of the company's strategy and financial targets and based on the personal performance targets achieved.	
	The remuneration policy of the members of the highest governance body and the executives in connection with the objectives on the economy, the environment and people.	The remuneration regulations are based on comparative values for similar positions in medium-sized companies and are orientated towards collective wage agreements. Since individual circumstances are always taken into consideration, however, remuneration is always determined individually. Variable bonuses within the organisation are in line with the corporate strategy and objectives of the Management. They are also linked to the company's financial targets (sales and EBIT).	
	<b>Procedure for determining remuneration</b>		
2-20	The procedure for designing the remuneration policy and the determination of remuneration.	Remuneration is reviewed annually together with the divisional heads. This review is then approved by the Management and the shareholders as part of the annual budget process. The involvement of external remuneration consultants is not intended.	
	<b>Ratio of total annual remuneration</b>		
2-21	The ratio between the total annual remuneration of the highest paid person in the organisation and the median level of total annual remuneration of all employees.	There is currently no calculation of the ratio between the annual salary of the highest-paid person and the average annual salary across all employees.	
	<b>Declaration of application of the sustainable development strategy</b>		
2-22	The statement of application from the highest governance body or senior manager of the organisation on the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development.	The ongoing changes in the global climate are a fact of which the company management is aware. With this issue in mind, the declared aim is to make a contribution to a sustainable economy and society. Sustainability is therefore an essential part of our corporate philosophy. The relevance of this topic is not only recognised by the highest management body, but is also evident at shareholder level.	

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)
	<b>Declaration of commitment to principles and behaviour</b>		
2-23	The declaration of commitment to principles and practices for responsible corporate behaviour.	Compliance with ethical standards is of the utmost importance to us. In addition to the legal and statutory requirements, we have therefore defined further ethical behavioural guidelines that apply to all employees. These guidelines are anchored in the corporate guidelines and the compliance policy. They include the obligation to comply with all social, health and environmental standards. The signing of a code of conduct drawn up by us by our business partners serves to create the greatest possible transparency within the value chain.	
	The Specific Declaration of Commitment to respect human rights.	Our company is part of Amfori and is committed to complying with the BEPI Code of Conduct. Almost all suppliers who work with us are also listed with Amfori.	
	The link to the declarations of commitment to principles and behaviour.	<a href="https://severin.com/de-de/corporate/unser-unternehmen/compliance/">https://severin.com/de-de/corporate/unser-unternehmen/compliance/</a>	
	The level at which each of the commitments has been approved within the organisation.	These guidelines have been agreed with and approved by the Management Board.	
	An explanation of the extent to which the declarations of commitment apply to the organisation's activities and its business relationships.	The guidelines and standards represent the fundamental principles and norms that form the basis for the organisation and execution of all business activities and for shaping relationships with our business partners.	
	Description of how the declarations of commitment are communicated to employees, business partners and other relevant parties.	The relevant guidelines and compliance standards are explained to all employees as part of an onboarding meeting. They can also be accessed digitally by all employees. External business partners must also familiarise themselves with these guidelines before entering into a specific collaboration.	
	<b>Inclusion of the declarations of commitment to principles and behaviour</b>		
2-24	Description of how the company integrates each of its commitments to principles and practices for responsible business behaviour into all its activities and business relationships.	Adherence to the compliance guidelines is monitored by the compliance officers and subject to continuous review. The officers were trained in advance and also receive external advice. Furthermore, the compliance officers are responsible for informing managers on all matters in order to ensure adherence to the compliance guidelines at all business levels.	
	<b>Procedure for eliminating negative effects</b>		
2-25	Description of the obligations to remediate or contribute to the remediation of adverse impacts that the organisation has identified as having contributed to or caused.	We promote diversity and inclusion and respond immediately to any breaches of ethical principles.	
	The approach to identifying and treating complaints.	Anyone can contact the company directly and anonymously via the homepage. Employees also have the opportunity to submit complaints in written and anonymous form at two locations on site.	
	Other processes by which the organisation ensures or contributes to the elimination of negative impacts that it has caused or contributed to.	Current situations and potential optimisations are discussed at weekly meetings in the respective management areas.	
	Description of how the stakeholders who are the intended users of the complaints procedures are involved in the design, review, application and improvement of these procedures	Four large all-hands meetings are held annually with all employees. These meetings ensure transparent communication with employees, where specific questions are discussed and the current business basis is explained.	
	Description of how the organisation tracks the effectiveness of grievance procedures and other remedial actions and provide examples of their effectiveness, including stakeholder feedback.	The compliance officers are in constant dialogue with the Management in order to ensure the continuous improvement of processes. This approach is perceived positively by employees.	
	<b>Procedure for seeking advice and reporting concerns</b>		
2-26	Description of how individuals can seek guidance on the implementation of the organisation's responsible business conduct policies and practices and report concerns about the organisation's business conduct.	Advice can be provided by the compliance and/or human rights officers. Employees also have the opportunity to express concerns. In addition, SEVERIN has also implemented a whistleblower system, which makes it possible to anonymously report violations of the law and unethical behaviour. This measure shall promote an open communication culture within the company.	
	<b>Compliance with laws and regulations</b>		
2-27	The total number of significant violations of laws and regulations during the reporting period.	There were no incidents in the reporting period.	
	<b>Membership of associations and interest groups</b>		
2-28	Disclosure of membership of industry associations, other memberships and membership of national or international advocacy organisations in which the company plays an important role.	ZVEI e. V., ProBusiness Elektro Hausgeräte e. V., amfori BSCI, Industrieverband Garten (IVG)	
	<b>Approach to stakeholder involvement</b>		
2-29	Description of the approach to collaboration with stakeholders.	Owners/shareholders, employees, customers, suppliers, banks and distributors were asked about sustainability issues in order to understand which key topics are important to the stakeholder groups. These issues were then harmonised with the company's objectives.	
	<b>Collective labour agreements</b>		
2-30	The percentage of total employees, covered by collective labour agreements.	Collective bargaining coverage is less than 5% and only exists in those countries in which collective bargaining coverage is required by law.	
	Information for employees who are not covered by collective agreements.	There are no collective regulations for all employees; working and employment conditions are agreed individually. In Germany, on the other hand, there are collective regulations in the form of company agreements.	

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)
<b>GRI 3: Key topics in 2021</b>			
3-1	<b>Procedure for determining essential topics</b>		
	The procedure for determining the essential topics.	a. Stakeholder analysis, the most important stakeholders were identified and interests from a company perspective and stakeholder perspective for the environment, economy and social issues were compared.	
	i. Determination of actual and potential negative and positive impacts on the economy, the environment and people, including impacts on human rights, in the context of activities and business relationships.  ii. Prioritisation of impacts based on materiality for reporting.	i. Risk screening, double materiality. Impacts that affect the company or could be caused by it were compared and assessed.  ii. The materiality analysis, stakeholder view and relevance from the company's perspective resulted in the prioritisation of the key topics.	
	The list of stakeholders and experts whose views were incorporated into the process for defining the key topics.	275 stakeholders from 8 stakeholder groups. Internal stakeholders: Owners, shareholders, employees, own sales offices External stakeholders: Customers D2C, customers B2C, suppliers, banks, distributors	
3-2	<b>List of key topics</b>		
	The performance of the main themes.	Climate, circular economy and packaging, supply chain, employees, governance, consumer and product safety	
	Changes to the list of essential topics compared to the previous reporting period.	Initial report – no changes	
3-3	<b>Management of essential topics</b>		
	Description of actual and potential negative and positive impacts on the economy, environment and people, including impacts on human rights.	Chapter 5 – Key topics	
<b>GRI 205: Anti-corruption 2016</b>			
205-1	<b>Operating sites that have been checked for corruption risks</b>		
	The total number and percentage of operations analysed for risks related to corruption.	0	
	The significant corruption risks identified as part of the risk assessment.	0	
205-2	<b>Communication and training on anti-corruption policies and procedures</b>		
	The total number and percentage of members of the governance body that have been made aware of the organisation's anti-corruption policies and procedures, by region.	Germany: 2022 = 1 Europe: 2022 = 0 China: 2022 = 1	Germany: 2023 = 1 = 0% Europe: 2023 = 0 = 0% China: 2023 = 1 = 0%
	The total number and percentage of employees informed about the organisation's anti-corruption policies and procedures by employee category and region.	Germany: Managers 2022 = 13 administration 2022 = 222 Operations 2022 = 34 Europe: 2022 = 33 China: 2022 = 181	Germany: Managers 2023 = 13 = 0% administration 2023 = 227 = 2% Operations 2023 = 41 = 21% Europe: 2023 = 34 = 3% China: 2023 = 161 = -11%
	The total number and percentage of business partners that have been made aware of the organisation's anti-corruption policies and procedures, broken down by type of business partnership and region, and whether other individuals or organisations have been made aware of the organisation's anti-corruption policies and procedures.	Suppliers 2022 = 53	Suppliers 2023 = 47 = -11%
	The total number and percentage of members of the governance body that have received anti-corruption training, by region.	Germany: 2022 = 1 Europe: 2022 = 0 China: 2022 = 1	Germany: 2023 = 1 = 0% Europe: 2023 = 0 = 0% China: 2023 = 1 = 0%
	The total number and percentage of employees who have received anti-corruption training, broken down by employee category and region.	0 We are supported in this task by external experts.	

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)	
<b>GRI 301: Materials 2016</b>				
301-1	<b>Materials used by weight or volume</b>			
	The total weight or volume of materials used to manufacture and package the organisation's main products and services during the reporting period, by non-renewable materials used.	Packaging Paper: 2022 = 324.95 t Cardboard packaging: 2022 = 2,386.56 t Styrofoam: 2022 = 172.12 t Plastic: 2022 = 79.43 t	Packaging Paper: 2023 = 334.12 t Cardboard packaging: 2023 = 2,425.92 t Styrofoam: 2023 = 162.76 t Plastic: 2023 = 81.7 t	
		Material in products: Plastic PVC, PE-HD, PP: 2022 = 4,127.92 t Glass: 2022 = 409.86 t Rubber: 2022 = 92.75 t Metal: 2022 = 36.12 t Copper: 2022 = 332.83 t Stainless steel: 2022 = 711.73 t Iron: 2022 = 5,598.53 t Aluminium: 2022 = 606.57 t	Material in products: Plastic PVC, PE-HD, PP: 2023 = 4,244.43 t Glass: 2023 = 424.77 t Rubber: 2023 = 102.96 t Metal: 2023 = 45.02 t Copper: 2023 = 333.58 t Stainless steel: 2023 = 718.56 t Iron: 2023 = 5,896.16 t Aluminium: 2023 = 623.69 t	
		Material in components Metal and motors: 2022 = 3,611.65 t Non-rechargeable batteries: 2022 = 0.63 t Rechargeable batteries: 2022 = 34.02 t Supply cable with plug: 2022 = 794.32 t Circuit boards: 2022 = 176.28 t Compressor: 2022 = 328.81 t Polyurethane foam: 2022 = 156.82 t Textiles: 2022 = 7.42 t Felt: 2022 = 12.19 t Vacuum cleaner filter: 2022 = 31.95 t Granite slab, raclette: 2022 = 578.68 t	Material in components Metal and motors: 2023 = 3,761.66 t Non-rechargeable batteries: 2023 = 0.52 t Rechargeable batteries: 2023 = 53.56 t Supply cable with plug: 2023 = 816.74 t Circuit boards: 2023 = 187.79 t Compressor: 2023 = 283.53 t Polyurethane foam: 2023 = 135.22 t Textiles: 2023 = 9.79 t Felt: 2023 = 19.8 t Vacuum cleaner filter: 2023 = 51.5 t Granite slab, raclette: 2023 = 475.97 t	
<b>GRI 302: Energy 2016</b>				
302-1	<b>Energy consumption within the organisation</b>			
	The total fuel consumption within the organisation from non-renewable sources, including the types of fuel used.	Diesel: 2022 = 71,563.13 L Petrol: 2022 = 19,690.17 L	Diesel: 2023 = 61,890.59 L Petrol: 2023 = 11,051.00 L	DE, EU, CH
	The total value for: i. Power consumption ii. Thermal energy consumption	i. 2022 = 2,446,413.00 kWh ii. 2022 = 4,491,174.67 kWh	i. 2023 = 1,852,810.00 kWh ii. 2023 = 4,311,236.80 kWh	DE, EU, CH
	The total energy consumption within the organisation in joules or multiples of joules.	2022 = 28,141,954.14 MJ	2023 = 24,739,106.23 MJ	DE, EU, CH
	The standards, methodologies, assumptions and/or calculation programmes used.	The fuel and electricity consumption was measured in the respective years and can be found in the invoices. We do not collect any electricity values for the Dutch sales office, as they are too low and are billed via an annual flat rate.		
	The source of the conversion factors used.	Source is the Ecoinvent database.		

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)
<b>GRI 305: Emissions 2016</b>			
305-1	<b>Direct GHG emissions (Scope 1)</b>		
	The gross volume of direct GHG emissions (Scope 1) in tonnes of CO <sub>2</sub> equivalent.	2022 = 58.17 t CO <sub>2</sub> 2023 = 46.7 t CO <sub>2</sub>	DE, EU, CH
	Gases included in the calculation.	CO <sub>2</sub>	
	The base year for the calculation, including: i. the reasons for this choice. ii. the emissions in the base year. iii. the context for any significant changes in emissions that led to the recalculation of base year emissions.	2022 i. first reporting year ii. 58.17 t CO <sub>2</sub> iii. In 2023, our business trips with cars from our fleet have been reduced. One of the reasons for this is that after the pandemic, more emphasis was placed on CO <sub>2</sub> -neutral train journeys again.	
	The source of the emission factors and the global warming potential (GWP) values used or a reference to the source of the global warming potential.	The source for the CO <sub>2</sub> emissions was GEMIS-Austria Version 5.0	
The standards, methodologies, assumptions and/or calculation programmes used.	The data was collected in accordance with the Greenhouse Gas Protocol.		
305-2	<b>Indirect energy-related GHG emissions (Scope 2)</b>		
	The gross volume of indirect energy-related GHG emissions (Scope 2) in tonnes of CO <sub>2</sub> equivalent.	2022 = 1,379.38 t      2023 = 1,012.05 t	DE, EU, CH
	The gross volume of market-based indirect energy-related GHG emissions (Scope 2) in tonnes of CO <sub>2</sub> equivalent.	2022 = 1,004.71 t      2023 = 722.85 t	DE, EU, CH
	The gases included in the calculation.	CO <sub>2</sub>	
	The base year for the calculation, including: i. the reasons for this choice. ii. the emissions in the base year. iii. the context for any significant changes in emissions that led to the recalculation of base year emissions.	2022 i. first reporting year ii. 1,984.04 t CO <sub>2</sub> (location-based) iii. In 2023, our business trips with cars from our fleet have been reduced. One of the reasons for this is that after the pandemic, more emphasis was placed on CO <sub>2</sub> -neutral train journeys again.	
The source of the emission factors and the global warming potential (GWP) values used or a reference to the source of the global warming potential.	The source for the CO <sub>2</sub> emissions was the Ecoinvent database. The market-based emissions are from the German Federal Environment Agency.		
The standards, methodologies, assumptions and/or calculation programmes used.	The data was collected in accordance with the Greenhouse Gas Protocol.		
305-3	<b>Other indirect GHG emissions (Scope 3)</b>		
	The gross volume of other indirect GHG emissions (Scope 3) in tonnes of CO <sub>2</sub> equivalent.	2022 = 81,535.03 t      2023 = 84,345.45 t	DE, EU, CH
	The gases included in the calculation.	CO <sub>2</sub>	
	The categories and activities relating to other indirect GHG emissions (Scope 3) that are included in the calculation are as follows were included.	Purchased goods and services, business trips, employees' private vehicles	
	The base year for the calculation, including: i. the reasons for this choice. ii. the emissions in the base year. iii. the context for any significant changes in emissions that led to the recalculation of base year emissions.	2022 i. first reporting year ii. 81,535.03 t CO <sub>2</sub> (location-based) iii. In 2023, our business trips with cars from our fleet have been reduced. Similarly, the number of business flights increased again after the pandemic, which led to an increase in Scope 3 emissions.	
The source of the emission factors and the global warming potential (GWP) values used or a reference to the source of the global warming potential.	The source for the CO <sub>2</sub> emissions was the Ecoinvent database, as well as records from haulage companies and the German railways.		
The standards, methodologies, assumptions and/or calculation programmes used.	The data was collected in accordance with the Greenhouse Gas Protocol.		
<b>GRI 306: Waste 2020</b>			
306-3	<b>Accumulated waste</b>		
	The total weight of waste generated in metric tonnes and a breakdown of this total by waste composition.	Total weight 2022 = 503.56 t Breakdown: Paper, cardboard = 296.19 t Cardboard packaging = 33.46 t Foil = 23.24 t Styrofoam = 0.75 t Metal = 5.425 t Iron = 5.425 t Electronic waste = 139.07 t Batteries = 0 t	Total weight 2023 = 528.93 t Breakdown: Paper, cardboard = 264.26 t Cardboard packaging = 50.43 t Foil = 31.72 t Styrofoam = 1.525 t Metal = 19.29 t Iron = 19.29 t Electronic waste = 139.66 t Batteries = 2.75 t
	The contextual information required to understand the data and the way in which the data has been collated.	The values relate to the respective annual volume reports for 2022 and 2023.	DE

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)	
<b>GRI 308: Environmental assessment of suppliers 2016</b>				
308-1	<b>New suppliers that have been screened using environmental criteria</b>			
	The percentage of new suppliers that were assessed on the basis of environmental criteria.	2022 = 1 (1.89%) 2023 = 3 (6.38%) We parted ways with 9 suppliers in 2022 and have concluded a total of 8 new partnerships to date.	EU, CH	
<b>GRI 401: Employment 2016</b>				
401-1	<b>Newly hired employees and employee turnover</b>			
	The total number and rate of new employees during the reporting period, by age group, gender and region.	Women < 30 years old in 2022 = 9 Between 30 and 50 years old in 2022 = 11 > 50 years old in 2022 = 2  Men < 30 years old in 2022 = 10 Between 30 and 50 years old in 2022 = 6 > 50 years old in 2022 = 0	Women < 30 years old in 2023 = 12 Between 30 and 50 years old in 2023 = 11 > 50 years old in 2023 = 1  Men < 30 years old in 2023 = 12 Between 30 and 50 years old in 2023 = 11 > 50 years old in 2023 = 5	DE, EU
401-1	The total number and rate of employee turnover during the reporting period, by age group, gender and region.	Women < 30 years old in 2022 = 6 Between 30 and 50 years old in 2022 = 3 > 50 years old in 2022 = 1  Men < 30 years old in 2022 = 6 Between 30 and 50 years old in 2022 = 5 > 50 years old in 2022 = 5	Women < 30 years old in 2023 = 9 Between 30 and 50 years old in 2023 = 10 > 50 years old in 2023 = 6  Men < 30 years old in 2023 = 4 Between 30 and 50 years old in 2023 = 3 > 50 years old in 2023 = 7	DE, EU
<b>GRI 403: Health and safety in the workplace 2018</b>				
403-1	<b>Management system for health and safety at work</b>			
	The declaration of whether an occupational health and safety management system has been implemented, including whether: i. the system was implemented due to legal requirements. ii. the system was implemented on the basis of recognised standards/guidelines for the risk management and/or management system.	A comprehensive occupational health and safety management system has been established in Germany in accordance with the ISO 45001 standard. Evaluations are carried out annually by external bodies. In addition, fire safety officers and first responders for medical emergencies are present at all locations. i. We fulfil the requirements of the Employer's Liability Insurance Association for Wood and Metal. ii. ISO45001:2018 standard; a comprehensive internal Occupational Health and Safety Management System was already in place before certification.		
403-1	Description of the employees, activities and workplaces covered by the Occupational Health and Safety Management System and an explanation of whether and, if so, why employees, activities or workplaces were not covered.	The Occupational Health and Safety Management System is applied in all areas of operations and sales as well as in all activities and workplaces in general. It also applies to persons working under the responsibility of the company.		
403-2	<b>Hazard identification, risk assessment and incident investigation</b>			
	Description of the procedures used to identify work-related hazards and assess risks on a routine and non-routine basis and to apply the hierarchy of control measures to eliminate hazards and minimise risks.	At least once a year, usually in the fourth quarter, the security and risk situation is evaluated by external experts. All areas are inspected as part of this evaluation. The internal safety officers and first aiders receive regular training to ensure compliance with health and safety measures.		
403-2	Description of procedures for employees to report work-related hazards and dangerous situations and an explanation of how employees are protected from retaliation.	It is the responsibility of all employees to report any problems or accidents to the responsible safety officer, the HR department and the head office.		
	Description of policies and procedures for how employees can remove themselves from work situations that they believe could cause injury or illness, and an explanation of how employees are protected from retaliation.	Employees are given the opportunity to contact the Works Council or their respective manager anonymously at any time.		
403-2	Description of procedures for investigating work-related incidents, including procedures for identifying hazards and assessing the risks associated with the incidents to determine corrective actions using the hierarchy of control measures and to determine improvements required for the occupational health and safety management system.	The safety officer is responsible for dealing with all concerns and carries out regular checks. He or she is also consulted immediately in the event of incidents and contributes to the regular optimisation of occupational health and safety.		
403-3	<b>Occupational health services</b>			
	Description of the functions of occupational health services that contribute to the identification and elimination of hazards and the minimisation of risks and an explanation of how the organisation ensures the quality of these services and employees' access to them.	The company has one safety specialist and three safety officers. The inspection of general safety in the workplace is carried out by an external service company. The organisation ensures that all employees are informed annually about the applicable safety measures. In addition, various training courses are offered to ensure general safety in all areas on an ongoing basis. Employees also have the option of contacting the works medical centre at any time. There is no primary collection and documentation of employee health-related data. As there is no documentation of personal health-related information, it is not possible to evaluate employees on the basis of this data.		

GRI disclosures	GRI description	Contents, notes and additional information	Information reference (DE, EU, CH)
<b>Employee participation, consultation and communication on health and safety in the workplace</b>			
403-4	Description of the procedures for employee involvement and consultation in the development, implementation and performance evaluation of the occupational health and safety management system and for providing access to and communicating relevant occupational health and safety information to employees.	A knowledge database with all relevant information on occupational health and safety is available to employees on the intranet. It is also possible to submit suggestions and ideas to the relevant manager or safety officer at any time.	
	Description of formal employer-employee committees for safety and health at work, their responsibilities, the frequency of meetings and their decision-making powers.	The regular meetings of the Works Council take place at least once a month. The person responsible for occupational safety is also involved in the meetings. The workforce is represented on the committee by elected employees.	
<b>Employee training on health and safety in the workplace</b>			
403-5	Description of all occupational health and safety training provided to employees, including general training and training on specific work-related hazards, hazardous activities or dangerous situations.	General safety briefings are held annually for all employees on the topics of hazardous substances, fire protection and emergency plans, which are mandatory for all employees. In addition, free training courses for first aiders are offered annually during regular working hours. Safety shoes are provided to employees in the company, while external persons are provided with safety caps for their shoes. In addition, employees in logistics are informed in detail about the vehicles and their loads.	
<b>Promoting the health of employees</b>			
403-6	An explanation of how the organisation enables employee access to non-occupational health services and the scope of access provided.	Offer to visit a company doctor, utilisation of various health offers via health insurance companies (e.g. back check, financial subsidy for fitness offers, subsidisation of computer glasses, ensuring ergonomics at the workplace (checking chairs and purchasing height-adjustable desks), continuous exchange on the causes of illness, whether these are related to the workplace (BEM) and cooperation in countermeasures, alleviation of work-related causes of illness such as back pain, office eye syndrome, carpal tunnel syndrome, etc).	
	Description of any voluntary health promotion services and programmes made available to employees to address significant non-work-related health risks, including specific health risks covered, and how the organisation enables employees to access these services and programmes.	Health data (e.g. minutes of BEM meetings in accordance with SGB IX) are deliberately not filed in personnel files, but in separate folders that are locked. All personal data at SEVERIN is handled in compliance with the GDPR, with health data subject to even greater discretion. To this end, all employees who have to process health data for their work are trained at regular intervals. SEVERIN's health programmes focus on maintaining the performance and promoting the health of our employees, reducing sick leave and increasing job satisfaction. The offer is not intended to favour or discriminate against employees with regard to their position or their work. We focus on the social aspect.	
<b>Prevention and mitigation of impacts on occupational health and safety directly related to business relationships</b>			
403-7	Description of the organisation's approach to preventing and mitigating significant adverse occupational health and safety impacts directly linked to the organisation's operations, products or services through its business relationships, and the associated hazards and risks.	In the event of hazards and risks within the value chain, Amfori provides information. Furthermore, anyone can contact SEVERIN via the homepage or customer service regarding any security concerns.	
<b>GRI 414: Social assessment of suppliers 2016</b>			
<b>New suppliers that have been screened according to social criteria</b>			
414-1	The percentage of new suppliers that were assessed on the basis of social criteria.	2022 = 1 (1.89%) 2023 = 3 (6.38%) We parted ways with 9 suppliers in 2022 and have concluded a total of 8 new partnerships to date.	EU, CH
<b>GRI 416: Customer health and safety 2016</b>			
<b>Assessment of the impact of different product and service categories on health and safety</b>			
416-1	The percentage of significant product and service categories whose health and safety impacts have been assessed for improvement.	2022 = 813 2023 = 813 100% checked	EU, CH
<b>Infringements relating to the health and safety impacts of products and services</b>			
416-2	The total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services during the reporting period.	2022 = 0 2023 = 0	
	If the organisation has not identified any breaches of regulations and/or voluntary codes of conduct, a brief statement of this fact is sufficient.	Product safety and compliance with all standards are tested by our Quality Department directly on site at multiple test levels and for all products both in Germany and in Asia.	

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