



Wiegand-Glas



SUSTAINABILITY
REPORT 2021

Preface

Dear Reader,

For us, corporate responsibility is all about doing business sustainably and successfully. We lay the basis for this in our daily decisions and our long-term strategic planning, which we would like to present for the first time within this Sustainability Report on the Wiegand-Glas group. Thank you for taking a moment to read it.

First of all, we are able to take from this historic first in our company history, that it is with joy and pride, that we are able to finally explicitly and concisely lay down in writing the objectives and content that have long been part of our way of doing business. Owing to the substantial growth of the company over the past few years, our impact upon society and the environment has increased - something which we seek to live up to through our agenda as presented here. The increased social interest in topics relating to sustainability, along with the general political and entrepreneurial conditions, necessitate clear steps and objectives in order to define our contribution and also be able to review it.

As a manufacturer of packaging made from glass and PET for the beverages and food industry, our products have become the focus of public debate. The discourse concerning CO₂ emissions or plastic waste has made its mark on public opinion over the past few years, sustainable packaging concepts are gaining significance for our customers, and the topics of recycling and the closed-loop economy will have a material impact upon shaping the future of the packaging industry. Thus, the "Circular Economy Action Plan" is, for example, one of the key components of the "European Green Deal", the agenda which is supposed to turn Europe into a progressive and competitive economy, that goes steady on resources. We are taking particular account of the closed-loop economy in this report and in our entrepreneurial activity, especially through our own recycling plants for PET and glass. The complete avoidance of net greenhouse gas emissions by the year 2045, anchored in the Federal Nature Conservation Act, poses a great challenge, in particular for the energy intensive glass industry and yet also, at the same time, gives rise to an opportunity. Accordingly, we also wish to orientate our future actions and investment activities so that they fall within the principles of the Sustainable Finance Taxonomy – the European Guidelines for Sustainable Investment.

In an international context, Agenda 2030 of the United Nations, with its sustainable development goals, constitutes the key initiative, which is why we are also, in this report, basing our efforts on the objectives that we consider essential. In order to comply with the principles of good sustainability reporting, we have also orientated this report towards the internationally recognised reporting guidelines of the Global Reporting Initiative (GRI).

We are today living in a world that is characterised by major changes occurring in ever-shortening cycles. The topic of sustainability is, in that respect, taking on an ever-increasing importance – which is a good thing. Nonetheless, from our perspective, there is also quite a clear call for a need to make sure that sustainability and entrepreneurial success are not allowed to drift in opposite directions from one another based on the general conditions and political decisions being taken. They will, also in future, remain objectives that are to complement one another. For only successful companies can make a permanent contribution towards the ecological, social and economic success of society.



Nikolaus Wiegand, Managing Director



Oliver Wiegand, Managing Director

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Interview

with the managing directors

“Sustainability is a topic which has for a long time been embedded in our DNA.”

What significance does sustainability have for you in your position, and for the Wiegand-Glas group?

Nikolaus Wiegand: Sustainability is a topic that has for a long time been embedded in our DNA. Already in the early 1970s, we were intensively occupied by the idea of using reinforced recycled glass as a secondary raw material. It is for that reason that, in 1970, we conceived and installed the first in-house used glass recycling plant in Steinbach am Wald. Also as regards PET, we have, since 2020, been operating our own recycling plant in Großbreitenbach, with which we can guarantee the outstanding quality and purity of the recycled material. At this point, we are producing PET products from up to 100 % recycled material.

Oliver Wiegand: However, not only in the processing of raw materials, but also in the production of our glass and PET products, we invest very heavily in the most up-to-date technology. The latter includes cleaning the exhaust gases using advanced filtering systems, the use of residual heat to pre-heat the used glass destined for recycling and the primary raw materials or various ways of regenerating energy. As a matter of fact, we were the first container glassworks in Europe to deploy candle filters for effectively filtering out NO_x, SO_x and dust. We are therefore considered, in the industry, the global benchmark for the effective

use of energy. Expressed in figures, we consume under three gigajoules of energy per molten tonne of glass in our technically advanced melting furnaces, which is far below the average in the glass industry.

What was your personal highlight in the financial year 2021?

N. Wiegand: Well, that the Eco2Bottle enabled us, as a company, to be the first to successfully reduce the amount of CO₂ emitted during the manufacture of glass. The various steps that can be taken, such as a reduction in the weight of the bottle, optimised packaging, the use of renewables or an even greater use of fragments, can be individually adapted to each of our products. In one of our projects in the past financial year, organic methane gas from German urban waste was used, for the first time, to melt the raw materials in the furnace. Still in its infancy, this trend needs to be nurtured and cultivated further.

Where do you personally see the most significant risks and challenges in the ecological field?

N. Wiegand: The transition to renewables poses the greatest challenge over the next few years. The glass industry is highly concentrated in the Rennsteig area, resulting in a vast energy requirement. Doing away with fossil fuels would once again increase the power require-

ment many times over. Therefore, the basis for a successful transformation process is formed by regenerative, regional power generation on a scale sufficient to meet needs.

O. Wiegand: We need to pay attention, for example, to the Carbon Border Adjustment Mechanism (CBAM) envisaged. As the world's leading exporter, Germany will face export barriers if said mechanism is implemented, and this will considerably restrict the competitiveness of our companies on the world markets. The climate protection plan will make all products substantially more expensive, and in particular, in fact, the products requiring a lot of energy. The EU is planning to impose a CO₂ duty on imported goods that have not been manufactured in line with European environmental standards. In contrast, we would not receive any credit for bottles produced in Germany in a climate-friendly manner upon exporting them.

Consequently, we cease to be competitive when exporting to countries outside Europe.

The staff members of a company are the heartbeat of its very existence and operations. What contributions can your staff make in transforming your company into an even more sustainable organisation?



Since 1996, Oliver Wiegand and Nikolaus Wiegand have been directors of the Wiegand-Glas group.

O. Wiegand: We take the view that, through their daily work, each and every one of our employees can help us in charting this path. In this context, it is especially important to involve our employees, in all three business divisions, in such a process of change. Besides the improvement in the environmental performance, we wish to improve our range of high-quality products and services, and continually optimise the performance of our products. Those are the priorities with any change in the company.

What role does the regional focus of the Wiegand-Glas group play in your entrepreneurial approach?

N. Wiegand: As a significant employer in Thuringia and Bavaria, we are strongly rooted in those areas and promote the potential of our area. With the potential erection of a wind energy park for expanding the power supply, a contribution can, for example, be made towards promoting the proportion of renewables. That, however, requires the consensus of society and political commitment to

implement such a project together. Furthermore, we have come to care deeply about the people and organisations in the area, both as a company and as private individuals.

Finally, one more glimpse at the future. How will the corporate group change, and what are your next objectives by way of improving sustainability further?

O. Wiegand: Speaking as a corporate group, the year 2030 marks a particular challenge for us. We would like to considerably reduce our CO₂ emissions compared to 2005 by then, yet also continue to develop in other areas. In this context, we place a special focus on predominantly electrifying certain manufacturing processes. Through the development and use of hybrid or electric melting furnaces, we will thus make a significant contribution towards saving on emissions.

N. Wiegand: In general, it is paramount for us to view the changes and the future

in an open-minded and embracing manner. In order to sustainably guarantee corporate success, it is of great importance not to rigidly head in only one direction. We are unaware of what the situation will be like in 10 years' time, leaving us eager to see how our journey as a company will continue to unfold.

1.

Company Profile

- A glimpse of the Wiegand-Glas group

Our area of expertise consists of innovative glass and PET-based packaging concepts. As a family-run business, we look back at 450 years of tradition. At a total of eight sites, we attempt to pursue our passion and offer our customers outstanding product solutions and services. Our success is based on a clear commitment to our corporate principles. Building upon this, with sustainable investments we lay the foundation for our future.

450+

years of tradition

40 %

investment ratio

3

divisions

8

locations

1570

Year our business was first mentioned in a documentary context

Company Profile

- Tradition, innovation and quality

As a family business, Wiegand-Glas group has committed to innovative and secure glass and PET-based packaging concepts. Thus, at a total of eight sites, including the head office in Steinbach am Wald, we always develop our products for the beverages and food industry with the aim of packaging food and beverages for consumers securely, sustainably and presenting them attractively. We are particularly distinguished, in this respect, by our high level of process integration across the entire value creation chain – from preparing raw materials to refining our products and shipping, as well as transporting the finished goods.

Today we focus on our glass division: As one of the most successful glass container manufacturers in Europe, with a history going back some 450 years, we can rely on a wealth of experience in development and production. Regionally, we are, with the three divisions of glass, PET and logistics, deeply rooted, as an employer, in Bavaria and Thuringia.

The parent company of the group is Wiegand-Glas Holding GmbH. In conjunction with its subsidiaries, it forms the Wiegand-Glas group – a medium-sized family business. The two managing shareholders and cousins Oliver Wiegand and Nikolaus Wiegand have been running the company since 1996, succeeding their fathers.

To guarantee efficient production, exquisite products and satisfied customers, employees and suppliers, we are also continually taking our operations one step further. Using the latest technologies and a reliable supplier network, around 1,950 members of staff are committed to our customers receiving high-quality products and comprehensive services, fulfilling their requirements and expectations on a daily basis. We have on-site recycling plants in the Glass and PET Division at our disposal, geared towards permanently lowering the consumption of primary raw materials, our own freight forwarding company and in-house systems for refining our products.



Wiegand-Glas

Production and sales of container glass, services around container glass, recycling of container glass



PET-Verpackungen GmbH
Deutschland

Production and sales of PET containers and preforms, recycling of PET



Wiegand-Logistik

Transport and logistics service

Our policy

- This is what we stand for

Our success is based on a clear commitment to our corporate policy.

For centuries the Wiegand family has collaborated with generations of employees in producing packaging made of glass, and, since the late 1990s, additionally of PET. Carrying on this tradition, as well as embracing mutual loyalty with the local people, we create value for the coming generations. Our corporate policy does not only exist on paper.

In collaboration with our employees, we live it out, every day - for the sake of ourselves, our customers and the local people.

Quality

Setting ourselves high standards in regard to the quality of our employees, products, services and processes, together we create the basis for our success. Our products are predominantly made for drinks and food. This makes living out a quality culture, with a clear focus on customer requirements, indispensable in our production processes. The yardstick for the quality of our entrepreneurial approach is our economic, social and ecological footprint.

Innovation

To us, innovation always means taking the next step in regard to the technologies used, as well as enhancing our network and our team of employees. We aim to be technology leaders in our industries. In order to achieve this, we are constantly developing our processes and products further. With great investments in the latest technologies and in our employees, we are today securing our future, under constantly changing conditions.

Responsibility

We take on responsibility, in what we do and how we do it, both in our company and beyond it. This translates, for us, into the need to guarantee economic, ecological and social stability, in a trustworthy environment. Compliance with laws, as well as ethical and social principles, is a particular concern of ours. As an industrial enterprise operating uninterrupted shift work, we are constantly working on improving our environmental performance. Social responsibility for the people who work for us, and the area where our production facilities are located, is vital to us.

Competitive capacity

In our eyes, competitive capacity is all about being able to meet the current and future challenges of our markets. By achieving an appropriate result, we can sustainably lay the foundations for our future. Stability and continuity are essential values of our family business. The basis for this is sustainable and sound financial management, long-term and co-operative partnerships with customers and suppliers, and a high degree of employee engagement.

Our locations

- Containers made from glass and PET, preforms, logistics and recycling

Our staff at our locations daily ensures the satisfaction of our customers.



Steinbach am Wald

- + Recycling, production and distribution of container glass
- + Output: 3.5 million glass containers per day
- + Glass recycling: 600,000 t p.a.



Großbreitenbach Glass

- + Production of container glass
- + Output: 1.2 million glass containers per day
- + Logistics centre



Großbreitenbach PET

- + Production and distribution of PET preforms and containers made from PET
- + Output: 8.3 million preforms and 850,000 containers per day
- + PET recycling plant



Schleusingen

- + Production and distribution of container glass
- + Output: 2.3 million glass containers per day
- + Service centre: Assembly of swing stoppers, crate packing, boxing



Ernstthal

- + Production of container glass
- + Output: 1.3 million glass containers per day



Drei Gleichen

- + Recycling of container glass
- + Glass recycling: 130,000 t p.a.
- + Location: Glas-Cycle GmbH

Holzminden

- + Sales Office

Trenčín (Slovakia)

- + Sales Office

Thuringia

Gera

Drei Gleichen

Suhl

Großbreitenbach

Schleusingen

Ernstthal

Steinbach am Wald

Coburg

Kronach

Hof

Bavaria

Bayreuth

Our history

- Sustainability from day one

Sustainability has a long tradition in our company group. Acting responsibly is firmly rooted in our three business divisions.

1970

Installation of the first in-house **glass recycling** plant: Already in the early 1970s we were intensively engaged with using more waste the idea of glass as a secondary raw material.

1987

The **LoNO_x[®] melter** was developed, resulting in significantly reduced energy consumption, as well as NO_x emissions of the glass melting furnaces while maintaining consistently good glass quality.

2002

Founding of **Glas-Cycle** GmbH as an additional glass recycling processing plant: Besides additives, residues occurring at the glass recycling processing plant in Steinbach am Wald are re-processed, and reclaimed raw materials routed to the markets.

1570

First documentary reference to our family name in connection with the manufacture of glass. Niclas Wiegand starts the hand-made production of drinking vessels in the Rhoen.

1974

Organising the first public **glass collection** in the district of Kronach together with the Bavarian Red Cross.

1997

PET-Verpackungen GmbH Germany is founded in Großbreitenbach as part of the Wiegand-Glas group. And has been specialising in **PET packaging** ever since.

2011

Commissioning a **molten material pre-heater** in order to guarantee the further utilisation of the waste heat arising: Deploying said system allows for achieving considerable CO₂ savings at the production site in Steinbach am Wald. A second molten material pre-heater was put into operation in 2013.

2020

Launch of the **Eco2Bottle** brand: Climate-neutral products with a proportion of fragments of up to 98 %, a reduced container weight, optimum utilisation of cargo space, and 100 % use of renewables.

2021

Publication of the first **Sustainability Report** of the Wiegand-Glas group.

2018

Updating the **exhaust gas purification system** at the Steinbach am Wald site to substantially reduce pollutant emissions. A second system, with modern candle filters, was set up in Schlesingen in 2020.

2020

Commissioning the **PET recycling plant** designed for processing 800 million PET beverage bottles per year at the Großbreitenbach site.

Value creation

- economic responsibility

Pursuing an entrepreneurial approach means, for us, investing judiciously and responsibly in our future. In this way, we secure a long-term perspective for ourselves and our partners.

In this age of new megatrends, such as decarbonisation, individualisation, digitalisation, internationalisation, connectivity and health, against the background of changing circumstances and lifestyles it is an essential challenge for us to continually enhance and re-invent our business models. Thus, the energy-intensive glass melting process needs, for example, to undergo most fundamental changes in order to achieve decarbonisation. The trend towards higher individualisation involves changes in production processes, developing new distribution channels and extending the range of services on offer. Today, digitalisation is moving towards penetrating entire business models, and will accordingly pose challenges for us, too, from corporate management up to interacting with our customers and beyond.

Sound management is, as construed by us, the basis for sustainable business activities. Our above-average performance marks a key starting point for us in order to live up to our responsibility towards employees, customers and suppliers. In our eyes, competitive capacity is all about being able to meet the current and future challenges of our markets. Through judicious financial, investment and sales-related decisions, we preserve our standing in our line of business. This enables us to make a valuable contribution towards overcoming the social challenges of our time.

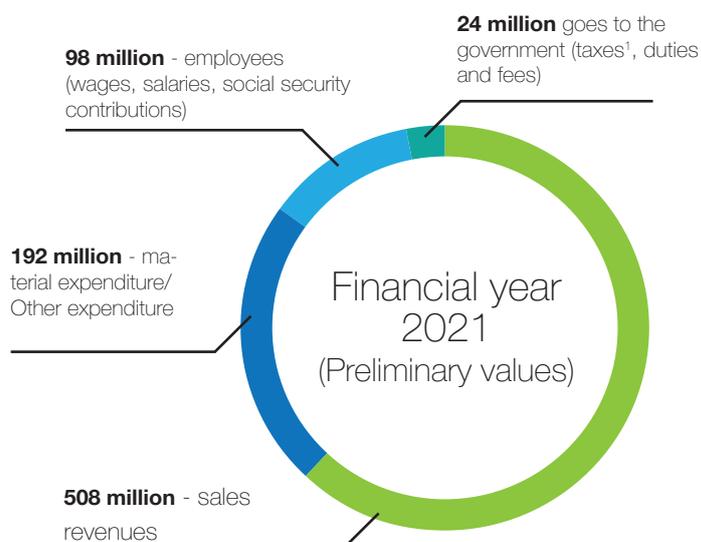
The Wiegand-Glas consolidated group consists of the companies in which the parent Wiegand-Glas Holding GmbH has a direct or indirect shareholding.

The following operating companies are covered by the sustainability report:

- + Bayerische Flaschen-Glashüttenwerke Vertriebs-GmbH
- + Wiegand-Glashüttenwerke GmbH
- + Glas-Cycle GmbH
- + PET-Verpackungen GmbH Deutschland
- + Wiegand-Logistik GmbH

The purpose of an early warning system in regard to risks is to record and assess risks arising from the macro-economic environment and the industry situation in good time to be able to promptly counteract them where necessary. It essentially consists of monthly reporting and management accounting, as well as the internal monitoring and control systems.

Wiegand-Glas value creation company group in euros



¹ From income and revenues

Investments

An investment quota, of almost 40 % in the financial year 2021, quite clearly shows our above-average readiness to invest in our locations.

In particular the manufacture of container glass is a most equipment-intensive business. Investments in the production plants are necessary on a regular cycle, and contribute considerably towards securing the forward compatibility, from both an economic and an ecological perspective. Beyond the operationally necessary measures, a great deal is invested in installing the most advanced and sustainable technologies. As an example, the ongoing investment in our exhaust gas purification systems may be mentioned here, in which considerably more nitrogen oxides are bound than in traditional systems, on an ongoing basis.

consumption, in comparison to the old site, could be implemented, through waste heat recovery, as well as a reduction in the specific CO₂ emissions. The investment at the Schleusingen site creates jobs, and is a clear commitment to the region, which we recently emphasised by approving the plans for the construction of a first fully electric melting furnace for container glass there.

We took a further significant step towards yet more sustainability in the financial year 2021, in our PET business division. The investment in our on-site recycling plant at our site in Großbreitenbach grants us direct access to very high quality recycled material and opens up for us new opportunities in the manufacture of sustainable products made from PET. We once again commit to our locations, and are, with this investment, creating further jobs in the Thuringian Rennsteig region.

The upgrading and renewal of entire sites goes even further than that. Thus, it was resolved, for example, to build a completely new factory at the Schleusingen site in the financial years 2018-2021, and, in this respect, moreover, achieve an extension of the output capacities, as no sustainable and appropriate optimisation arrangements could be made at the previous site, based on the set-up there. Two new glass-melting furnaces with seven production lines representing the most up-to-date state of the art are to lead Schleusingen into a safe and sound future. The peripherals and infrastructure, such as the batch house for preparing the raw material and dosing the mixture and fragments, were likewise built completely from scratch there. Construction Phase 1 of the investment has meanwhile been commissioned, and 450 tonnes of glass are currently processed daily. Thus, already at this point, a considerable saving in specific energy



Robot for cleaning the moulds at the Steinbach am Wald site using laser beams

2.

Our way to Sustainability - Responsibility put into practice

This first publication of a Sustainability Report emphasises the philosophy of the Wiegand-Glas group, which is to consider sustainability to be an essential topic and continually enhance it. We seek to actively communicate our activities, achievements and aims to our stakeholders. The basis for our sustainable commitment is formed by acting with a sense of responsibility, and in compliance with the law, firmly embedded in our corporate policy. The Wiegand-Glas group considers compliance and respect for human rights to be a key prerequisite for ongoing business relations with all partners along the entire value creation chain.

3

sustainability areas: Ecology, economics and social responsibility

14

relevant sustainability topics

5

sustainable development goals that we focus on in our activities

10

principles in our Code of Conduct

92 %

suppliers from Germany

2,000

and more active suppliers

Sustainability in our company group

- with full commitment

We like to think of sustainability as a trident, with ecological awareness, economic action and social responsibility as its prongs.

Being a forward-looking, responsible company, sustainability is an essential component of our corporate policy. When manufacturing packaging from glass and plastic, we take on responsibility for products and services that we offer our customers every day. We aim to preserve the success of the company and conserve nature, enabling today's and tomorrow's generations to benefit from our commitment and actions.

As we feel committed towards our employees, the environment and our social environment, this leaves us most eager to ensure that our business activities at all times remain very much guided by the needs of our planet, and protecting it remains our top priority. We live out the notion of responsibility in all areas of our company and always want to seek out the right solutions to meet our customers' needs in harmony with people, the region and the environment.



Ecological awareness

We aim to improve the environmental performance of our company, in order to in this way guarantee compliance with the statutory requirements. As we are eager to optimise our ecological footprint, recycling, a closed-loop economy, and decarbonisation are the essential issues.



Economic action

Our business activities are based on judicious and responsible investment in the future. In this way, we ensure a long-term perspective for ourselves and our partners, and promote our standing in our business sector.



Social responsibility

Our staff are committed to the company every day, and are the basis for its success. Being deeply rooted in the local area, it is simply the done thing for us to be committed to the concerns of the general population at our locations with great dedication. Accordingly, health-care, safety and happiness are key concerns for us, and the preservation of ethical principles a matter of course.



Materiality

- relevant topics

To work out the content, our company group underwent a structured process of analysis, on which this Sustainability Report is based.

In order to work out the main principles of our way to sustainability, we have undergone a four-stage process, assisted by external sustainability consultants.

First of all, potentially relevant topics were identified based on internal sources and external analyses of our stakeholders, and laid down in a comprehensive list. In a second step, the latter were compacted into a selective short list, with 14 relevant topics. On the aforementioned basis, these topics were prioritised in co-operation with those responsible from all relevant departments. In the process, an assessment was performed, both in

the context of the impact upon society and from the perspective of the most important external stakeholders.

In addition, each topic was prioritised in regard to the business relevance for our own managerial decisions. The results of this materiality assessment were subsequently consolidated, and the main resulting topics approved by the management.

Eco-friendly activities

- + CO₂ footprint of production
- + Energy input
- + Climate-neutral products
- + Closed-loop economy
- + Efficiency of resources
- + Pollutant emissions
- + Ecologically sound transport

Responsibility as an employer

- + Occupational health and safety
- + Attractive place of work
- + Training
- + Diversity and equal opportunities

Social commitment

- + Compliance with ethical and social principles
- + Quality and safety
- + Responsibility for the region

Sustainability strategy

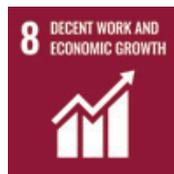
- Readiness for the future

We are committed to long-term success by sustainably targeting our corporate activities.

The Sustainable Development Goals (SDGs) are a collection of 17 global objectives, which were laid down by the Member States of the United Nations (UN) in 2015. This agenda for the year 2030 should serve, worldwide, to ensure sustainable development at the economic, social and ecological levels. The Wiegand-Glas group identifies with the SDGs of the United Nations and concentrates its efforts in the field of sustainability on the following development goals:



Since the production in our industry is very energy-intensive, we aim to continually reduce the use of fossil energy sources and increasingly rely on the use of renewables. A further goal is to increase the energy efficiency in the manufacture of our products.



With a high degree of innovation and long-term investments in new technologies, it is important for us to make our contribution towards regional value creation, promoting the local economy and creating secure jobs. In that regard, the top priority is to comply with the labour laws, as well as continually develop our efforts in the field of occupational health and safety.



Glass and PET are materials that can be recycled as often as desired, making them essential components of sustainable consumption and production patterns. Our aim is to continue to pursue the approach of a circular economy, and adapt our processes along the entire value creation chain to fit in with that.



In the energy-intensive manufacture, we endeavour to consistently reduce emissions along the entire value creation chain. Through the increased cullet level in the glass, as well as our own recycling plants for glass and PET, we are setting the course for a smaller CO₂ footprint.



It is a particular concern for us to increasingly invest in partnerships and memberships with our stakeholders. In that respect, the regional focus and the responsibility for society are especially important.

Sustainability programme

- Our agenda until 2030

Our agenda until 2030 creates the basis for ensuring the sustainable development of the Wiegand-Glas group in the long term. For all ten target fields, the main objectives, as well as short-term and medium-term action, were laid down, an excerpt of which is presented here. In the further course of the report, the individual topics are linked to the appropriate target field.

Environmental protection and the closed-loop economy

1

Reducing the greenhouse gas emissions in order to achieve the climate protection targets.

Objective: Reducing the specific energy CO₂ emissions of the group by 25 % in comparison to 2020.

Company group: Extending our activities in the field of carbon capture

Company group: Extending the regional compensatory measures

Glass: Increasing the share of molten glass from electric and/or hybrid melting furnaces

PET: Participation of the PET division in the Carbon Disclosure Project (CDP) (at least Level B)

2

Reducing the energy input and extending the use of renewables

Objective: Reducing the share of fossil fuels in the energy consumption from glass production by 20 % in comparison to 2020.

Objective: Reducing the energy input in the PET production compared to 2018

Company group: Extending the share of electricity from renewables to 50 %

Company group: Setting up and putting into operation at least one large area photovoltaic power station

3

Efficient use of natural resources in the sense of a circular economy

Objective: Fulfilling the stipulated PCR ratios in glass (2025: 70 %; 2030: 75 %)

Objective: Exceeding the stipulated quotas of recycled material in PET (2025: 25 %; 2030: 30 %)

Objective: Reducing the specific water consumption of the company group to 0.153 m³/tmelt

Glass: Creating new opportunities for re-using fine particles

PET: Establishing closed-loop systems in the bale purchase and using PET from coastal collections

PET: Extending the endeavours in the field of zero pellet loss

4

Developing and designing resource-saving products

Objective: Implementing 20 Eco2Bottle projects per year

Objective: Increasing the share of reusable and ecologically advantageous disposable beverage packaging by 5 %

Glass: Reducing the average weight of non reusable bottles

PET: Use of plastics from renewable raw materials

Doing business sustainably

5

Establishing and continuing a sustainable investment policy

Objective: Increasing the share of investments for environmental protection to 20 % of the total investments

Objective: Increasing the equity-to-assets ratio to > 50 % of the overall capital in the consolidated financial statements

Company group: Orientating the investments towards the Sustainable Finance Taxonomy

6

Developing and expanding eco-friendly logistics processes

Objective: A ten-fold increase in the proportion of our products shipped by train

Objective: Converting 80 % of industrial trucks and automobiles to electric vehicles

Company group: Extending the charging infrastructure for electric vehicles in the plants

Company group: Revitalising the group's own railway infrastructure

7

Reviewing and improving our CSR activities

Objective: Establishing a supplier assessment system in accordance with the Supply Chain Act

Objective: EcoVadis gold-level certification

Company group: Regularly reviewing the factories by means of SMETA audits

Being an attractive employer and focusing on social responsibility

8

Promoting health and occupational safety at the workplace

Objective: Reducing reportable accidents at work in the glass factories to the level of the industry average (LTI rate: 2.0; TRI rate: 3.2 and TRIS rate: 50.5)

Objective: Introducing health management in PET

9

Developing and promoting a positive atmosphere at the workplace

Objective: Increasing employee satisfaction

Corporate group: Flexibilising the working hour regimes and offering alternative shift models

Corporate group: Extending the staff benefit

PET: Adapting the remuneration to the "Glas-Tarif Ost"

10

Extending marketing action and increasing the regional co-operation

Objective: Extending the promotion of regional projects, associations and organisations

Corporate group: Developing a sponsorship programme for cultural and sporting events

Corporate group: Extending the co-operation in regard to cultural and sporting events

Corporate group: Extending the scope of the social media channels



Exchanging views with our stakeholders

- Being active together

7

10

Through our membership in the most varied networks and industry associations, as well as by cultivating sound personal customer relations, we regularly take part in exchanging views with our stakeholders.

We are aware that our business is influenced by a large number of stakeholders. The latter in particular include our customers, suppliers, citizens, politicians and staff. Our stakeholder groups also include society in general, as represented by the legislative authority, industry associations or non-governmental organisations. In the sense of sustainable value creation, we cultivate a transparent and open dialogue with all our stakeholders.

The corporate policy, and also the Code of Conduct, form the framework for our active stakeholder commitment. The relationships with our stakeholders are cultivated by regular appointments, such as customer visits or factory inspections. In that respect, the responsibility especially lies with the executives and

the management. For communicating with internal and external stakeholders, we use the corporate website, the Intranet, the staff magazine, brochures and social media. In order to improve our daily interaction with our customers, as well as gain knowledge on their needs and satisfaction, regular customer surveys have been conducted over the past few years. As the customer requirements are becoming ever more specific and individual, there are plans under way to develop a further customer survey for 2022, with a focus on sustainability.

Involvement in networks, associations and industry initiatives

We are involved in industry associations, such as the BV Glas (Federal Glass Industry Association), IK Industrievereinigung Kunststoffverpackung (Industry Association for Plastic Packaging) in Germany, the Circular Plastics Alliance (CPA) and the FEVE (European Glass Packaging Association), and actively participate on their committees. Through co-operation, mutual exchange and the use of synergies, we hope to see and expect a positive development for our industry and its general conditions.

Since 1999 we have been a Member of the Umweltpakt Bayern (Environmental Agreement for Bavaria), and, since 2014, a party to the Nachhaltigkeitsabkommen Thüringen (Thuringian Sustainability Convention). Both initiatives concern voluntary agreements between the respective regional governments and the economy in those states. The common aim they share is increased environmental protection. In a mutual relationship, the environmental protection is supposed to be developed and an ongoing environmentally sound development secured and promoted in an economically expedient way.

Due to the high energy intensity of various production processes of our companies, we regularly exchange views with other businesses in an energy-efficiency network. In that respect, the focus is on jointly defining an energy-saving target for the entire network, as well as selecting the action package to be applied. In the energy-efficiency network Rennsteigenergie, we maintain contact with a highly heterogeneous group of companies in the Franconian/Thuringian Rennsteig region.

In order to consolidate and expand the technological leadership of the Bavarian economy in the important future field of hydrogen economy, key protagonists from the worlds of economics and politics formed the Bavarian Hydrogen Alliance. In the period under review, Wiegand-Glas acceded to this alliance, and would like to contribute towards strengthening and developing the technological competence in Bavaria in the field of innovative hydrogen technologies. We are happy to take the next step towards utilisable technologies, and pursue the declared aim of the glass industry, of constantly continuing to reduce emissions when melting glass.

Conducting research and development means today creating the basis for tomorrow's success. We are convinced that major results also require a certain degree of openness. We have therefore, for decades, been participating in national and international research communities belonging to the glass industry (IPGR, GlasTAOO). We moreover co-operate with universities, regional associations and government bodies in order to continually improve. In that respect, innovation goes, for us, beyond technical enhancement, and thus also means developing new business models and digital processes.

In an assessment by EcoVadis, the quality of our CSR Management System was assessed, in April 2021, as being at Bronze level. This has encouraged us to further intensify our sustainable activities in the fields of environmental protection, working practices, ethics and procurement. With this commitment, we strive, in the year 2030, to belong to the top 5 % of companies assessed, and thus achieve Gold status.



BrauBeviale Trade Fair Booth 2018



Compliance

- conduct adhering to rules and regulations

7

Our integrated management system and our Code of Conduct ensure compliance with general legal and ethical conditions.

Any entrepreneurial activities are embedded in the general state regulations within which the Wiegand-Glas group moves. Compliance with the laws and ordinances relevant to us forms part of our guidelines, since it accords us certainty in regard to our activities. In addition, in this way we make a contribution towards the social targets anchored in the laws. New legal bases inspire us to reconsider the situation. Nonetheless, the critical examination of the existing legal landscape does remain a challenging daily task for us.

The legal obligations and the requirements of our stakeholders are implemented within our integrated management system. This in particular covers the areas of quality and product safety,

the environment, energy, occupational health and safety, data privacy and security of information, as well as the economic, ethical/social and ecological duty of care and compliance along the supply and value creation chains. The systematic integration unifies the process when implementing the legal obligations and other requirements in regard to presenting the evidential documentation, the internal audits, the management assessment and the presentation of the corporate group towards the various stakeholders. In this way, we continue to develop the process sequences and improve efficiency and efficacy on an ongoing basis. We are, moreover, always in open and constructive dialogue with our customers, service providers, suppliers and authorities, other stakeholders and the public.

Transparency in ethical commitment

Due to our involvement on the internationally recognised Sedex platform (Supplier Ethical Data Exchange), we undertake to provide greater transparency in regard to the cornerstones of ethics: Employee rights, health and safety, environmental protection and business ethics. In these areas, we have our processes reviewed by way of SMETA audits. Thus, we not only recognise flaws, but respond in good time with counter-measures. The result is released, for interested customers, on the Sedex platform, upon request. In this way, we contribute towards global respect for human rights, legal compliance and choosing our suppliers sustainably.

Principles of ethical conduct: Wiegand-Glas Code of Conduct

The Code of Conduct forms the basis for our compliance management. With these principles on ethical conduct, our corporate group commits to the inherent principles of legal compliance, integrity and fairness, and emphasises the obligation on the part of all our staff to comply with applicable law. The main content of the Code of Conduct includes: Avoiding and combating corruption, information security and data privacy, equal treatment and anti-discrimination, respect for human rights and fair business conduct. The code forms part of the initial briefing of all new members of staff, as well as of the annual briefings on the integrated management system.

Corruption

We make a clear statement in the corporate policy and guidelines on combating corruption. After all, corruption and accepting benefits not only violate the law, but can also cause us major economic damage. Our management is the initial contacts for any questions on topics relating to compliance. In case of any suspicion, our employees can contact the HR Department or the general management to report violations. In the past two financial years, as many as just under 800 employees have been informed and trained concerning available action and procedures for combating corruption. In this connection, an online briefing tool is currently being developed, with the aid of which staff can be briefed more easily and can prove the knowledge acquired, by answering verification questions. Simultaneously, we are working on recording and evaluating the briefings.

In the period under review, no cases of corruption have occurred at the Wiegand-Glas group.

Anti-competitive conduct

The Wiegand-Glas group stands for open and fair global competition. The management is committed to ensuring that all legal regulations relevant to us that regulate the framework for fair competition are complied with.

In the period under review, no proceedings have been initiated against the Wiegand-Glas group based on anti-competitive conduct.

Socio-Economic Compliance

In the financial year 2021, the Wiegand-Glas group has not ascertained any violations or payments of administrative fines or compensatory sums due to failure to comply with laws and regulations in regard to the provision and use of products and services.

Human rights

We are aware of the responsibility to respect human rights.

The following companies or locations are reviewed for compliance with human rights, within the context of regular audits:

- + PET-Verpackungen GmbH Deutschland (latest review: June 2021)
- + Wiegand-Glashüttenwerke GmbH - Schleusingen plant (latest review: July 2021)
- + Wiegand-Glashüttenwerke GmbH - Steinbach am Wald plant (latest review: July 2021)



Supplier management

- sustainable procurement

Sustainability plays a major role in the design of the supplier structure in our company group.

The purchasing department is in close consultation with the production dept., in order, in this way, to guarantee that there is always sufficient material available for our glass and PET products. Due to the use of recycled glass, a substantial amount of primary raw materials and CO₂ can be saved. We collaborate with strategic partners in the field of procuring recycled glass, and purchase over 600,000 tonnes of untreated fragments each year. The quantity of recycled material needed was able to be significantly reduced by the manufacture of our own re-granulate in the newly built recycling plant. From just over 11,000 tonnes in the year 2019, the quantity dropped, in 2020, to just under 5,500 tonnes.

Furthermore, compliance with standards, regulations and ethical principles forms the basis for all aspects of our business activities. We expect our business partners to likewise commit to such ethical, integrity and compliance standards, and make them known to their business partners and require them. In that respect, a global code of conduct establishes the requirements of our company group in regard to all our companies, suppliers, business partners and other third parties concerning employee rights, environmental protection, fair competition, data privacy and commercial checks.

The procurement of materials including raw materials, equipment, services, machinery and mechanical systems, as well as software and hardware, is carried out by the purchasing department for the entire corporate group. The department collaborates, during the procurement process, with other entities and departments of the organisation, in order to always achieve the best result possible. In that regard, besides the service quality of the supplier, as well as the price, sustainability, social factors and environmental aspects are focused upon.

In designing our supplier structure, we place value on regional partners. Out of over 2,000 active suppliers of the company, approx. 92 % are based in Germany. The proportion of our suppliers having their registered office in the EU is approx. 98 %.

These values are also reflected in the quotas of our purchase order items. Out of over 100,000 purchase order items per annum, over 95,000 items can be traced back to suppliers having their registered office in Germany (the figure for suppliers having their registered office in the EU being 98,000 items). In the field of raw materials, in addition we exclusively use primary raw materials from the region, from sand to lime and soda, as well as dolomite. Through this structure, we ensure that the company is independent of international fluctuations. Through transport routes that are kept to the minimum, we also make a considerable contribution towards burdening the environment as little as possible in the design of our supplier structure.

Supplier assessments are conducted regularly, in which, among other things, the criteria of quality, supplier loyalty, development potential and price-to-performance ratio of our suppliers are evaluated. The assessment is conducted for all suppliers of our main product groups (moulds, packaging, raw materials and fragments) who exceed a certain aggregated invoice value per annum, or, overall, belong to the top suppliers as far as sales are concerned, irrespective of the main product groups. As we would like to accept even more responsibility in future for monitoring the supply chain, the assessment criteria for 2021 will be supplemented by the point "Certificates and documents". This involves Wiegand-Glas monitoring whether suppliers have the certification required by us and accept our requirements, as outlined in our Code of Conduct. In this way, it can be ensured that 100 % of the suppliers reviewed are assessed in regard to social criteria, such as respect for human rights, fair working conditions or steps to ensure occupational safety. Through the binding integration of our terms and conditions of purchase into each of our purchase orders, we oblige all suppliers accordingly, also from an ethical perspective, and thus avert the risk of working with business partners who act unethically.

3.

Environmental protection - multi-faceted sustainability

Being a forward-looking, responsible company, sustainability is a key component of our corporate policy. Improving our environmental and energy performance and complying with the statutory requirements are, in that respect, essential goals. Our present and future activities need to be aligned with the needs and protection of our planet. We have recognised the challenges, and already set the course for improving our CO₂ footprint. Of key significance, in that respect, are recycling, energy efficiency, hydrological cycles, the reduction of emissions and waste management.

2,200

tonnes of recycled glass
per day

2 million 98 %

recycled PET beverage bot-
tles per day

recycled cullet in green glass

76 %

recycled glass on average

100 %

recycled material in pack-
agings made from PET

31 %

recycled material, on average,
in packagings made from PET



Highlights in environmental protection

- We are the industry-wide benchmark

With our environmentally-friendly approach, we have always been a forerunner in our industry.

Environmental protection has always played a key role in our managerial decisions. So that we continue to be forerunners in the industry, we are continually investing into our high-technology processes. Only in this way can we gradually reduce the consumption of fossil fuels, as well as the pollutant emissions from our production plants, in order to achieve the long-term goal of climate neutrality.

The Sustainable Finance Taxonomy adopted by the European Union in 2020 defines, among other aspects, whether an economic activity is to be classified as ecologically sustainable. With the aid of these criteria, it continues to be possible for us to ascertain the degree of ecological sustainability of a given investment, and thus make our contribution towards environ-

mental protection. Our claim is to defend our top position in the glass industry by way of sustainable innovations. The environmental objectives of said taxonomy provide a good opportunity for orientation in this context:

- + Climate protection
- + Adaptation due to climate change
- + Sustainable use of water resources
- + Transformation into a circular economy
- + Avoiding pollution
- + Protecting ecosystems and biodiversity

Already now, we are, by taking various steps, contributing towards implementing these environmental objectives.

Cullet level

Our glass containers consist, on average, of 76 % recycled glass. In comparison to the average level of recycled glass in Germany, of 60 %, we are thus setting a benchmark as far as the use of recycled glass as the most important raw material for new glass packaging is concerned.

Water consumption

At 0.23 m³/t melt, we already consume 25 % less than the specified minimum value³ with the specific water consumption of 0.3 m³/tmelt. Additional measures should lead to the water consumption being reduced further.

Recycled material

Within two years, we were able to nearly double the level of PET recycled material from 16 % to 31 %. This means that we are already at this point in compliance with the statutory minimum quantities that need to be used, under the Single Use Plastics Directive, of 25 % recycled material as from 2025 in the case of PET beverage bottles, and 30 % as from 2030.

Pollutant emissions

With our melting furnace, we comply with all the threshold values⁴ applicable to glass-melting furnaces in the case of nitrogen oxides (NO_x), sulphur oxides (SO_x) and dust, and fall far below the average values.

Returnable packaging

We have been able to increase the proportion of returnable glass packaging from 17.9 % in the financial year 2020 to 19.2 % in the financial year 2021, and thus contribute towards a target quota of 70 %⁵, as defined in the German Packaging Act. In addition, the energy consumption and the CO₂ emissions are considerably reduced through returnable packaging.

Transport

More than 80 million railway tonne-kilometres since 2013 contributed considerably towards achieving a load relief for road transport. In this way, we have already been able to save 7,680 tonnes of CO₂. With the aid of future investments, we already at this point plan to transport a significantly greater proportion of our cargo by rail.

Energy

With a reduction in the energy intensity in the manufacture of container glass of just under 3 %, we have, in the past two years, already been able to make a significant contribution towards reducing the energy consumption. In the PET division we have even been able to reduce the overall consumption in this period of time by 27 %.

Emissions

Our objective is to reduce the specific CO₂ emissions by at least 25 % in comparison to 2020 by the year 2030. In the long term, by converting our melting vats to fully electric or hybrid technologies, we would like to contribute towards the Green Deal.

² <https://www.bvglas.de/ueber-glas/die-branchen/behaeltermaterial>

³ https://www.umweltbundesamt.de/sites/default/files/medien/367/dokumente/glas_2014_deutsch.pdf

⁴ <https://www.umweltbundesamt.at/fileadmin/site/publikationen/R152.pdf>

⁵ <https://www.verpackungsgesetz.com/gesetzestexte/verpackg/>

Environmental and energy management

- Certified basis for our ecological responsibility



The company group undertakes to make use of a certified environmental and energy management system, to avoid or reduce the repercussions on the environment through pollution of the air, ground and waters.

Environmental management system

With the certification of our production sites in Steinbach am Wald, Großbreitenbach, Schleusingen and Ernstthal pursuant to ISO 14001, we seek to implement eco-friendly conduct in our processes and continually improve our environmental management system. The validation is carried out by regular internal and external audits. The results are recorded in an action control plan, and pursued further there.

The environmental teams at the individual sites ensure that processes for fulfilling the requirements posed of the environmental management system and for carrying out the steps for dealing with opportunities and risks, as well as achieving the environmental objectives, are developed, implemented, managed and maintained. They monitor scheduled amendments, assess the consequences of unintentional changes, and, if necessary, take steps to reduce any negative repercussions. At the very heart of the environmental teams is always the Technical Operations Manager, the central Environmental Management Officer of the Corporate Group and the Corporate Officers for Pollution

Control, Water Protection and Waste Management. At specific plants, the teams are supplemented by additional specialists with environmentally-relevant spheres of responsibility/activities. Quarterly Environmental Reviews at the plants, as well as bi-annual central meetings with the Officers, enable a co-ordinated and successful co-operation. In an annual Management Review, the environmental management system is reviewed by the management in regard to suitability, appropriateness and efficacy.

The following steps were implemented within the context of the environmental management in the period under review:

- + Setting up a further exhaust gas purification system with innovative filtering candle technology at the Schleusingen plant
- + Reducing the use of heavy fuel oil, that is harmful to the climate, at the Schleusingen plant by over 40 % (in future, only the residual stocks will still be used up)
- + Setting up a thermal oil heat exchanger system at the Schleusingen plant
- + Reaching the CO₂ reduction targets in the company group



Energy management

All our glass and PET production plants, as well as those of Glas-Cycle GmbH and Wiegand-Glas Holding GmbH, are certified in accordance with ISO 50001. The aim of the energy management system is to continually improve the energy-related services. The validation is carried out by regular internal and external audits. The results are recorded in an action control plan, and pursued further there.

In order to implement and comply with the standard requirements, an Energy Management Officer, who is assisted by an energy team, is appointed at every plant. This team comprises the Technical Operations Management, the central Environmental Management Officer and the Management of the Electrical Workshop, Operations Maintenance, Glass Production, Glass Processing and Energy/Materials Handling. Internal and external experts can, as per project need, be involved as consultants. Quarterly Energy Team Reviews at the sites, as well as bi-annual central meetings with the Officers, enable a co-ordinated and successful co-operation. In an annual Management Review, the energy management system is regularly reviewed for possible optimisation potential.

The following steps were implemented as part of the energy management in the period under review, and have thereby improved the specific energy consumption:

- + Optimisation of the machine utilisation in the field of pre-form production by decommissioning an older production machine
- + Exchanging and renovating a melting furnace in Großbreitenbach
- + Constructing a new melting furnace at the Schleusingen plant

Ecological compliance

A clearly defined environmental complaints mechanism helps us to record complaints in regard to environmental and energy influences, and handle them in a structured manner. All complaints are laid down in the form of a table, and discussed at the quarterly Environmental Review at the site.



Exhaust gas purification system at the Steinbach am Wald plant

Recycling

- Glass and PET circuit

Through our own recycling plants, we manage to achieve significant savings in resources.

Circular economy

The transformation of the economy of the European Union into a circular economy is one of the cornerstones of the European Green Deal – the basis for sustainable growth in Europe and for achieving the climate targets of the EU by the year 2050. The core of a circular economy is always formed by the trident of avoidance, re-use and recycling of substances and materials. This involves looking at the complete life cycle of a product, and optimising it just about everywhere. The improvement already begins with the product design, which promotes re-use and should allow for a high proportion of recycled material. With the materials of glass and PET, which have an outstanding capacity to be recycled, as well as our high-technology treatment, we are on the right track towards contributing to the European circular economy.

Glass recycling

We already recognised the opportunities presented by recycling at an early stage, and invested in in-house used glass treatment plants. At our glass recycling plants, we separate over 2,200 tonnes of glass from impurities, on average, every day. All our glass recycling treatment plants are certified as waste management companies under the German Waste Management Company Ordinance (EfbV). In 2020, with an input of 762,992 tonnes of bottle bank cullet collected we generated an output of 613,517 tonnes of reusable material at our treatment plants. With our plants, which rank among the most advanced of their kind, we obtain an optimised sorting result, thus reducing the quantity of waste materials that cannot be utilised.

For us, it is most essential that consumers return empty bottles and jars to the recyclable material collection. Only in this way do we have the opportunity to recover used glass as our most important raw material, and return it to the infinite loop of manufacturing container glass.

PET recycling

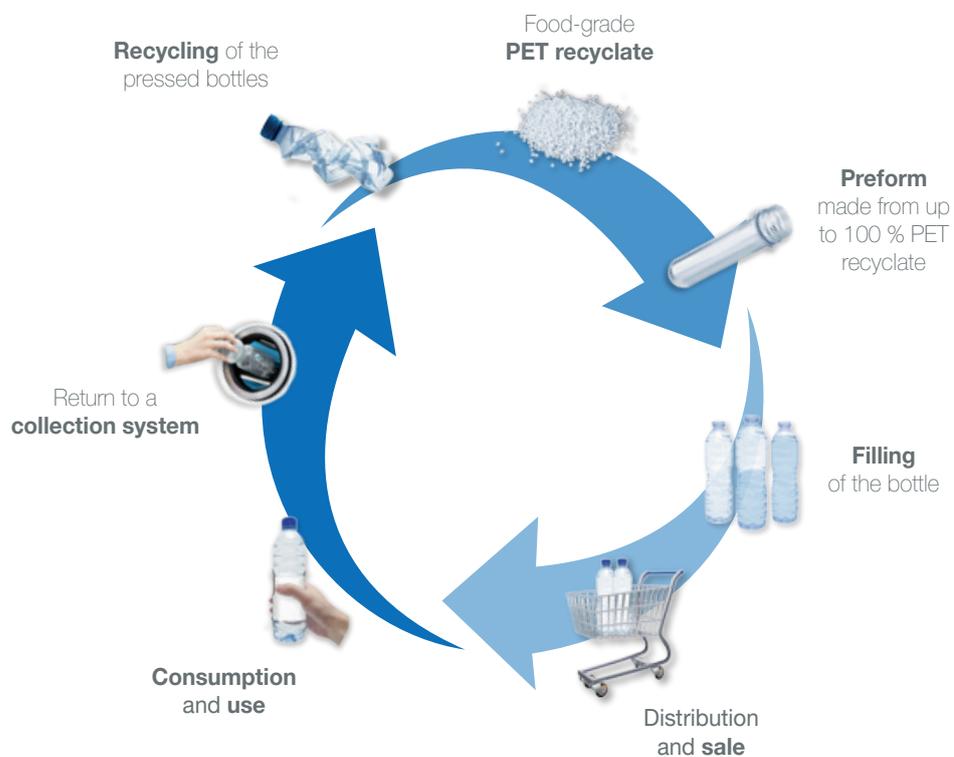
Also with our PET packaging, we have been relying on the use of recycled material since the beginning of the 2000s. Since 2002, over 85,000 tonnes of recycled material have been processed into our preforms. Through continuous optimisation of our processes, we would like to live up to our ambitious environmental objectives. Not only the demand, but also the requirements of the quality of recycled material have constantly risen over the past few years. As it proves increasingly difficult to find a sufficient amount of correspondingly high quality recycled materials on the market, we have decided to pick up the slack for taking action ourselves. In order to comply with our responsibility for eco-friendly production of PET, we are entering into closed-loop agreements with our customers, and taking part in the "zero granulate loss" initiative, as well as in the "Circular Plastic Alliance".

At our in-house recycling plant, we do re-granulation and refinement to obtain recycling pellets that are food safe. Together with leading technology providers, we have, in addition, conceived a unique plant, in line with our expectations, which has been enabling us, since October 2020, to fulfil our high quality requirements. In future, our dedicated PET recycling plant will allow for an annual treatment capacity for recycled material of some 16,000 tonnes. As a result, we are independent of other suppliers, and can guarantee better quality and purity. At this point, we manufacture preforms and PET bottles from up to 100 % recycled material.

Circular economy in the manufacturing of container glass



Circular economy in the PET



Raw materials and other materials

- The origin of our products

Besides the primary raw materials, our products largely consist of recycled used glass or recycled material that we have produced from our in-house treatment plant.

Glass

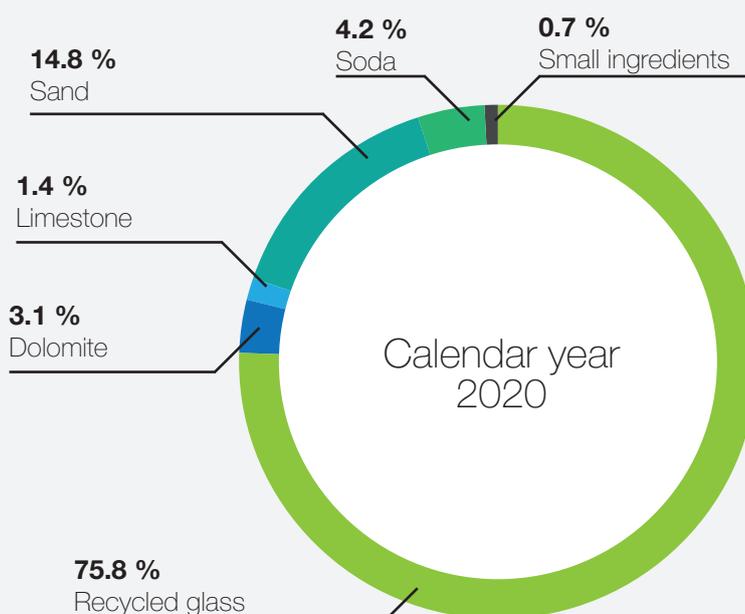
Glass as a material can be recycled in full as often as desired, and is, in that respect, almost entirely produced from natural raw materials. The recycling of used glass is of major import to us, as in this way we manage to reduce the use of primary raw materials, waste and CO₂ emissions.

The Glass production departments of the individual plants, the Technical Operations Management and as the Glass Technology Management are responsible for the composition of the individual formulations. The batch conditioning of the primary raw materials follows a clearly defined process. The primary raw materials of sand, soda, dolomite and lime, as well as refining agents and colourants, are initially stored after they have been delivered. Depending on the formulation, the raw materials and the used glass are dosed on scales and added. Following various automated checks, the raw materials are mixed and put into interim storage, before the mixture is transported to the melting furnace. When manufacturing glass containers, we also pay attention to adopting the most eco-friendly processes possible. In that respect, every bottle produced is, on average, made, to an extent of 75.8 per cent, from re-

cycled glass (2020). When manufacturing green glass, we are in a position to use recycled glass up to 98 %. Amber glass can be manufactured with up to a 93.5 %, and colourless glass with up to a 92.5 % recycled glass. In comparison with the average level of recycled glass in Germany, of 60 %⁶, we are thus setting a benchmark as concerns the use of recycled glass as an important raw material for new glass packaging. The high usage

of recycled glass is only possible due to the high quality in-house glass recycling plants. Due to the high usage of recycled glass, we manage to save over 720,000 tonnes of primary raw materials per year. In addition to that, recycled glass melts at a noticeably lower temperature than the mixture from primary raw materials, which reduces our CO₂ footprint further.

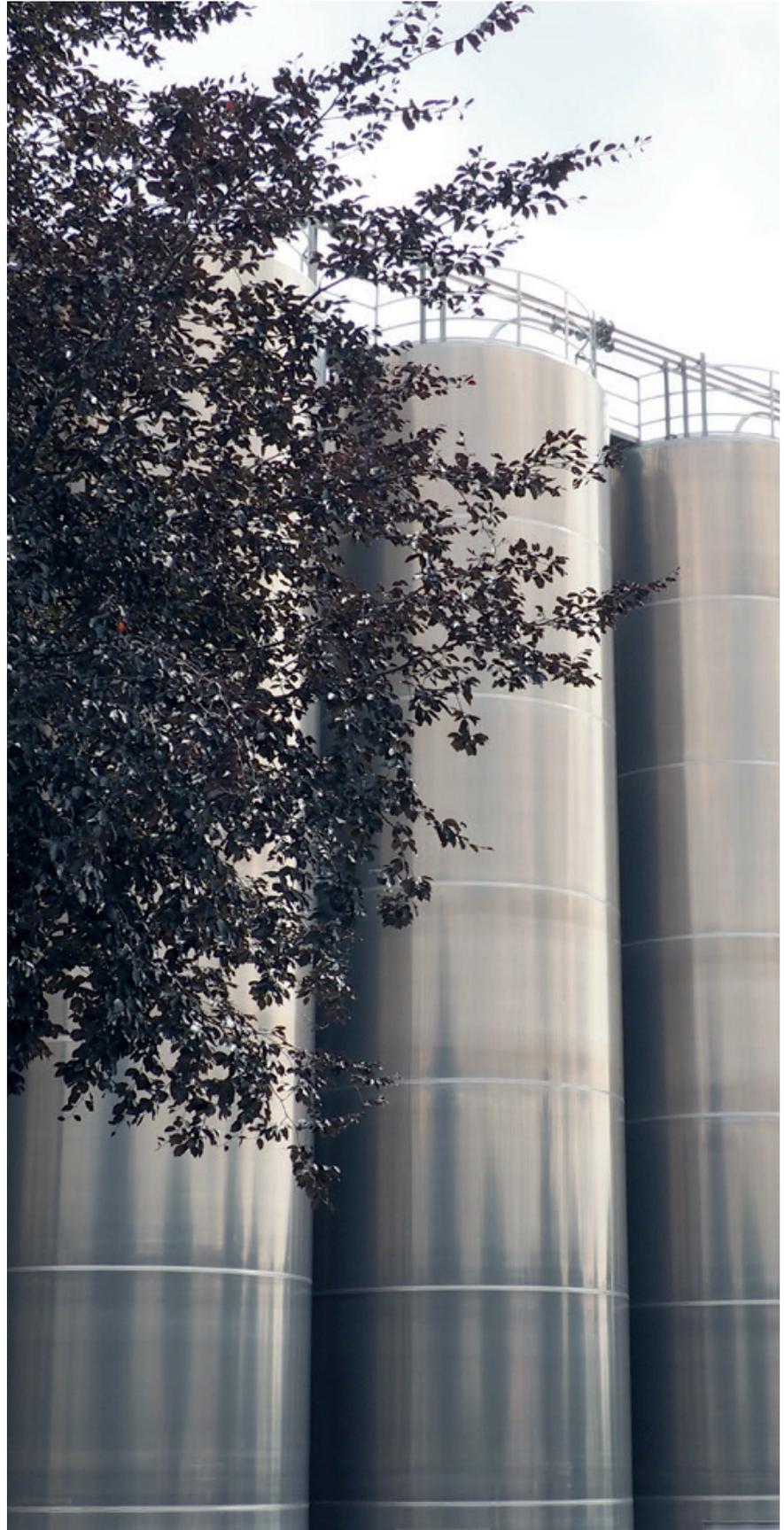
Every bottle produced consists, on average, of:



PET

Polyethylene terephthalate (PET) is a thermoplastic polymer from the family of polyesters, which is produced by means of polycondensation and used to manufacture our pre-forms and PET containers. When the raw material is manufactured, various refinement processes take place, which improve the physical properties, such as the stability of the material. Depending upon the field of application, we use up to 100 % recycled pellets for the manufacture of our products, which have again been returned to the production cycle through our treatment plant. Within two years, we were able to nearly double the proportion of recycled material from 16 % to 31 %. This means that we are already at this point in compliance with the statutory minimum quantities that need to be used, under the Single Use Plastics Directive, of 25 % recycled material as from 2025 in the case of PET beverage bottles, and 30 % as from 2030. Our aim is to continually increase the proportion of recycled material, in line with our customers' requirements.

In order to comply with our obligation in regard to the environment, and make our contribution towards sustainable PET production, it is our concern to constantly reduce the weight of our preforms. We are thereby able to reduce the use of new polyethylene terephthalate, and preserve resources. From 1998 to 2021, the average pre-form weight could be reduced by 40 %.



Recycled material and resin silos at Großbreitenbach

Energy consumption

- Energy efficiency as the ultimate aim

Through the most diverse steps, we can increase our energy efficiency and simultaneously reduce the energy consumption, and thus also the CO₂ emissions.

We seek to reduce the energy consumption through the most diverse steps, in order, to be able to guarantee the energy-efficient production of our packaging made from glass and PET. Manufacturing glass is particularly energy-intensive, as container glass is melted, in a continuous process, at a furnace temperature of around 1,600 degrees Celsius. At the Steinbach am Wald, Großbreitenbach and Ernstthal production plant, exclusively natural gas is used as a fossil fuel to fire the melting furnaces. By the end of 2021, the Schleusingen plant will also

be converted to natural gas as a fossil fuel. As an interim objective, the consumption of heavy fuel oil was already halved by 2020. Besides the use of natural gas, within the scope of the Eco2Bottle projects biomethane from German domestic waste is also used, and thus a regenerative energy source is relied upon. In 2021, already 1,392 MWh was supplied to the gas network. By February 2022, it is planned to supply a further 8,640 MWh.

Glass and PET energy consumption

Glass - Primary energy consumption [GWh] ⁷	CY 2018	CY 2019	CY 2020
Natural gas	1,044.7	1,058.8	1,165.5
Heavy fuel oil	85.1	75.2	22.3
Electricity	234.6	238.8	245.0
Overall energy consumption	1,364.4	1,372.8	1,432.8
Energy intensity quotient for the manufacture of container glass [MWh/t pack]	1.55	1.51	1.51

PET Primary energy consumption [GWh] ⁷	CY 2018	CY 2019	CY 2020
Natural gas	3.3	2.9	2.5
Electricity	40.0	35.1	31.7
Waste heat	13.0	7.5	6.9
Overall energy consumption	56.3	45.5	41.1

⁷ Reduced quantities < 0.5 % of the entire energy consumption has not been taken into consideration; Fossil energy sources relate to the net calorific value.



Reduction of energy consumption

Increasing the proportion of recycling

For every 10 % of recycled glass used, the energy consumption of the melting furnace is reduced by 2.5 % to 3 %. We continue to utilise reheated materials in PET in the field of new goods, in order to thereby save on thermal energy during heating.

Batch preheater

At the Steinbach am Wald plant, a culled batch preheater and two material pre-heaters are installed. With these, the exhaust air from heating the melting furnace flows through the regenerators/recuperators (heat exchangers for pre-heating the combustion air). Either only the cullets are pre-heated there (cullet preheater) or the raw materials and the fragments (batch preheater). Owing to the batch preheaters installed in 2011, after the optimisation phase energy savings of between 10 % and 13 % could be achieved.

Waste heat recovery

In 2020, a waste heat recovery plant was commissioned at the Schleusingen plant. At the Großbreitenbach plant, the waste heat from the exhaust air of the melting furnaces is recovered by means of a number of waste heat boilers. Besides heating the production building, the waste heat is made available to PET-Verpackungen GmbH Deutschland for generating process cooling. From its being commissioned (in 2014) up to and including 2020, already 103.7 GWh of waste heat could be recovered. This corresponds to avoiding 20,944 t of CO₂. Approx. 7 GWh of cooling are generated annually by PET division from the waste heat.

Cooling technologies and compressed air procedures

In particular the generation of heat leads, when processing glass, to a major burden for the machine technology and a high requirement for cooling air for the glass containers that are produced. In order to also comply with our ecological responsibility here, we consistently invest in the latest cooling technologies and compressed air technology. By deploying servomotors in IS machine technology (NIS), the requirement for energy-intensive compressed air is to a large extent reduced. Modern cooling procedures, such as the Invertiflow procedure, help us to introduce the cooling capacity more directly into the product, and thus further minimise the energy consumption in the process of air generation.

Water

- Resource efficiency through use of a closed-loop system

Our industrial waste water from the cooling circuit is once again re-routed to the production process after re-processing.

The coolant from production is re-circulated, and only discharged to a minor degree. This industrial waste water is treated in our corporate settling ponds, in order to subsequently be rerouted back to the production process by pumps. From there, they are routed back, with their polluting load, via various separation systems, into the settling pond, and thus close the circle. Through this recirculation, a considerable proportion of

fresh water can be saved - in our case, well water and water from the remote water supply. Upon commissioning the new factory at the Schleusingen plant, the coolant was, for example, converted for recirculation. In the past, it was fresh water that was used to cool the moulds.

Water consumption

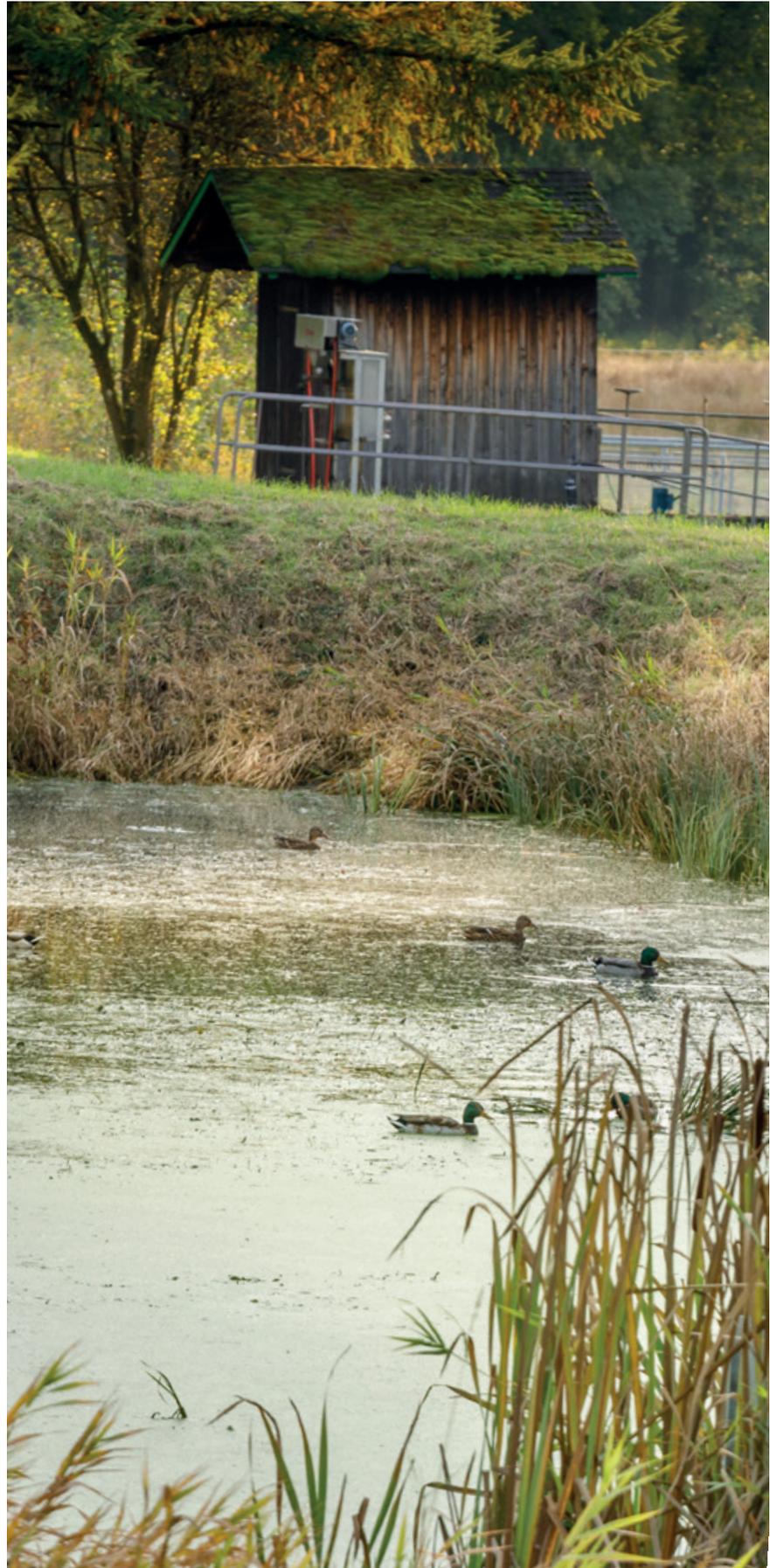
Water consumption for glass in m ³	CY 2019	CY 2020
Well water	214,596	212,078
Water from a remote water supply	19,432	23,294
Overall water extraction from all areas	234,028	235,372
m ³ overall/tmelt	0.24	0.23

Water consumption of PET in m ³	CY 2019	CY 2020
Well water	2838	3,768
Water from a remote water supply	2,723	2,510
Overall water extraction from all areas	5,561	6,278

In addition, we route rainwater into the surface water, as well as sanitary wastewater into the process water sewer, via holding reservoirs. The respective parameters to be observed and the corresponding threshold values are laid down in the various discharge authorisations, and are monitored externally or internally at the intervals specified therein.

The specific water consumption during glass production amounts to 0.23 m³ per molten tonne of glass (2020). We have therefore once again undercut the minimum value of 0.3 m³/tmelt in the production of glass specified in the Best Available Techniques Leaflet (BAT)⁸ by 25 %.

As regards PET, the entire water consumption is comparatively low, compared to glass, as noticeably less coolant is consumed in production. Also in this case, we are working with closed loops.



⁸ https://www.umweltbundesamt.de/sites/default/files/medien/367/dokumente/glas_2014_deutsch.pdf

Settling pond at the Steinbach am Wald plant



Emissions

- Continuous phase reduction of the CO₂ footprint

By deploying the latest technologies and a high proportion of recycling, we make our contribution towards significantly reducing the emissions.

Following the amendment of the Climate Protection Act, Germany's greenhouse gas emissions are supposed to be reduced by at least 65 % in comparison to the emissions of 1990 by 2030. By 2045, greenhouse gas neutrality should, if possible, be achieved. So that we make our contribution towards reaching the targets, we have, within the scope of our certified energy and environment management system, set ambitious goals, which have likewise been defined with a reduction in CO₂.

In the indispensable energy-intensive manufacture of container glass, we endeavour to achieve a consistent reduction in our CO₂ footprint. Through regular general overhauls and new investments in our melting furnaces, we keep the latter compliant with the latest state of the art.

Reduction of GHG emissions

In addition to that, used glass melts at a noticeably lower temperature than the mixture from primary raw materials, which reduces our CO₂ footprint vastly. In 2020, through the use of used glass alone just under 180,000 tonnes of direct CO₂ emissions could be avoided.

Through the use of recycled PET, the CO₂ emissions can be reduced, in comparison to the use of PET virgin material, from 2.19 of CO₂ equivalents/kg PET⁹ to at least 0.70 CO₂ equivalents/kg PET¹⁰. With over 85,000 tonnes of recycled material having been deployed since 2002, just over 125,000 tonnes of CO₂ could be avoided in the PET production, taking the values quoted into consideration. With our own recycling plant, we are increasing the overall use of recycled material, and with an annual quantity of 16,000 tonnes recycled, are guaranteed to save just under 24,000 tonnes of CO₂ emissions per annum in comparison to what would be the case using new PET granulate.

⁹ <https://www.plasticseurope.org/en/resources/eco-profiles>

¹⁰ https://www.nabu.de/imperia/md/content/nabude/veranstaltungen/171025-nabu-01b_studie_verwendung-und-recycling-pet-deutschland.pdf

Direct GHG emissions of our production sites and intensity (Scope 1)

The emissions are accounted for in accordance with the underlying principles of the Greenhouse Gas Protocol (GHG).

In Scope 1, all the CO₂ emissions that can be directly controlled by the reporting entity (direct CO₂ emissions) are shown. This includes the burning of fossil fuels (natural gas and fuel oil S), as well as CO₂ emissions from chemical and physical processes (carbonates and coke).

In order to guarantee the comparability of the various components, all emission factors are converted to the unit CO₂ equivalents. The corresponding value in CO₂ equivalents specifies how greatly an emission factor contributes towards global warming in a particular period compared to the same quantity of CO₂.

Glass Scope 1 – Direct GHG emissions in t CO ₂ equivalents	CY 2018	CY 2019	CY 2020
Natural gas	207,714	210,260	231,138
Fuel oil S	24,583	21,639	6,417
Carbonates + coke	39,991	39,588	45,396
Total of Scope 1 emissions	272,288	271,487	282,951
Intensity of the Scope 1 emissions from the manufacture of container glass [Total tonnes CO ₂ equivalent/t pack]	0.312	0.303	0.301

The direct, specific CO₂ emissions (gate-to-gate) of the Wiegand-Glas group, which can be attributed to the manufacture of container glass (Scope 1), were able to be reduced by 11 % from 2013 to 2020.

PET Scope 1 – Direct GHG emissions in t CO ₂ equivalents	CY 2018	CY 2019	CY 2020
Natural gas	672	585	507
Total of Scope 1 emissions	672	585	507

Also in the PET Division, a significant reduction in Scope 1 emissions by just over 12 % annually can be seen in the period from 2018 to 2020, and overall nearly 25 %. If this trend continues, the number of climate-damaging emissions will already be nearing zero in 2026.



Pollutant emissions

With the aid of innovative technologies, we are managing to reduce the emission of SO_x, NO_x and dust.

At the Steinbach am Wald plant, the largest melting furnace is designed as a LONO_x[®] melter. Due to the innovative design of the furnace, NO_x emissions of less than 400 mg/Nm³ are achieved. With conventional end-fired furnaces, such low NO_x emissions can only be achieved by using secondary steps (an additional exhaust gas purification stage).

Our exhaust gas purification plants help us to fulfil the statutory requirements of the Technical Instruction on Air Quality Control (TA-Luft), the BAT conclusions and the requirements of the Federal Pollution Control Act (BImSchG). Our awareness of responsibility and the intensification of the statutory requirements cause us to continually invest in advanced flue gas purification plants. At Steinbach am Wald in 2018, and Schleusingen in 2020, a new flue gas purification plant

with ceramic candle filters was commissioned. This is where both the denitrification and the desulphurisation, as well as the dust removal from the exhaust air, are carried out, in a cleaning stage. At Ernstthal, an existing flue gas purification plant (electric filter) was extended by an additional honeycomb catalyst in early 2019. With these three steps, especially the dust and NO_x emissions are once again considerably reduced.

Through the investments in most advanced flue gas purification plants explained, the specific pollutant emissions in the air could be reduced, between 2010 and 2020, as follows:

- + Dust: 57 %
- + SO_x: 20 %
- + NO_x: 20 %

Significant pollutant emissions

Significant pollutant emissions in tonnes	CY 2010	CY 2019	CY 2020
NO _x	1001	956	952
SO _x	610	543	582
Dust	13	7	7

Significant specific pollutant emissions in kg/tpack	CY 2010	CY 2019	CY 2020
NO _x	1,277	1080	1,021
SO _x	0.780	0.613	0.624
Dust	0.017	0.008	0.007



Waste management

- Avoid, recycle, eliminate

Sustainable waste management is of great significance to us.

Our primary objective is to avoid the waste or reduce it as much as possible, in order to continually lower the proportion of materials to be disposed of or thermally recycled. The second step is to check options for second use or recycling, and, if necessary, develop alternative methods of disposal.

After the waste has been reported by the entity creating the waste, with all the relevant data, an organisational unit which is integrated into the Central Purchasing Dept. in Steinbach am Wald takes on our waste management. Reports on the disposal of waste are checked there, the method of disposal determined, suitable disposal/recycling partners sought, terms and conditions and deadlines negotiated, the waste disposal scheduled and ordered, and the statistics kept. When selecting the carrier and waste management company, the waste management checks whether the

necessary approvals exist. One Waste Management Officer per site provides assistance in determining the waste, as well as the documentation, within the context of an annual report. All relevant quantities of waste that arise within the scope of production and the treatment of used glass are recorded by the Waste Management, and monitored. In that respect, construction work in the field of furnaces and general construction work (in particular excavated earth) affect the quantity of waste.

The work of the Waste Management does not end here, however. Rather, it is a matter of constantly reviewing processes, instructions and equipment and developing new possibilities for disposal or, ideally, for secondary use and recycling. A positive example for avoiding waste in the glass industry is, for example, the use of reusable plastic layers, instead of single-use cardboard pack-

aging, when palletising the finished products. The reusable plastic plates can be used repeatedly, and thus make a substantial contribution towards avoiding the occurrence of paper waste. Plates that can no longer be used can, moreover, be routed to the plastic recycling process. As regards PET, foldable reusable pallet cages made of metal, as well as reusable cardboard packaging, are used to transport the products. Through the repeated use, a considerable proportion of packaging waste is thus avoided.

However, technical innovations are promoted as well and claimed through consistent waste management and the monitoring of waste. In this way, the proportion of the residual materials to be deposited could be significantly reduced through a conversion of the glass recycling plant in Steinbach am Wald.

Waste incurred for disposal

All waste of the company group which is disposed of externally falls into this category.

Any waste which constitutes a potential hazard for the environment is designated hazardous waste.

Glass Production	CY 2018	CY 2019	CY 2020
Total weight of the waste generated in tonnes	9,124	9,579	5,769
of which hazardous, in t	1,378	1,258	1,499
of which non-hazardous, in t	7,746	8,321	4,270

Glass - Recycling	CY 2018	CY 2019	CY 2020
Total weight of the waste generated in tonnes	161,709	160,785	128,464
of which hazardous, in t	0	0	0
of which non-hazardous, in t	161,709	160,785	128,464

PET	CY 2018	CY 2019	CY 2020
Total weight of the waste generated in tonnes	403	268	236
of which hazardous, in t	18	18	19
of which non-hazardous, in t	385	250	217

Recovered waste - glass recycling

The input of used glass into our recycling plants falls under this category.

Recovered waste in tonnes	CY 2018	CY 2019	CY 2020
Input, pre-sorting (preparing it for recycling)	758,095	855,021	762,992
Cullet ready for use	544,847	582,639	613,517

4.

Products

- Variety with the highest claims to quality and safety

With us, the production of progressive and exciting products goes hand in hand with our responsibility to act sustainably and protect the environment. With our Eco2Bottle concept, we have created our own brand, behind which lies an innovative packaging solution involving various activities that reduce our CO₂ footprint substantially. Also in the Logistics division, our focus is on the eco-friendly transport of our products. All these activities come under the heading of a high claim to quality and safety in regard to our entire range of products and services.

75 %

Potential for savings in regard to CO₂ emissions through the Eco2Bottle concept

47

trucks for transporting our products

850,000

PET containers produced per day

8 million 8 million

preforms produced per day

glass containers produced per day

Sales markets

- Product and market portfolio

Our products are principally manufactured for drinks and food.

Glass

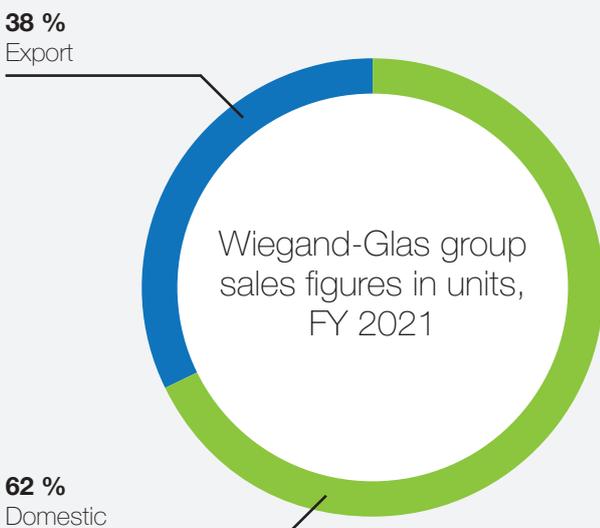
Our products made of glass are predominantly made for drinks and beverages. Drinks and beverages are obtainable in our containers across the globe. Our principal sales market for glass containers is, however, in Europe. In that respect, we generate 62 % of our sales in Germany. The most important sales markets on the European continent include France, Belgium and Italy. However, also

on a global scale, products of the Wiegand-Glas group are in demand – for example, in regard to Cuban rum.

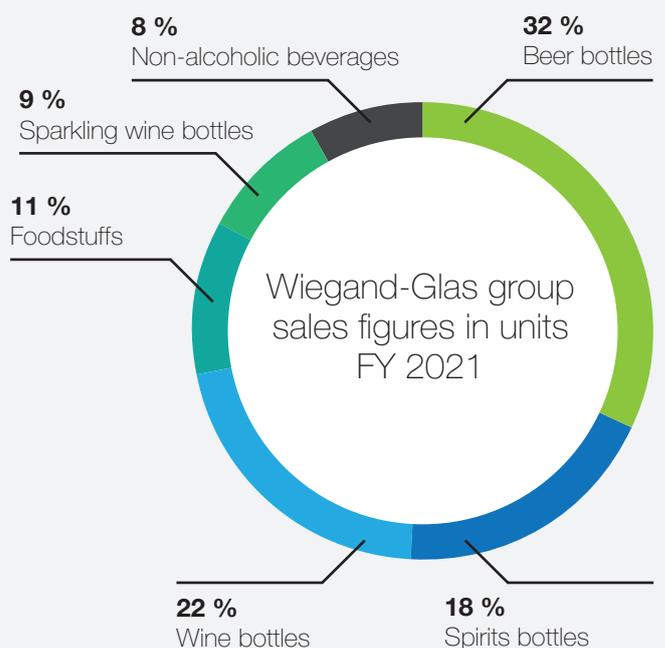
In that respect, our product portfolio in the Glass Division extends over virtually the entire market spectrum, and ranges from liquor bottles to classic beer bottles and food jars. This broad expertise in the manufacture of container glass makes us one of the most advanced glass manufacturers worldwide. In close co-oper-

ation with our customers and partners, already numerous product solutions, leaner and more efficient processes and sustainable alternatives have been created. We, at Wiegand-Glas, always give 100 % for the optimum packaging solution for our customers' products.

Domestic/export sales quotas for glass



Sales for the product segments glass



PET

In the PET division, we likewise manage a broad customer and product portfolio. In that regard, a variety of small and large mineral spring companies, yet also groups of companies, rank among our customers. Our core product is the manufacture of various preforms for the beverage industry – this line of business makes up almost 90 % of our sales in the PET division. Other customers also ap-

preciate us for the fact that we can offer them the two-stage process right up to the finished bottle – and it is important to us, too, as manufacturers, to be able to present the entire product range. Thus, our weight portfolio with preforms ranges from 13.5 g to 481 g for volumes of 60 ml to 30 l. Overall, we offer over 120 different preform designs. We produce bottles in a variety of designs, ranging from a capacity of 10 ml to 1,500 ml.

As regards PET, the ongoing ecological and economic optimisation of our portfolio when developing products means a lot to us – therefore, our own recycling plant for PET constitutes a major gain in flexibility when using raw materials.

Domestic/export sales figures for PET



Sales figures in units for PET



Product development

- Always up to date

With us, the production of progressive and exciting products goes hand in hand with our responsibility to act sustainably and protect the environment.

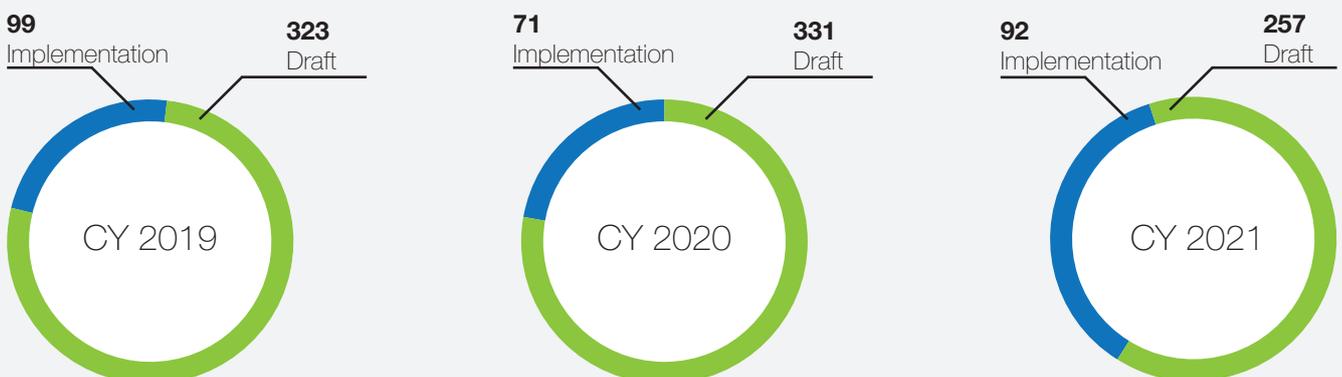
The reduction in packaging waste, the re-use of packaging and the great suitability for recycling are at the heart of our product development. Simultaneously, we are convinced that, depending upon the end product, the right packaging solution exists to live up to its individuality, quality and claim.

In order to continue to guarantee economic and expedient sustainable production of packaging in Germany in the future, the ongoing optimisation of our products and production processes forms a further pillar of our product and process development. Thus, we are not only ensuring the readiness for the future of our products and those of our customers, but also protecting the jobs at our sites.

Megatrends such as individualisation, new health and digitalisation are additional components that influence the product development and portfolio today considerably. The protection of packaged food is gaining ever-increasing significance. Consumers' quality claims in regard to food and its packaging are rising steadily – and there is nothing wrong with that. Simultaneously, the packaging solution is a marketing platform, and should highlight the individuality of the end product.

Will the glass bottle or the PET container in future be aware of its own content? Is communication between manufacturers, filling companies and consumers possible via the medium of the container? These questions will also occupy us in future, as they could enable sustainable monitoring of the entire supply and value creation chain, right up to the consumer. We are convinced that the future of the sustainable packaging is smart.

Number of new containers developed in glass ¹¹



¹¹ The values for Calendar Year 2021 relate to the period from 01/01/2021 to 22/07/2021.



Quality and safety

- highest requirements posed of our products

With high claims in regard to quality, together we create the basis for our success.

This makes living out a quality culture, with a clear focus on customer requirements, indispensable in our production processes. The yardstick for the quality of our entrepreneurial approach is our economic, social and ecological footprint. All sites are certified in line with the criteria of ISO 9001 quality management and in accordance with HACCP food safety. The objective is to eliminate hazardous health risks, such as critical bottle faults, factors that make a person ill or foreign bodies in bottles.

As a manufacturer and supplier of food packaging to customers from the beverage and food industry, we bear a great deal of responsibility for the safety of the end users. In order to guarantee this, we regularly conduct risk analyses along the processes to the manufacture of packaging and in the machine, spatial and staff environment, in line with an established assessment scheme. In this way, we identify faults affecting the health or safety of our customers, the elimination of which we attend to promptly, by taking adequate measures. Production downtime and inferior quality are considerable sources of economic and ecological wastage. In order to counteract that, we continually enhance our processes and products, with the aim of remaining the technological leader in our industry. Through the use of modern monitoring

and control systems at all our sites, we implement a closed-loop process.

The manufacturing process and the quality testing of our products made of PET and glass are assisted by the most up-to date software solutions, so that a gap-free record of all relevant data and parameters can be accessed at any time. An MDR system (= machine data recording) enables us, for example, to record and monitor all machine and system data. We thus have an overview of the control of processes, and can fully control and improve parameters of our products relating to quality already during manufacture.

Glass

All products made of glass are tested for their quality. In this context, our sophisticated quality management system ensures that, at any given time, only glass containers of the highest quality leave the production plants. Fully automatic formulations form the basis for a stable melting process in glass manufacture. With the aid of most modern inspection systems that are co-ordinated with one another, we guarantee 100 % quality assurance. We use the data arising therefrom for our OIP (= Ongoing Improvement Process). With such continuous improvements, in small steps, we wish to optimise our

product, process and service quality further.

State of the art measuring and control systems help us to monitor and control parameters, such as the mould temperature, the gob drop and the drop weight. Using infrared technology, an initial quality inspection will already take place directly after the items leave the production machine. As the glass container is still in a hot state at that stage, this allows us to intervene with any correction measures at an early stage in the manufacturing process. The finished glass containers are tested at the so-called "cold end" by way of a multi-stage process. This is supplemented by a statistically complex random sampling in fully automated mini-labs. Additional laboratory analyses in the fields of glass recycling, glass manufacture and quality assurance aid the testing process. In the field of glass manufacture, for example, regular checks of incoming raw materials and colour measurements are carried out, as well as determining the glass composition at the melting furnaces.

PET

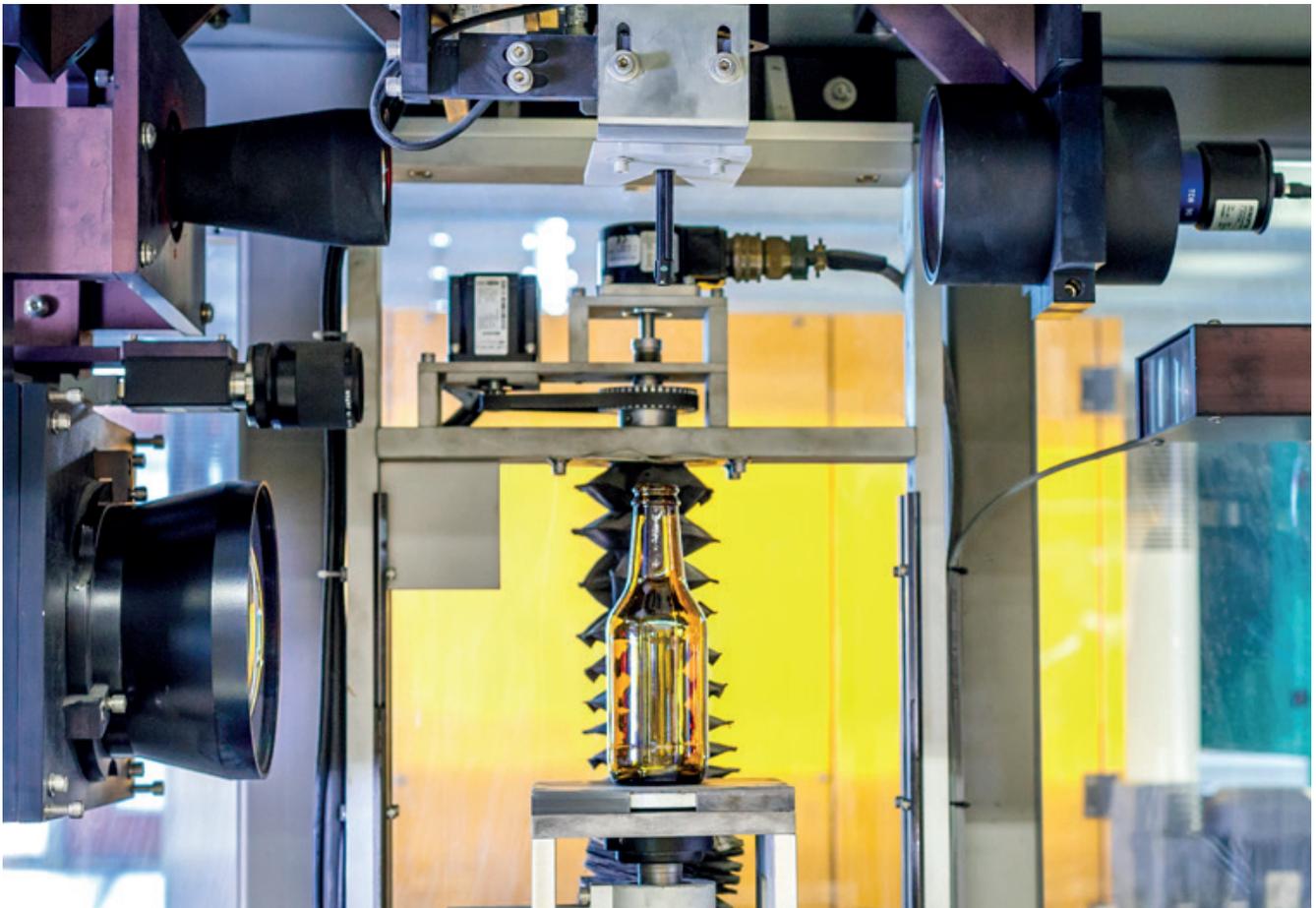
In the PET division, too, we are continually investing in innovative production technologies and processes. Using the latest production methods and networked production guarantees the seamless retraceability of our products and enables ongoing process improvement. Our PET granulates, preforms and PET bottles are continually subjected to quality inspections.

Already when accepting the granulate, as well as during the production process and afterwards, we check the finished product. Using laboratory analyses, the PET granulate is checked, on a random sampling basis, among other things in regard to the composition. During manu-

facture the processes are monitored online, and all relevant data recorded. This involves the use of statistical process control (SPC) of the production machines supplying the basic data for recognising potential for optimisation during the production process. Any faults can, in this way, be rapidly identified during production, so that the energy consumption is reduced. During manufacture, the quality of the products is ensured, by the wall thickness or the finish, for example, being examined for any abnormalities.

In particular the transparency of the container, its breakage resistance, the low weight and its excellent capacity for recycling generally make PET an attractive material. PET bottles and PET containers thus offer end customers a high degree

of convenience and safety. Using multi-layer technology enables the manufacture of multi-layer preforms to meet customer-specific barrier requirements. In this way, the product content can be better protected.



Quality control of a produced glass container



Eco2Bottle

- 1
- 2
- 4

Sustainable product development

By using the Eco2Bottle concept, we have, in the projects up to now, been able to save up to 75 % of the CO₂ emissions for each individual product.

Glass is an inert packaging material and can be recycled as often as desired. The production of glass packaging is, however, also energy-intensive. Nevertheless, there is great potential, at all stages of production, to avoid, reduce or compensate CO₂ emissions. With Eco2Bottle, Wiegand-Glas has, as a first in corporate history, developed a concept that analyses all the stages and consistently makes use of the potential. It takes into account various activities for improving the CO₂ footprint, and can be deployed for any existing glass packaging.

For every Eco2Bottle project we examine the individual packaging solution with precision, and calculate a most specific CO₂ footprint of the original product. In doing so, we encourage our partners to take the entire supply chain into account. Consequently, we arrange for every step aimed at reducing and improving the effects of the product to be analysed in an in-depth manner. An optimally customised toolbox helps us weigh up all the measures identified and work out solutions for tasks that appear impossible today. The consumer plays an important role in this process, as the greater demand for climate-friendly packaging is attributable to him or her. With the powerful Eco2Bottle brand, the consumer is directly involved in the process and is given perfect orientation for a sustainable purchase. Thus, an integral perspective and a joint conviction along the entire value creation chain arises.

We have a scalable toolbox available to use on many products, geared to ensure more sustainable glass packaging. On the other hand, it is, however, also inspiring to have customers by our side who would like to go this route with us and, in a co-operative manner, accompany the development of the concept right up to the finished Eco2Bottle product, over an extended period of time. We also, above all, wish to pass on, with the entire concept, the message that acting sustainably, irrespective of in what area, is in fact driven by the commitment and initiative of individuals, however, for sustainable success, a collective conviction is always needed.

The tool box



Concept development

In every Eco2Bottle project, every packaging product is individually analysed. The aim is to identify and implement optimisation potential together with customers and consumers, along the entire value creation chain of the product. This creates new perspectives on tried-and-tested processes.



Recycling

Recycling is the key to the success of glass as a packaging material. In the context of Eco2Bottle projects we attempt to implement the highest proportion of used glass in production slots. In Germany, the average proportion of recycled material is 60 %¹². Depending upon the product and colour, we can promise used glass proportion of up to 98 %.



Weight reduction

The more glass we need, the greater is the CO₂ footprint of the product. Therefore, weight reduction is an effective lever for a reduction in CO₂. Through our expertise in product and mould development, as well as our high-tech quality control, we make Eco2Bottle products lighter than anyone would imagine possible.



Optimised packaging

To use the cargo hold efficiently is one of our strategies, in order to reduce the carbon effects of the transport. We implement pallet heights of up to 2.90 metres. Additional options include reusable interim layers and stacked pallets. More items per pallet means less CO₂ emissions per item. All components of the pallets, such as film, cardboard packaging and interim layers, are produced in an eco-friendly manner.



100 % green electricity

Electricity is one of the main causes of emissions when melting glass. For the production of Eco2Bottle products, we offer to use electricity from renewables, such as hydro-electricity.



100 % biomethane

Fossil fuel from natural gas remains the most important source of energy for melting glass. In this respect, we are able to replace natural gas by biomethane.



Strong partnerships

We carry out Eco2Bottle projects with our partners along our entire supply chain. We can offer around 100 % recycled film or packaging materials from our suppliers. We also co-operate with partners, in order to calculate carbon dioxide footprints and invest in certified climate projects.



Logistics

With Wiegand-Logistik, an entire division takes care of the outgoing and incoming transport. We have also made it our task, with a greater proportion of rail transport, to achieve substantial relief for the streets and environment.



The Greener Glass

www.eco2bottle.de

¹² <https://www.bvglas.de/ueber-glas/die-branchen/behaelterglas/>



Ecologically sound transport

- Wiegand-Logistik delivers our products to the customer

The Wiegand-Logistik division is responsible for the outgoing and incoming shipments of the Wiegand-Glas group.

Our primary aim is to supply our customers, both within the group and externally, in the best possible way and just in time. For that purpose we possess our own latest generation fleet, with a fixed regular workforce of medium-sized sub-contractors. Our current fleet consists of 47 vehicles of the Euro 6 Standard, including 10 megatrailers. In order to be able to respond more flexibly and faster, we additionally cooperate with national and international group forwarding agents.

We process a total of around 110,000

orders per annum in the fields of distribution and bulk goods. At the forefront is the ongoing further development in regard to the carriers deployed and our internal processes. Safety and reliability have the highest priority, in that respect. So that every load reaches its destination safely, we rely on special equipment for the glass industry. In our own corporate motor vehicle workshop, any problems that have arisen can be quickly and directly solved on site. In order to maintain a constantly high level of quality, our workflows in the field of quality manage-

ment are certified in accordance with ISO 9001:2015. In regard to the handling of transport, we rely on digital processes, from recording the order to vehicle telematics and archival of the freight-related documentation.

In that respect, the conservation of resources and our environment also play an exceedingly important role for Wiegand-Logistik in the transportation process.

Efficient capacity utilisation of the cargo hold

As a mass manufacturer for customers throughout the entire world, we are constantly re-considering the images on the packaging specification of our products, and trying to get the most out of optimising the height, quantity and packaging materials used on every pallet. By doing so, year after year we save many tonnes of CO₂.

Alternative propulsion systems

We have already been able to convert our internal transportation almost entirely to a total of 129 electrically-operated industrial trucks. Thus, a total of 16 diesel appliances has, for example, been exchanged at the Schleusingen site in the past few years. The objective is to refrain entirely from using diesel forklifts in the year 2022. With the incoming and outgoing traffic, we are still in the test phase. After we already gathered our first experience with LNG-driven lorries, the first test with a hydrogen-based technology is yet to be conducted. In the field of private cars, in 2021 we replaced eight diesel-driven cars by electric vehicles.

Eco2Rail – the greener logistics

The changeover to using the railway as a safe and sustainable means of transport especially came into focus in the “European Year of the Railway 2021”, and is considered an irreplaceable alternative to the classic transport by lorry. More than 80 million railway tonne-kilometres since 2013 prove a point. We have made it our task to achieve a greater proportion of rail transport for our incoming and outgoing raw materials and goods. Notably, for example, the rail connection at the Steinbach am Wald site is being carefully repaired and brought up to date. Commissioning is scheduled for 2022. The factory can, in future, be supplied with rolling stock by the DB Cargo transshipment point in Saalfeld on a daily basis. Besides the shipping of our products, it will then also be possible to obtain raw materials, such as soda, by rail.

Getting our railway freight transport back on track at our Schleusingen production site is likewise in the pipeline. The implementation of a closed-loop model is envisaged for the Schleusingen site. With newly developed containers, goods can, in that way, be shipped by lorry or train,

and, on the return route, used glass can be transported into the factory.

In April 2021, we were able to commence the joint “Rotkäppchen-Mumm Train” project of our logistics and sales departments. Since April, we have been transporting at least 20 loads per week to our customer by rail. The goods are taken to the transshipment point in Saalfeld using a lorry with long trailer. Said transport vehicles can transport two pallets more per load in this way. From Saalfeld, the goods are taken on a goods train to the transshipment point in Braunsbedra, from where the pallets are finally delivered to the end customer using a lorry. According to scientific calculations, with every lorry-load that we ship by rail we save around 96 grammes of CO₂ per tonne and kilometre, compared to using road transport exclusively.¹³



¹³ <https://www.umweltbundesamt.de/themen/verkehr-laerm/emissionsdaten#tabelle>

5.

People and Society

- successful through our staff

The fascination for the materials of glass and PET unites all the employees from all the sites of the Wiegand-Glas group. Our staff forms the foundation for our success, by committing themselves to the company every day. In addition, we embrace the local areas we are based in, acknowledging a particular responsibility for society. This is why we like to think of dedication as a matter of course rather than an obligation.

223

employees who have belonged to the company for more than 30 years

21

apprenticeships and dual courses of study

98 %

acceptance quota of our trainees

171

new staff in the Financial Year 2021

435

certified first aiders

Attractive employer

- Designing the future together

Social responsibility is particularly important to us.

For centuries, our family has, together with the generations of our employees, been involved in the production of packaging made from glass and plastic. For we would not be as successful and highly productive if we did not have committed employees working for the company on a day-to-day basis.

Unlike the general trend, we like to hire and employ our staff locally in Germany

and develop local sites. Our goal is to seek out professionally qualified, highly motivated and team-orientated employees keen to join our group. As a prerequisite for that, in turn, we offer existing and potential new employees a wide range of opportunities for development and attractive working conditions.

At all our production sites, we provide canteens with an upgraded design.

Roof terraces, moreover, invite our staff to spend the break outdoors. Spacious staff facilities give everyone the opportunity to make their way home feeling refreshed after finishing work. Staff are provided with industrial clothing tailored to requirements, and these are regularly professionally cleaned. An advanced office concept with flexible and adaptable workstations ensures a pleasant working atmosphere. We moreover offer the best possible lighting for workplaces, cutting edge hardware and software, and various arrangements for increased ergonomics at the workplace. Some 90 per cent of our staff are subject to collective bargaining agreements.

What we value

Our corporate principles do not only exist on paper. In collaboration with our employees, we live them out, every day, for ourselves, our customers and the people in our area.



Responsible co-operation

With a high investment tempo and a growth that is derived from our own strength, we are, for the people who, with enthusiasm and the right attitude, ensure the success of the group, a secure employer – now and in future. In that respect, the responsibility goes beyond the company. We know that the health is our most valuable asset. With extensive safety measures and programmes in the field of work, as well as many health and precautionary measures, we ensure that everyone comes to work healthy every day, and actually goes home to his or her family in an equally healthy state, too.

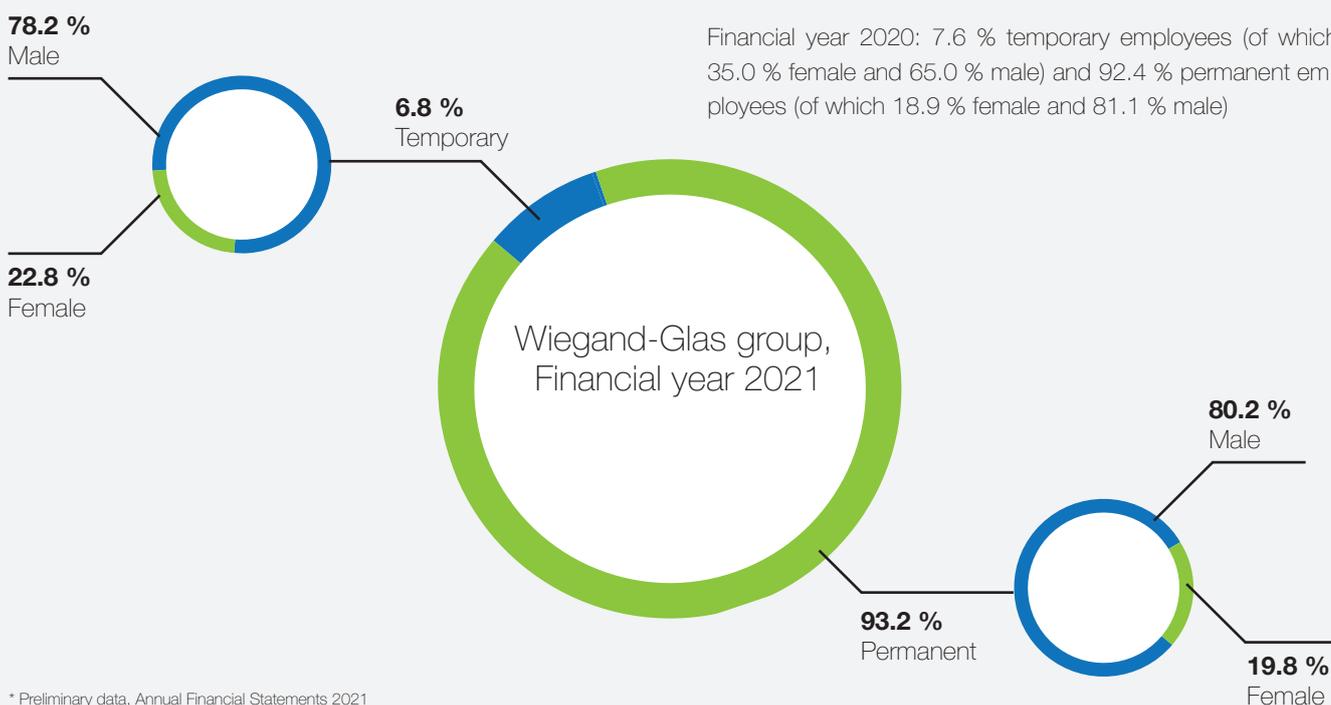
Success-orientated thinking and acting

With the passion for outstanding products made of glass and PET, combined with enthusiasm for the most-up-to-date technologies, innovative spirit and the experience of generations, our employees, together with us, ensure that we permanently stand for outstanding quality. With the continuing education and constant further development of our staff, we have, for centuries, been successfully fulfilling the claim of both our company and our customers.

Number of employees

	FY 2019	FY 2020	FY 2021*
Average number of employees deployed during the Financial Year (Total)	1,942	1,933	1,950
Employees (excluding the Management)	382	378	391
Trainees	82	76	78
Industrial employees	1,478	1,479	1,481

Employees deployed in the Financial Year 2021



Financial year 2019: 6.5 % temporary employees (of which 24.4 % female and 76.6 % male) and 93.5 % permanent employees (of which 19.1 % female and 80.9 % male)

Financial year 2020: 7.6 % temporary employees (of which 35.0 % female and 65.0 % male) and 92.4 % permanent employees (of which 18.9 % female and 81.1 % male)

* Preliminary data, Annual Financial Statements 2021

A high degree of employee engagement forms the basis for the stability and continuity of our family business. With great investments in the latest technologies, yet also the ongoing development of our employees, we are today securing our future, under constantly changing conditions.

Employees joining the Wiegand-Glas group

FY 2019	< 30 years	≥ 30 < 50 years	> 50 years	Female	Male	In total
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Recruits (absolute)	107	115	36	61	197	258
Proportion of recruits in the total workforce (in per cent)	5.2 %	5.6 %	1.8 %	3.0 %	9.7 %	12.7 %

FY 2020	< 30 years	≥ 30 < 50 years	> 50 years	Female	Male	In total
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Recruits (absolute)	52	73	38	45	118	163
Proportion of recruits in the total workforce (in per cent)	2.4 %	3.3 %	1.8 %	2.1 %	5.6 %	7.8 %

FY 2021	< 30 years	≥ 30 < 50 years	> 50 years	Female	Male	In total
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Recruits (absolute)	76	62	33	30	141	171
Proportion of recruits in the total workforce (in per cent)	3.6 %	2.9 %	1.6 %	1.4 %	6.7 %	8.1 %

Employees leaving the Wiegand-Glas group

Fluctuation ¹⁴	FY 2019	FY 2020	FY 2021
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Employees leaving (absolute)	187	193	222
Fluctuation (percentage)	9.3 %	9.2 %	10.5 %

Employees on parental leave

Flexible working models enable our employees to balance family and occupation. In addition, we assist our employees with the offer of a company pension scheme, as well as a parental leave scheme. Pursuant to the Federal legislation on parental allowances and parental leave (BEEG), all employees have a claim to parental leave. All staff who have taken parental leave in the present financial years have subsequently returned to their jobs.

Number of employees who have taken parental leave	FY 2019	FY 2020	FY 2021
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Female	16	17	18
Male	40	40	43
In total	56	57	61

¹⁴ The number includes short-term employees leaving the company (vacation workers, ...) and the marginally employed



Training

- Staff development with great dedication

With the continuing education and constant further development of our employees, we have, for centuries, been successfully fulfilling our employees' claim to outstanding quality.

Being deeply rooted as partners in the municipalities where our factories are located plays a major role for us. For we would not only like to hire qualified people, but invest in the future of the youth as well. With a varied range of traineeships, we are well placed. In order to make young people enthusiastic about us and the manufacture of packaging made of glass and PET at an early stage, besides tours for school groups we also offer opportunities for internships, an introduction to training, and more.

Our trainees have for many years ranked among the best. We have repeatedly, most recently in 2021, been distinguished as a top training company by the Upper Franconian Chamber of Commerce and Industry in Bayreuth, as well as the Southern Thuringian Chamber of Commerce and Industry in Suhl. All our technical trainees are trained in the internal company training centre and in the individual departments, by experienced trainers, who impart the necessary knowledge in theory - together with the vocational school - and practice. Successful completion is the best prerequisite for being incorporated into the permanent staff.

- + 21 different occupations to train for and dual courses of study (as from September 2021: 22)
- + 98 % of trainees have been taken on and given a permanent employment contract since 2010

The transitions from school to vocational training or a degree course are diverse. Contact with students from the region is very important to us. At all our sites, with corresponding co-operation agreements we cultivate a good and constructive co-operation with grammar schools, technical colleges and secondary schools or mainstream and middle schools. Such partnerships offer the young people the option to get to know our company, obtain practical insight into the professional and working world, make initial contacts with training officers, and be able to try out various fields of work, and thereby develop an interest in a particular occupation. We also make an offer to students to supervise their dissertations within the scope of internships.

For our current staff, we provide a comprehensive range of continuing education, both internally and externally, in order to extend the skills and capabilities of our employees that are needed on a daily basis. For all staff, an individual development and career plan is laid down. Due to the pandemic conditions, hardly any continuing education was implemented in the financial year 2021, either internally or externally. The overall figures are thus not comparable with those from the previous financial years.

	FY 2019	FY 2020	FY 2021
Number of continuing education courses and instruction	2,104	2,571	907

Continuing education took place, inter alia, on the following topics:

- + Imparting specialised knowledge in the field of glass manufacture and processing
- + Organising training courses on software and programs in the technical and commercial fields
- + Providing general instruction, e.g. as regards health and occupational safety



Health protection and occupational safety

- Fit, healthy and safe

The safety and health of our employees at work is important to Wiegand-Glas. Retaining and promoting the health has top priority.

Occupational health and safety are always a major concern for us. All our glassworks are currently certified in line with the ISO 45001 Management System for Occupational Health & Safety Standard. Included are not only the employees in our corporate group, but also third-party company staff and employees from upstream and outsourced processes, such as external pallet repair.

Promoting occupational health and safety is based on five pillars:

- + Occupational Health Management
- + Preventing accidents at work
- + Employee involvement in accident prevention
- + Clearly defined responsibilities
- + Regular training and instruction

Occupational Health Management

Work and health are closely related to one another. For us, this means designing work in such a way that it assists and promotes the health of our employees in the best way possible. In the period under review, the entire Wiegand-Glas group introduced occupational health management in collaboration with AOK Plus and AOK Bayern. All activities for promoting occupational health are summarised under the name "Wiefit". Whether it is offers in the field of stress and resource management, healthy nutrition, health-promoting staff leadership or a health-promoting way of designing the work - for every individual employee of ours there is some benefit which assists the retention and promotion of health.

Work-related injuries to employees	FY 2019	FY 2020	FY 2021
Number of deaths due to work-related injuries	0	0	0
Rate of deaths due to work-related injuries	0 %	0 %	0 %
Number of work-related injuries > 3 days	84	92	105
Rate of work-related injuries > 3 days In relation to the number of employees	4.1 %	4.4 %	5.0 %

Preventing accidents at work

Needless to say, we fulfil the legal obligations imposed upon us and take protective steps to prevent accidents at work by reducing the risks identified.

An example is the use of cutting edge and innovative technology:

- + Smear robots: Through the use of smear robots, we ensure greater safety and relief for our staff, and guarantee that our moulds are lubricated continually.
- + Automated logistics: Through an autonomously-driven and freely programmable transport system, we guarantee smooth traffic, free of fork-lift systems, in our manufacturing plant and in the warehouse, and ensure the safety of our staff.

The operating resources deployed and the personal protective equipment, which also includes some of the work clothing, are selected in regard to their risk and suitability, and are regularly checked. In order to master the various hazards in everyday working life, initially over 80 wearing tests were conducted throughout the company when selecting the equipment, before five different types of clothing were finally chosen.

Participation of employees in preventing accidents

It is especially important to us to lay down the corporate policy in the field of occupational health and safety, in consultation with the employees. Thus, the management calls upon all employees to make their ideas known to the Works Council Representatives, the Safety Officers or the Occupational Safety Specialist.

In order to avoid accidents, it is a particular concern of ours to recognise potentially dangerous situations in the forefront, in order to be able to intervene in good time. For this reason, a letterbox is hung up in every factory of our corporate group, where cards can, and should, be posted to notify us of any near-accidents and unsafe situations, also anonymously. These are analysed on site by the occupational safety specialist, together with the competent Divisional Manager, and, if possible, suitable policies are adopted.

Clearly defined responsibilities

The Wiegand-Glas group maintains a "Safety at Work" organisation in all the factories, which is comprised of the management, an occupational safety specialist, security officers and the company physician. If necessary, experts are drawn upon.

The executives create risk assessments for all activities carried out by their staff, and take suitable protective steps to eliminate risks to the health of our employees, or at least reduce them. The aim is to avoid accidents at work. With the protective steps taken, the hierarchy of steps is to first technically eliminate risk, which is the top priority. Should this not succeed, organisational steps are adopted, and, only if these do not reduce the risk adequately, are conduct-related and personal protective steps taken. Besides the technical and organisational protective measures, the staff are also instructed on the conduct-related protective steps, and instruction manuals are prepared. Depending upon the work, employees receive medical care in the field of occupational health, and, if necessary, aptitude tests are undertaken.

In the event of an accident, an emergency organisation is available, with a total of 435 first aiders, across the entire group. Also in the case of fire, a Factory Fire Brigade with a total of 33 volunteers is available at the Steinbach am Wald and Großbrettenbach sites.

Regular training and instruction

We offer our staff various types of instruction, training and exercises in the field of occupational health and safety. These may include:

- + General instruction on occupational health and safety
- + General First Aid instruction
- + Fire protection instruction
- + Annual instruction on operating various machines (cranes, aerial access platforms, telescopic handlers, forklift trucks, front end loaders)
- + The correct handling of personal protective equipment
- + Factory Fire Brigade exercises
- + Instruction for handling hazardous substances

Diversity and equal opportunities

- Achieving a lot together

Promoting diversity in the company is an important factor for our corporate success. Based on our corporate policy, which applies to all staff, we take care to ensure that we promote a diverse employee structure.

In that respect, it is ensured that the provisions of the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz) are complied with. Discrimination and harassment due to race or ethnic origin, religion or world view, age, sex, a handicap or sexual identity, including sexual harassment or pornographic illustrations at the workplace, have no place with us in the daily interactions between people on our premises. This principle applies to the recruitment of both new and existing employees and business partners. Any indications of discrimination are stringently pursued, and penalised with disciplinary action, as well, if necessary, personnel action. In the year under review, there have not been any cases of discrimination that entail further pursuit. Executives and the Personnel Department are available as contact persons to handle incidents, at any time, and guarantee confidential handling of the case. The workforce of the Wiegand-Glas group is, from many perspectives, very diverse. The focus, in that respect, is on the diversity lived out and respectful conduct towards others on the part of all employees.

Inclusion is an especially high priority in our group. Inclusion lived out is shown, for example, by the integration of deaf employees in the Logistics division, creating new jobs for severely handicapped people, and redesigning workstations. In addition, we have, for many years, been co-operating with disabled persons' workshops, and, in that way, create opportunities for work for people with a handicap at our service centre in Schleusingen.



The cultural diversity in our corporate group also continues to be something that we cultivate. Through exchange programmes, we made it possible for around 20 respective interns from Wales (2018) and Croatia (2019) to have the prospect of a good and well-secured professional future in Germany. The majority of them were given a permanent contract with our group after completing the internships. We are open to any further partnerships and exchange programmes with other countries, also in future.



Distribution by sex in per cent	FY 2019	FY 2020	FY 2021
Female	22.2 %	19.4 %	19.3 %
Male	77.8 %	80.6 %	80.7 %

Age distribution in per cent	FY 2019	FY 2020	FY 2021
< 30 years	17.8 %	16.6 %	17.0 %
≥ 30< 50 years	44.5 %	43.0 %	43.1 %
≥ 50 years	37.7 %	40.4 %	39.9 %

	CY 2018	CY 2019	CY 2020
Number of severely handicapped ¹⁵	52	75	86

¹⁵ For the Ernstthal site, no data is available in CY 2018.



10

Regional commitment

- Supporting associations and schools

The people who work for us, and the region in which we produce, are important to us.

As employers in Bavaria and Thuringia, we are deeply rooted in our regions. Carrying on this tradition as well as embracing and living out mutual loyalty with the local people, we create value for the generations to come. We likewise believe that we have a special responsibility for society and our region. Being deeply rooted as partners in the municipalities where our factories are located plays a major role for us.

For we would not only like to hire qualified people, but invest in the future of the youth as well. In associations, people learn to assert themselves, join in with the work and accept responsibility. This is why we are always open to the concerns of the associations and non-profit-making organisations in the towns and municipalities around our locations, and have been supporting them for decades whenever we deem it expedient.

Educational institutions

It is a pleasure for us to regularly commit ourselves to the local schoolchildren and students, for example by providing work overalls for the primary and secondary schools in Windheim, to prevent clothes from getting dirty through drilling metal or treating wood. We were especially pleased, on this occasion, that our work clothing could still be put to good use.

Quality of life for generations

The compatibility of family and job is more important than ever these days. The Lebensqualität für Generationen (Quality of Life for Generations) support network of the Bayerisches Rotes Kreuz (Bavarian Red Cross) is a competent point of contact for our staff at the Steinbach am Wald site in matters relating to caring for their children or elderly parents. As early as 2012, we became a co-operation partner, with the aim of offering our employees assistance, also in the private domain. We seek to counteract demographic change, and continue to sustainably strengthen our area. In the year 2020, over 70 employees made use of the opportunity to get in touch with relevant organisations via said network. Also in 2021, there were already 50 placements. The network offers advisory opportunities in the following areas:

- + Social advice, dementia advice and a home medical call system and services, as well as help in looking after the household.
- + Outpatient, short-term and on-the-ward care
- + Supervision for children, on a regular basis, during school holidays, or for extra daytime hours after school

Regional events

To consolidate our presence as employers, and live up to our social responsibility, we are happy to provide financial assistance for regional events, and, in this way, make a direct connection with the local population. In 2021, we were one of the main sponsors of the Rats Run in Schleusingen, an obstacle course that is just over 10 km long. Naturally, we also put forward a team, with employees from different sites, and were able to take two winners' cups home. Special T-shirts procured for the occasion ensured that we were actually recognisable to all as the Wiegand-Glas group. The event enabled our employees to make new contacts with employees from other locations, as well as solidify the co-operation and collegiality among one another.

Rennsteighalle

With the construction of the Rennsteighalle in Steinbach am Wald, a multi-purpose hall was built, with a versatile range of possible uses for sporting and cultural events. The Rennsteighalle, consisting predominantly of wood and glass, was fully equipped with sports equipment and media technology, so that it is being enthusiastically used by the various sports associations of the greater municipality of Steinbach am Wald, as well as for school sports tuition. Joachim Wiegand, honorary citizen of Steinbach am Wald and formerly a director and shareholder of Wiegand-Glas, wanted to give back to the people in the local area. The Joachim Wiegand Sports Foundation was responsible for the finance and organised the heartfelt concern of Joachim Wiegand.



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About this report

As a first in corporate history, with this Sustainability Report, the Wiegand-Glas group is presenting a report on its ecological, economic and social responsibility. Our target groups are our staff and customers, as well as suppliers, politicians and authorities, and also the interested general public. In order to implement responsible action and sustainability in our processes, products, the supply chain and vis-à-vis staff, we would like to inform them all about our business activities.

Editorial note:

We have refrained from differentiating gender in the present German report, and have mostly chosen the masculine form, in a generic manner. Needless to say, corresponding terms do apply to all gender identities.

Reporting standard:

This report has been prepared in line with the GRI Standards, "Core" option. In preparation for the latter, the sustainability topics that are of relevance to us have been identified in a materiality analysis.

Scope of application:

The period under review corresponds to the financial year 2021 (01/04/2020 - 31/03/2021). Where any details of it, exceptionally, relate to the calendar year, we point that out. The details cover all the companies mentioned on p. 16. This report was published in December 2021 in the German and English languages. It will, in future, appear on a two-year cycle.



Imprint



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