

DNK- Statement

SISSEL GmbH

Year	2021
Performance Counters Set	GRI SRS
Contact	CSR Manager d. SISSEL GmbH Yannic Böhm Bruchstr. 48 67098 Bad DürkheimDeutschland 06322 989432936 yannic.boehm@sissel.com

General information

Describe your business model (e.g. business purpose, products/services)

SISSEL GmbH is an internationally active company in the health and fitness industry. The core business of our company, which has been active since 2012, is the development, manufacture and distribution of health and fitness products. SISSEL GmbH specialises in high-quality, safe health and fitness products for end customers as well as for professional users in training and therapy. These products are sold by (specialised) retailers, specialist retailers, dedicated national distributors as well as direct sales via their own webshops or connections to common online marketplaces such as Amazon or eBay. The corporate guiding principles of economic efficiency, social and ecological compatibility as well as the responsible use of raw materials, employees, customers and partners throughout the entire operational process form the focus of our actions. In recent years, the topic of sustainability has become increasingly important to us. In addition to continuously ensuring measures for certification according to DIN EN ISO 13485, we continuously review and improve the supply and value chain of the divisions development, production, material procurement, transport, logistics, marketing and sales. Through regional cooperations and numerous donations in kind and money for the benefit of changing recipients, we underline our commitment to sustainability and social commitment. In the year under review, 15 employees worked at our sites in Bad Dürkheim and Grünstadt.

Additional remarks:

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Content additions

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Criteria 1–10: Sustainability concept

Criteria 1–4 for STRATEGY

1. Strategic analysis and measures

The company discloses whether it pursues a sustainability strategy. It explains the concrete measures it takes to operate in accordance with the essential and recognised industry-specific, national and international standards.

Sustainability and environmental responsibility are solid, integral parts of our company philosophy and mission statement. We make contributions in economic, social, and ecological aspects in order to assume sustainability responsibility along the entire value chain and thus further develop the company in a future-oriented manner. The aim of SISSEL GmbH is to identify sustainability potentials in the company and to develop and establish appropriate projects to promote and implement them. Our regularly audited management system is certified according to ISO 13485 and the sustainability strategy is an essential part of the company's processes. A dedicated CSR team develops the necessary measures with the participation and involvement of all employees and coordinates the implementation in the individual departments. In 2021, a CSR manager was appointed and a separate, interdisciplinary CSR team was formed, as well as CSR consulting was carried out by an external, certified company. As part of this consultation, an impulse workshop was held with all departments of the company. In addition to an analysis of the current situation, short-, medium- and long-term sustainability goals were defined in particular, taking into account the wishes, suggestions and concerns of employees. For our own control, documentation and to increase transparency towards our stakeholders, we will carry out regular, voluntary reports in accordance with the Code criteria in the future.

Social issues: The customer and supplier relationships of SISSEL GmbH are always designed for the long term and trusting business relationships. The consistent assumption of economic, ecological and social responsibility in business processes is reflected in a constant review of these relationships. In the past, problematic customer and supplier relationships were unilaterally terminated by us, also with the result of an economic disadvantage for SISSEL GmbH. By strengthening regional companies, such as e.g. the recurring commissioning of local printers and booth builders, participation in regional fundraising campaigns and charity runs, as well as through targeted promotion of regional projects and sports sponsorship, SISSEL GmbH assumes responsibility for strengthening the regional economy and for supporting and promoting inclusive and integrative projects in the region. quality management and appropriate training of employees is carried out promptly. With the first CSR workshop in

the year under review, sustainability topics and sustainability management were integrated into the internal training structure. When making decisions about sustainability projects and implementing them, the company attaches great importance to the personal responsibility of the team leaders and employees. Unless specific guidelines are made by the management, the team leaders are required to make decisions and prioritization at their own discretion. SISSEL GmbH offers extensive voluntary employer benefits in order to sustainably maintain and promote the satisfaction and health of its employees. A qualified flexitime model with an annual working time account and the recording of plus and minus hours enables employees to arrange their working hours flexibly, individually in order to harmonize families and work in the best possible way. Working from home (home office) is made possible and supported. Likewise, sustainability-relevant principles such as e.g. Equal opportunities, fair pay, extensive dismissal and maternity protection, fair vacation and overtime regulations, voluntary company pension schemes, etc. Individual requirements, ergonomic aspects and aspects of occupational safety are taken into account in the workplace design in order to minimise work-related stress on employees and to contribute to preventive occupational safety and health promotion. Employees are granted discounts on the company's own range of products (health products), as well as access to weekly Pilates training free of charge and the possibility of using a company bicycle as part of the JobRad initiative. Employees participate financially in the economic success of the company through one-off, voluntary special remuneration each year. Special payments and gifts from the management on various employee-related occasions are also established.

Ecology: A conscious, sustainable and respectful approach to nature, the environment and natural resources are the guiding principles of our corporate sustainability strategy. We reduce environmental pollution and CO2 emissions by developing and continuously developing products with the longest possible service life, the progressive reduction of plastics in product packaging, the constant switch to CO2-neutral packaging and the widest possible focus on digital instructions for use -Emissions. From this point of view, we are just as consistently implementing the goals of a significant reduction in transport routes, the constant expansion of European supplier networks, the restriction to absolutely necessary business trips, the promotion of the use of public transport and/or carpooling, and the increased use of digital meetings. Investments to convert office lighting to LED and the establishment of digital, largely paperless financial accounting are further steps towards the sustainable transformation of internal processes. We obtain renewable energy in the form of electricity from a photovoltaic system on the warehouse building at the Grünstadt site.

Economy: Our company generates around 80% of its sales with products manufactured in Europe. In this way, we influence sustainable production, the reduction of packaging materials and shorter, emission-reduced transport routes. Strategic purchasing serves to optimize logistics chains and promote the expansion of our European supplier network. We maintain a very partnership-based, trusting, mostly long-standing relationship with all suppliers and customers. Through constant monitoring and analysis of the measures implemented, the goals achieved and the internal and external processes by the CSR team, we concretize the contents of our sustainability strategy for the following years and adapt them accordingly.

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2. Materiality

The company discloses which aspects of its own business activities have a significant impact on sustainability aspects and what significant influence the aspects of sustainability have on business activities. It analyzes the positive and negative effects and indicates how these findings flow into one's own processes.

SISSEL GmbH enjoys a very high reputation among its customers and partners due to its trust in the quality of the brand and the company. The competitive market, especially from the Asian region, exerts very high competitive pressure due to low-cost competitor products as well as copies and distribution via international online trading platforms. We can clearly stand out from our competitors through our high product quality, pronounced customer proximity and very good service. Through intensive training of our distributors, which take place on-site and/or digitally, training and information programs, user videos, exercise instructions and our SISSEL Academy, we actively support our customers even after the acquisition of our Produkte. In reporting year 2021, a materiality analysis and a stakeholder analysis were carried out. These were carried out as part of a consultation by the certified sustainability management institute "ecoistics.institute".

We are aware that material sustainability issues have an impact on our business activities and that our business activities have an impact on material sustainability issues. For us, this gives us the opportunity to meet external expectations with regard to sustainability aspects (outside-in) and thus achieve a competitive advantage. At the same time, we can achieve a competitive external impact (inside-out) through a good integration of sustainability topics into our business processes and thus stimulate sustainability efforts within the industry. We have identified the following materiality aspects for our business activities and continue to report on the negative and positive effects of sustainable adjustment in the "Risks and Opportunities" section.

Social materiality: Key customers and other stakeholders are involved in product development and the alignment of the product portfolio through regular meetings, surveys and coordination. In order to identify product weaknesses and eliminate errors as early as possible, we have established systematic complaint and feedback structures in which all employees can directly

contribute potential for change and optimization in firmly defined processes through flat hierarchies. In the quality management and development meetings, which are held at least monthly, as well as the regular department head meetings, new ideas, findings and developments are discussed, negotiated and results are decided. Our existing supplier relationships are already geared towards a trusting long-term approach. We pay strict attention to compliance with national and international laws and do not maintain any commercial relationships with customers that can be associated with disregard for human rights, children's rights and/or corruption. For the near future, we plan to create a sustainability code for our current and future suppliers, which takes into account the social, ecological and economic challenges of our corporate responsibility by reformulating supplier contracts and setting up sustainability-related supplier questionnaires. The implementation of this agenda will also be carried out by a new position in strategic purchasing.

Ecological materiality: In our areas of influence, we pay great attention to the careful use of natural resources. In production, transport, packaging, mobility and energy consumption, we focus specifically on a sustainable orientation of our business activities. In particular, waste avoidance and waste separation as well as product lifetime extension are the focus of our sustainability management. The general reduction of packaging, the increased conversion to sustainable packaging materials as well as the multiple reuse of packaging, needs-based waste management with sorted waste separation, professional disposal and consistent reduction of the amount of waste are just as much an integral part of our sustainability concept as the guarantee of consistently high product quality in order to ensure the longest possible service life and high resistance of our products, even with intensive use. Expanding the production of our products in Europe ensures compliance with high quality and environmental standards as well as shortening delivery routes to further reduce CO₂ emissions.

Economic materiality: Through our ISO 13485:2016 certified quality management, we constantly control and improve our internal processes, our partner and customer relationships and our products in terms of sustainability. With the help of all departments and taking into account feedback and suggestions from our suppliers and our customers, we implement these improvements.

Risks and opportunities: Our increasing sustainability activities cause high project costs as well as extensive investments and tie up a large amount of human resources, which can lead to competitive disadvantages. Due to a long service life of the products, there is a risk of a loss of sales for existing customers due to lower sales of replacement goods, which must be compensated for by acquiring new customers. The nationwide shortage of skilled workers entails the risk that well-qualified employees will leave us. In order to retain employees, we therefore attach great importance to the satisfaction of the workforce, their training and further education as well as good and secure job prospects. Through our regional commitment, we support the region economically, secure our location in the long term and improve the corporate image. In the medium and long term, our sustainability activities improve the energy and environmental balance of SISSEL GmbH.

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3. Objectives

The company discloses which qualitative and/or quantitative as well as time-defined sustainability goals are set and operationalized and how their degree of achievement is monitored.

Sustainability will increasingly be a central topic in the economy and society in the future. Through various, evolving measures and the interdisciplinary definition of short-, medium- and long-term, relevant sustainability goals, SISSEL GmbH makes contributions in the areas of social, ecological and economic sustainability. Our sustainability goals are strongly aligned with the Sustainable Development Goals (SDG) of the United Nations. Our goal is to establish and implement further sustainability targets in our areas of influence and to further professionalize sustainability management. The management and all employees identify and determine various sustainability goals in an externally led workshop. We also involve shareholders and key customers in the definition and implementation strategies of the sustainability goals. The achievement of goals is monitored by a new, interdisciplinary CSR team, which also has the task of designing and establishing a suitable auditing system. For the near future, it is planned to set up the position of a sustainability manager. In the year under review, employees were further sensitized to sustainability issues in a workshop and the first everyday projects were initiated, which are simple and uncomplicated to implement. A concrete agenda for the implementation of the medium- and long-term sustainability goals is currently not available. The following sustainability goals are currently the focus of our activities:

Social sustainability goals: SISSEL GmbH attaches great importance to the harmonization of families and professional practice as well as to the satisfaction and health of its employees. That is why we already offer a wide range of opportunities and offers for health promotion as well as for the design of attractive, safe workplaces and for improving working conditions. We pursue the goal of achieving the milestones achieved, such as e.g. To further expand gender-neutral pay equity, fair pay, equal opportunities, flexible working time models, in-house subsidies, further education and training opportunities, etc., and to adapt them to the individual needs of employees. In regular, planned employee interviews, current developments, future objectives, but also wishes and problems as well as other points relating

to the individual work situation are discussed. Due to flat hierarchies, the hurdles of communication on work topics are also low in everyday working life.

Environmental sustainability goals: For the coming years, we have the goal of significantly reducing our ecological footprint. In order to further reduce emissions from production, packaging, transport and waste, the switch to increased production in the EU and to EU suppliers is planned. This gives us a more direct influence on the ecological optimisation of products and production, reducing the amount of waste and transport routes. Furthermore, we want to reduce the environmentally harmful impact of packaging by switching to ecological, recyclable packaging materials and adhesive tapes. To optimize energy consumption, it is planned to develop a lighting concept. All rooms of our company are to be checked with regard to the necessary lighting, taking into account the Occupational Health and Safety Act and the Workplace Ordinance. Technical aids for the implementation of "lighting on demand" are also planned, as is the consistent conversion to energy-saving, long-lasting LED lamps. In our warehouse, the installation of modern high-speed roller shutters is planned to reduce heating energy due to heat loss when the door is open. Another goal is the "paperless office" in order to significantly reduce the consumption of office supplies. To this end, we have already started to digitize everyday office life and plan to expand this further. To further save energy, we support our employees in using public transport or taking the bike (e.g. with the JobRad initiative) to get to work and consistently use possible savings potential on business trips.

Economic sustainability goals: Our goal is to maintain the economic, competitive performance of our company and to expand it in a future-oriented and sustainable manner in accordance with the criteria of the German Sustainability Code. In order to further improve internal processes and procedures, for a far-reaching, sustainable conversion, the promotion of modernization and an increase in profitability, we constantly analyze the internal and corporate processes. We bind employees directly through suggestions for improvement and training, and through coordination and cooperation with various partners such as e.g. producers, suppliers, customers, etc. in the target definitions and the measures to be taken.

The integration of the above-mentioned and supplementary sustainability goals in accordance with the SDGs defined by the UN is planned.

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4. Depth of the value chain

The company indicates the importance of sustainability aspects for value creation and the depth of its value chain that sustainability criteria are reviewed.

SISSEL GmbH assumes sustainability responsibility throughout the entire value chain and meets the resulting challenges with targeted sustainability management. We continuously review all areas of our value and supply chain with regard to economic, societal, social and environmental aspects. A dedicated CSR team organises and coordinates the measures and their strategic implementation to achieve the sustainability goals, with the participation of all employees. Our value chain begins with (in-house) product development and subsequent supplier selection, including contract manufacturing. Other stages are incoming goods logistics and packaging work, marketing and sales, outgoing goods logistics and customer service. Outsourcing the production of our products to external suppliers/production facilities allows us to concentrate on our core competencies as well as access to various specialized manufacturing capabilities by awarding orders to different manufacturers. Due to the resulting low vertical range of manufacture and the lack of direct control over upstream procurement processes (e.g. raw material extraction), supplier management is very important. In order to maintain high social and quality standards, only carefully selected, international suppliers manufacture our products strictly according to the specifications specified by SISSEL. In the future, sustainability aspects will increasingly be fixed in supplier contracts. We generate 80% of our sales with products from European production, and if possible we use regional production facilities. In this way, sustainability aspects can be better taken into account in production and purchasing, such as inclusive and integrative projects by involving regional Lebenshilfe workshops in some products manufactured in Germany, and shorten delivery routes as much as possible. Through comprehensive quality management and comprehensive quality assurance agreements with our suppliers, we ensure the longevity of our goods in addition to the high product quality, reduce waste during production and optimise ecological aspects in production, such as e.g. through the use of a bio-based PVC plasticizer. The final packaging work, further quality controls and large parts of the shipping logistics take place in the warehouse in Grünstadt. We are establishing a separate sales channel for functional B-goods. To increase energy and resource efficiency in administration, we have aligned the procurement of office supplies and consumables as well as room lighting in accordance with sustainability standards. We also promote digitization and strive for a paperless office. We maintain long-standing, partnership-based relationships with our customers and also offer reliable advice points for end customers through specialist retailers. We are currently increasingly integrating social media channels into our information and consulting structures in order to actively support our customers even after they have purchased our products, and to be able to directly absorb and process feedback, wishes, suggestions or criticism. To this end, we are planning to hire a social media specialist. The clean, professional disposal of all company waste, the reuse of packaging material and the expansion of the use of recycled or recyclable packaging are just as much a part of our sustainability strategy as the reduction of the total amount of corporate waste.

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Performance indicators for criteria 1 to 4

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Industry-specific additions

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We have the goal of converting all product packaging to recycled and/or recyclable material by 2025. This allows us to dispense with additional, often plastic-containing outer packaging, even for direct shipping.

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Criteria 5–10 for PROCESS MANAGEMENT

5. Responsibility

The responsibilities in corporate management for sustainability are disclosed.

In the company, the management is responsible for systematic sustainability management and compliance with legal requirements. An in-house CSR team is responsible for the further development, the creation of measures and the coordination of the implementation of sustainability management and reports regularly to the management. The individual department managers coordinate the necessary sustainability measures with the employees in order to increase awareness of the topic of sustainability, the perception of personal responsibility and the motivation of the workforce. Sustainability issues and their implementation are analysed and monitored through regular internal audits.

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6. Rules and Processes

The company discloses how the sustainability strategy is implemented through rules and processes in the operational business.

In the various departments, the sustainability strategy of SISSEL GmbH is defined by rules and processes and coordinated and regulated by the quality management system. SISSEL GmbH has been certified according to ISO 13485 since 15.11.2013. The company's sustainability goals are actively communicated through employee training, workshops, newsletters and internal audits. Internal guidelines and principles of conduct serve to orient action, whereby voluntary commitments form the framework for action in addition to applicable laws and regulations. The company's waste and disposal management is regulated in detail. SISSEL GmbH has begun to integrate further guidelines into existing and future supplier

agreements in order to define and implement more aspects of quality assurance and sustainability in the cooperation. Examples include the protection of human rights, the prohibition of exploitation and the prohibition of child labour. We are placing increasing emphasis on reducing our company's CO2 emissions. In various areas, we have taken steps to have a far-reaching impact on emissions. For transport, we are increasingly using parcel and freight forwarding service providers who actively support the issue of CO2 emission reduction. In the future, we will increasingly use container ships with environmentally friendly propulsion technology for our transports. We are increasingly using reusable, CO2-free product cardboard boxes within Europe and will use environmentally friendly adhesive tape with solvent-free adhesive made of natural rubber in the medium term. Marketing and advertising measures are increasingly taking place regionally in order to avoid foreign travel as much as possible. All marketing material is to be converted to environmentally friendly materials in the medium term. SISSEL GmbH provides all employees with documents with binding internal rules of conduct, e.g. as house and camp rules, documents on data protection and as a code of conduct. The review and extensive revision of our existing documents is planned for 2022.

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7. Control

The company discloses how and which sustainability performance indicators are used in regular internal planning and control. It explains how suitable processes ensure reliability, comparability and consistency of data for internal control and external communication.

SISSEL GmbH records and evaluates some performance indicators on the sustainability of the various departments at regular intervals. The quality of the data is ensured by external providers and their billing (electricity, gas, water, waste). The collection of further key figures and the definition of additional performance indicators is planned. To date, we have not defined any fixed sustainability targets, but we are planning to expand the collection and review of sustainability-relevant performance indicators with specific targets in the future. The quality management and the CSR team plan and implement the corresponding measures and report to the management with overall responsibility. The preparation and publication of a corporate carbon footprint is also planned. The consumption of electricity, water, heating



energy and waste as well as office supplies is collected annually. In regular employee appraisals and internal audits, the necessity and individual obligation to comply with the sustainability guidelines and existing legal provisions is pointed out. Existing and new customer and supplier relationships are subject to a sustainability audit.

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Performance indicators for criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values The reporting organization must disclose the following information:

a. a description of the organization's values, principles, standards, and norms of conduct.

For SISSEL GmbH, future-oriented, sustainable business is particularly important and therefore a central entrepreneurial guiding principle. A Code of Conduct describes all the values, principles, standards, guidelines and norms of conduct of the company. This document will be made available online to all employees, partners, customers and other stakeholders after revision. In addition, we use various internal procedures and work instructions to ensure and regulate the behaviour we want in our dealings with customers, suppliers and service providers. We want to operate sustainably despite growth. Our actions are based on the premises of the conservation of natural resources and the environment by, for example, waste avoidance, recycling and short transport routes, the satisfaction and health of all employees through a good working environment, extensive health services and harmonisation of families and career through flexible working hours, the expansion of the qualification of the workforce through extensive training and further education opportunities, customer satisfaction through good customer service and intensive exchange, open communication with stakeholders, a high level of product and Material quality standards, active cooperation with various regional and national organisations, the promotion of educational institutions through scholarships and the support of inclusive and integrative projects.

Industry-specific additions

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8. Incentive systems

The company discloses how the target agreements and remuneration for managers and employees are also geared to the achievement of sustainability goals and long-term value creation. The extent to which the achievement of these goals is part of the evaluation of the top management level (Management Board/Management Board) by the supervisory body (Supervisory Board/Advisory Board) is disclosed.

The remuneration system and the target agreements reached by the company are not directly related to the achievement of sustainability goals. For the future, there are no plans to expand the remuneration and target agreement system to include sustainability issues. All employees are informed of compliance with sustainability rules through regular audits, employee appraisals and company newsletters.

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Performance indicators for criterion 8

*Key Performance Indicator GRI SRS-102-35: Compensation Policy*The reporting organization must disclose the following information:

- a. Compensation policy for the highest governance body and executives, broken down by the following types of compensation:*
- i. Base salary and variable compensation, including performance-based compensation, stock-based compensation, bonuses, and deferred or conditionally allocated shares;*
 - ii. Employment bonuses or payments as an incentive to hire;*

iii. Gratuities;

iv. Recoveries;

v. Pension benefits, including the distinction between pension plans and contribution rates for the highest governance body, executives and all other employees.

b. how performance criteria of remuneration policy relate to the objectives of the highest governance body and managers on economic, environmental and social issues.

For reasons of confidentiality, an evaluation of this performance indicator will not be collected.

*Key Performance Indicator GRI SRS-102-38: Total Annual Compensation Ratio*The reporting organization is required to disclose the following information:

a. Ratio of the total annual compensation of the highest paid person in the organization in each country with a major permanent establishment to the median total annual compensation for all employees (except the highest-paid person) in the same country.

For reasons of confidentiality, there are no plans to publish the remuneration.

Industry-specific additions

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9. Stakeholder Involvement

The company discloses how socially and economically relevant stakeholders are identified and integrated into the sustainability process. It discloses whether and how a continuous dialogue with them is maintained and its results are integrated into the sustainability process.

At the internal sustainability workshop in 2021, SISSEL GmbH described socially and economically relevant stakeholder groups, which are continuously revised and, if necessary, reassessed by the CSR team and quality management. We regularly exchange ideas with our most important stakeholders in order to develop appropriate improvement measures based on feedback, criticism, suggestions and suggestions and then implement them. Our most important stakeholders are employees, suppliers, partners, customers, the regional public and shareholders. Through meetings, targeted surveys, surveys, exchanges at trade fairs and SME days, as well as taking into account feedback, criticism and suggestions about our products, we involve important stakeholders in our sustainability process. The information collected in this way is processed by the CSR team and, in consultation with quality management and management, is taken into account in the design and adaptation of our sustainability strategy.

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Performance indicators for criterion 9

Key Performance Indicator GRI SRS-102-44: Key Issues and Concerns
The reporting organisation must disclose the following information:

a. important issues and concerns raised in the context of stakeholder engagement, including:
i. how the organisation has responded to these important issues and concerns, including

through its reporting;

ii. the stakeholder groups that have expressed the important issues and concerns in detail.

The main sustainability topics and concerns identified by our stakeholders are: Employee interests:

- Job satisfaction
- Occupational health
- Job security
- Good pay
- Safety and quality of products
- High social standards in the supply chain
- Further education and training
- Corporate culture

Supplier and partner interests:

- Fair business relationships, respectful interaction
- Long-term business relationships
- Compliance with contracts
- Safety and quality of products
- High social standards in the supply chain
- Compliance
- Reliability

Customer Interests

- Safety and quality of products
- Customer satisfaction
- Fair product prices
- Resource-saving packaging
- Sustainable production
- Sustainable transport of products
- Employee health
- Innovations

Public interest:

- Successful, tax-paying company
- Good employer with a positive image and a good image
- Safeguarding jobs
- Regional Engagement
- Compliance

- Environmentally friendly business activities

Industry-specific additions

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10. Innovation and Product Management

The company discloses how it uses appropriate processes to help innovations in products and services improve the sustainability of its own resource use and users. For the essential products and services, it is also explained whether and how their current and future impact in the value chain and in the product life cycle is assessed.

SISSEL GmbH develops health and fitness products for the end consumer and the professional user. Innovations and new developments around our products and along the value chain are important factors in our business activities. We achieve a sustainable orientation of our products by avoiding harmful or potentially harmful materials and ingredients as far as possible in accordance with EU Regulation 1907/2006 (REACH) and by certifying the textiles used according to Oeko-tex Standard 100. Some of our products are already made from recycled materials or from renewable raw materials such as wood and cotton. In order to ensure consistently high product quality and the longest possible service life as well as a high resistance of our products even with intensive use, we subject our goods to intensive field and load tests even before they are launched on the market. We use customer and partner

feedback specifically to optimize our products (e.g. using more durable zippers or reinforcing seams). We have planned to switch the product packaging of all SISSEL products to uncoated/unlaminated recycled cartons. The cardboard packaging for this comes from FSC/PEFC-certified forestry and is produced by e.g. reforestation projects designed to be climate-neutral. The measures described above control and reduce the ecological impact of the products. However, it is not possible to quantify the ecological impacts. By increasing the digitization of administration with the aim of setting up a digital office archive in 2022, we are improving the effectiveness and efficiency of office work while saving office supplies and necessary energy. We have established a fixed company suggestion scheme through which employees from all departments receive direct ideas and suggestions for improving the various areas of the company (e.g. occupational safety, ergonomics, environmental impact of business activities, product innovations, identification of possible ecological or social risks through production, sales, logistics, etc.) . We involve our stakeholders in product development by taking into account wishes, ideas, suggestions and needs in the market. All information from "outside" is transmitted via corresponding SISSEL employees (e.g. customer service, sales and export employees) to the R&D department, where they are processed in monthly R&D meetings.

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Performance indicators for criterion 10

Performance Indicator G4-FS11 Percentage of financial assets that undergo a positive or negative selection test based on environmental or social factors.

(Note: the indicator must also be reported when reporting in accordance with GRI SRS)

In the area of financial investments, SISSEL GmbH works exclusively with investments in its own companies; no investment selection test is necessary here. Many of our company's established business partners are actively working on progress in the field of sustainability. The provider of the company pension framework agreement, through which the entire private pension provision of our employees is handled, has a clear sustainability strategy with three pillars: a low-carbon economy, social inclusion and sustainable product solutions.

Industry-specific additions

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CRITERIA 11–20: Sustainability Aspects

Criteria 11–13 on ENVIRONMENTAL CONCERNS

11. Use of natural resources

The company discloses the extent to which natural resources are used for business activities. Materials as well as the input and output of water, soil, waste, energy, land, biodiversity and emissions for the life cycle of products and services come into question here.

As a manufacturer of high-quality health and fitness products, SISSEL GmbH essentially consumes resources in the production and processing, packaging, transport, storage and distribution of goods as well as in the consumption of heat, electricity, water and office supplies at its locations. To reduce the environmental impact of our business activities, we analyze and optimize the product life cycle from production to transport, trade and recycling. Our goal is to reduce the total amount of waste, to separate the waste produced by type and to dispose of it professionally at the local level. Through this optimized resource management, we protect the environment and also reduce costs in the medium term. Whenever possible, we replace business trips with online meetings. Absolutely necessary travel such as e.g. business

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customers or suppliers are planned and carried out with carpooling and environmentally friendly transport options. Specific consumption data on some of the resources mentioned are listed in the performance indicators.

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12. Resource Management

The company discloses the qualitative and quantitative targets it has set itself for its resource efficiency, in particular the use of renewable energies, the increase in raw material productivity and the reduction of the use of ecosystem services, what measures and strategies it pursues in this regard, how these have been fulfilled or are to be met in the future and where it sees risks.

SISSEL GmbH has the sustainability goal of constantly reducing the consumption of raw materials, energy and water as well as the amount of waste and minimizing the negative effects of corporate activities on nature and the environment. In order to achieve this goal, various measures are being developed and implemented. Through regular evaluation and evaluation of the figures collected, we can check the success of the measures taken. In the 2021 reporting year, there is no comparison with the previous year's data, as data is collected and evaluated for the first time. In order to reduce energy consumption at our sites, energy-intensive equipment and technology, such as e.g. Lighting, kitchen appliances, heating thermostats and office technology are consistently replaced by energy-saving products. For example, the office workstations are predominantly equipped with thin clients and laptops instead of conventional PCs, and the conversion of all building lighting to LEDs is planned for 2022. The technical and administrative requirements for home office activities and mobile working will be significantly improved. In this way, the number and scope of business trips and commutes to the office are reduced. We do not have our own company vehicles and mainly rent hybrid or electric vehicles if necessary. Digitization is actively being driven forward throughout the company. In the year under review, we set up an audit-proof archiving system, and from 2022 onwards we will gradually convert all departments to paperless administration and train all employees accordingly. In the following years, we introduce a new ERP system to further establish digitalization. In addition to reducing the amount of waste, our sustainability concept also includes consistent waste separation. For years, the waste has been sorted by

type in all departments, offices and warehouses and handed over to the municipal disposal company. Packaging and shipping material of e.g. Suppliers such as cardboard or paper are largely reused in their own shipping. We are significantly reducing the use of plastics in our own packaging. Apart from the above-mentioned points of raw material, energy, water consumption and waste generation, no corresponding risks were identified in the reporting year.

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Performance indicators for criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials Used The reporting organization must disclose the following information:

a. Total weight or volume of materials used to manufacture and package the organization's key products and services during the reporting period, by:

i. Non-renewable materials used;

ii. renewable materials used.

SISSEL GmbH has not yet collected any concrete figures on the weights and volumes of materials used for its products and packaging. This is planned for the first time in 2022.

Performance Indicator GRI SRS-302-1: Energy consumption The reporting organization must disclose the following information:

a. The total fuel consumption within the organization from non-renewable sources in joules or multiples thereof, including the types of fuel used.

b. The total fuel consumption within the organization from renewable sources in joules or multiples thereof, including the types of fuel used.

c. In joules, watt-hours or multiples thereof, the total:

i. Electricity consumption

- ii. Heating energy consumption*
- iii. Cooling energy consumption*
- iv. Steam consumption*

d. In joules, watt-hours or multiples thereof, the total(s):

- i. Electricity sold*
- ii. Heating energy sold*
- iii. Cooling energy sold*
- iv. sold steam*

e. Total energy consumption within the organization in joules or multiples thereof.

f. Standards, methodologies, assumptions and/or calculation program used.

g. Source of the conversion factors used.

Energy carrier	Consumption Bad Dürkheim(kWh)	Consumption Grünstadt (kWh)
Current	5.930	11.350
Renewable	178	341
Nonrenewable	5.752	11009
Gas	10.300	223.859
Renewable	0.0	0.0
Nonrenewable	10.300	223.859
Sum Renewable	178	341
Sum Non-renewable	16.052	234.868
Total Sum	16.230	235.209

The data used was obtained from the bills of the electricity and gas suppliers.

Performance indicator GRI SRS-302-4: Reduction of energy consumption
The reporting organisation must disclose the following information:

a. Extent of the reduction in energy consumption achieved as a direct result of energy saving and energy efficiency initiatives, in joules or multiples.

b. The types of energy included in the reduction: fuel, electricity, heating, cooling, steam, or all.

c. The basis for calculating the reduction in energy consumption, such as base year or

baseline/reference, as well as the reasons for this choice.

d. Standards, methodologies, assumptions and/or calculation program used.

SISSEL GmbH did not collect any data on the reduction of energy consumption in the year under review. Comparisons with previous years will be made in future reports.

Performance Indicator GRI SRS-303-3: Water Abstraction The reporting organization is required to disclose the following information:

a. Total water abstraction from all areas in megaliters, as well as a breakdown of the total by the following sources (if applicable):

i. Surface water;

ii. Groundwater;

iii. Seawater;

iv. produced water;

v. Water from third parties.

b. Total water withdrawal in megaliters from all areas of water stress, plus a breakdown of the total amount by the following sources (if applicable):

i. Surface water;

ii. Groundwater;

iii. seawater;

iv. water produced;

v. Water from third parties and a breakdown of the total volume according to the sources of abstraction listed in i-iv.

c. A breakdown of the total water withdrawal from each of the sources listed in 303-3-a and 303-3-b in megaliters according to the following categories:

i. Fresh water (≤ 1000 mg/l filtrate dry residue (Total Dissolved Solids (TDS)));

ii. other water (> 1000 mg/l filtrate dry residue (TDS)).

d. Any necessary context on how the data was compiled, such as standards, methodologies, and assumptions.

SISSEL GmbH obtains its service water from the municipal water supply. In the year under review, water consumption at the office site in Bad Dürkheim was 41.5 m³ and at the warehouse in Grünstadt 25 m³.

Performance indicator GRI SRS-306-3 (2020): Waste generated The reporting organisation must disclose the following information:



a. Total weight of the waste generated in metric tonnes and a breakdown of this total by composition of the waste.

b. Contextual information necessary to understand the data and how the data was compiled.

Type of waste	Waste quantity Bad Dürkheim (m3)	Waste quantity Grünstadt (m3)
Residual waste	24	6
Paper waste	36	60
Recyclable waste	42	120
Total Sum	102	186

The data used was obtained from the accounts of the waste management company.

Industry-specific additions

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13. Climate-relevant emissions

The company discloses greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and specifies its self-imposed emission reduction targets.

A key sustainability goal of SISSEL GmbH is the significant and sustainable reduction of greenhouse gas emissions through the introduction and implementation of various measures in the individual departments and business areas of the company. So far, our company's greenhouse gas emissions have not yet been systematically recorded. For the future, we plan to identify our company's GHG emission sources, document emissions and implement further measures to reduce emissions. In order to work in a resource-saving, sustainable and environmentally friendly way, we have already implemented the first projects (conversion of lighting to LED, replacement of outdated electrical appliances with new, energy-saving models, promotion of digital working (online meetings, mobile working, home office), promotion of the use of public transport and (electric) bicycles for commuting to work, etc.). It is not possible to name specific GHG reduction targets in the year under review

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Performance indicators for criterion 13

Performance indicator GRI SRS-305-1 (see GH-EN15): Direct GHG emissions (Scope 1) The reporting organization must disclose the following information:

- a. Gross volume of direct GHG emissions (Scope 1) in tonnes of CO2 equivalent.*
- b. Gases included in the calculation; either CO2, CH4, N2O, FFC, PFKW, SF6, NF3 or all.*
- c. Biogenic CO2 emissions in tonnes of CO2 equivalent.*
- d. The base year, if any, chosen for the calculation, including:*

- i. the reasons for such choice;*
 - ii. the emissions in the base year;*
 - iii. the context for any significant changes in emissions that led to the recalculation of base-year emissions.*
- e. Source of emission factors and Global Warming Potential (GWP) values used, or a reference to the GWP source.*
- f. Consolidation approach to issuances; whether equity-share, financial or operational control.*
- g. Standards, methodologies, assumptions and/or calculation program used.*

In the year under review, SISSEL GmbH did not collect any data on direct GHG emissions. The aim is to collect the data in the long term. A development of the procedure for determining the data is planned.

Performance indicator GRI SRS-305-2: Indirect energy-related GHG emissions (Scope 2) The reporting organisation must disclose the following information:

- a. Gross volume of indirect energy-related GHG emissions (Scope 2) in tonnes of CO₂ equivalent.*
- b. Where applicable, the gross volume of market-based indirect energy-related GHG emissions (Scope 2) in tonnes of CO₂ equivalent.*
- c. Where applicable, the gases included in the calculation; either CO₂, CH₄, N₂O, HFC, PFKW, SF₆, NF₃ or all of them.*
- d. **The base year, if any, chosen for the calculation, including:***
- i. the reasons for such choice;*
 - ii. the emissions in the base year;*
 - iii. the context for any significant changes in emissions that led to the recalculation of base-year emissions.*
- e. Source of emission factors and Global Warming Potential (GWP) values used, or a reference to the GWP source.*
- f. Consolidation approach to issuances; whether equity-share, financial or operational control.*
- g. Standards, methodologies, assumptions and/or calculation programs used.*

In the year under review, SISSEL GMBH did not collect any data on direct GHG emissions.

Performance indicator GRI SRS-305-3: Other indirect GHG emissions (Scope 3) The reporting organization must disclose the following information:

- a. Gross volume of other indirect GHG emissions (Scope 3) in tonnes of CO2 equivalents.*
- b. If applicable, the gases included in the calculation; either CO2, CH4, N2O, HFC, PFKW, SF6, NF3 or all.*
- c. Biogenic CO2 emissions in tonnes of CO2 equivalent.*
- d. Categories and activities related to other indirect GHG emissions (Scope 3) included in the calculation.*
- e. **The base year, if any, chosen for the calculation, including:***
 - i. the reasons for such choice;*
 - ii. the emissions in the base year;*
 - iii. the context for any significant changes in emissions that led to the recalculation of base-year emissions.*
- f. Source of emission factors and Global Warming Potential (GWP) values used, or a reference to the GWP source.*
- g. Standards, methodologies, assumptions and/or calculation programs used.*

In the year under review, SISSEL GMBH did not collect any data on direct GHG emissions.

Performance indicator GRI SRS-305-5: GHG emission reduction The reporting organisation must disclose the following information:

- a. Extent of GHG emission reductions that are a direct consequence of emission reduction initiatives, in tonnes of CO2 equivalents.*
- b. Gases included in the calculation; either CO2, CH4, N2O, FFC, PFKW, SF6, NF3 or all.*
- c. Base year or base/reference, including the rationale for this choice.*
- d. Categories (scopes) in which the reduction has occurred; whether for direct (Scope 1), indirect energy-related (Scope 2) and/or other indirect (Scope 3) GHG emissions.*
- e. Standards, methodologies, assumptions and/or calculation programs used.*

In the year under review, SISSEL GMBH did not collect any data on direct GHG emissions.

Industry-specific additions

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Criteria 14–20 on SOCIETY

Criteria 14–16 on EMPLOYEE MATTERS

14. Workers' rights

The company reports on how it complies with nationally and internationally recognized standards on employee rights and promotes employee participation in the company and in the company's sustainability management, what goals it has set itself, what results have been achieved so far and where it sees risks.

SISSEL GmbH cultivates and promotes a friendly, open interaction between the management and the employees and among the employees. Human rights, the applicable national workers' rights and the anti-discrimination law are respected and consistently implemented. For these reasons, no concrete objectives have been formulated in the area of workers' rights. The company supports employees beyond the applicable labor law, e.g. through subject-related further training and safety instructions, and regular employee interviews are also held. An improvement suggestion system is available to employees. We have started to expand the suggestion scheme to include sustainability issues. This allows employees to contribute

projects or individual proposals, for example, which the CSR team then works on. In regular workshops, sustainability topics are developed across departments and new project ideas are developed. SISSEL GmbH operates internationally and is located in Bad Dürkheim, Germany. Explicit risks of our business activities on employee rights have not been identified, as our current standard already exceeds the legal bases.

Please complete the content requested here.

Please complete the content requested here.

15. Equal opportunities

The company discloses how it implements national and international processes and what goals it has to promote equal opportunities and diversity, occupational health and safety, co-determination, integration of migrants and people with disabilities, appropriate pay and work-life balance, and how it implements them.

SISSEL GmbH attaches great importance to equal opportunities, diversity, appreciation, acceptance and an unprejudiced working environment. We do not tolerate discrimination, unequal treatment, harassment or bullying in our company in any way, in particular on the basis of ethnicity, gender, skin colour, race, culture, religion, ideology, age, disability, pregnancy, social background, family circumstances, sexual identity and the like. When hiring new employees, we attach great importance to all aspects of equal opportunities and also strive for a balanced gender ratio in the individual departments. Our appropriate remuneration system consists of basic salaries in line with the market, variable additional payments and additional benefits (such as e.g. pension scheme, holiday pay, non-cash benefit card) and is based on the activities performed, the qualifications and the professional experience of the employees. Furthermore, we offer our employees flexible, individual, family-friendly working time models such as Part-time, home office, flexitime or special leave to improve the compatibility of work and family, promote employee satisfaction (work-life balance) and open up prospects for individual life and career planning. In order to maintain and improve physical and mental health, the company offers employees a company health management system that includes various in-house courses, health days, financial subsidies for prevention and sports offers, consultations, training courses and discounted personnel purchasing of our sports and health products. Various employee celebrations and company events promote team building in the departments and throughout the company. SISSEL GmbH is involved in various events,

such as "City Cycling" of the Climate Alliance network, the Saline Run and the Lebenshilfe charity run in order to open up individual, municipal opportunities for each employee to exert influence. The company's own occupational health and safety measures to protect the mental and physical health of employees include social, medical and technical occupational health and safety. This includes technical, personal and organizational protective measures such as spacious offices, ergonomic workplace design, individual protective equipment and the organisation of work processes and working hours. In this way, the risks of accidents, occupational diseases and other physical and psychological hazards are significantly reduced. We have not formulated any concrete goals in the areas of equal opportunities, diversity, occupational safety, health protection, co-determination, inclusion, integration, and the compatibility of family and career, and there are no plans to do so, as we are already doing more than the usual standard in these areas.

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16. Qualification

The company discloses what goals it has set and what measures it has taken to promote employability, i.e. the ability to participate in the working and professional world of all employees, and to adapt it with regard to demographic developments, and where it sees risks.

SISSEL GmbH attaches great importance to the further education and training of all employees in order to master the future challenges of the working world in the best possible way. The goals of the qualification measures in the company are to improve the skills, knowledge, qualifications, motivation and satisfaction of employees, to reduce the risk of fluctuation and to perceive further training as an added value. Due to the continuous implementation, no time horizon is defined for achieving the goals. We offer our employees subject-specific qualification and training opportunities as internal and external measures, as digital online training courses and the possibility of individual educational leave. The need for qualification and training offers is determined on a quarterly basis. Furthermore, a good workplace design is important to us. In addition to optimized workplace ergonomics in all departments, SISSEL GmbH offers increased working time flexibility through increased home office activities, flexitime opportunities and individualized parental leave models in order to better reconcile family and career. Every employee is offered free participation in health

promotion measures as part of occupational health management. These measures include online and face-to-face courses with different focuses, as well as general sports courses. Through various projects such as e.g. We face up to our responsibility through student internships, the promotion of integrative employment and targeted support for working students. Explicit risks to qualification in our business activities have not been identified, as the corporate structures provide for extensive qualification measures. We see this as a responsibility towards our employees and as a prerequisite in the evolving competitive environment of the industry.

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Performance indicators for criteria 14 to 16

Performance Indicator GRI SRS-403-9: Work-Related Injuries The reporting organization must disclose the following information:

a. For all employees:

- i. Number and rate of deaths due to work-related injuries;*
- ii. the number and rate of work-related injuries with serious consequences (excluding deaths);*
- iii. the number and rate of work-related injuries that can be documented;*
- iv. the main types of work-related injuries;*
- v. Number of hours worked.*

b. For all employees who are not employees but whose work and/or workplace are controlled by the organization:

- i. Number and rate of deaths due to work-related injuries;*
- ii. the number and rate of work-related injuries with serious consequences (excluding deaths);*
- iii. the number and rate of work-related injuries that can be documented;*
- iv. the main types of work-related injuries;*
- v. Number of hours worked.*

You can take the points c-g of the indicator SRS 403-9 according to GRI and report them voluntarily here.

Key Performance Indicator GRI SRS-403-10: Work-Related Illnesses The reporting organization must disclose the following information:

a. For all employees:

i. Number and rate of deaths due to work-related illnesses;

ii. number of work-related illnesses that can be documented;

iii. the main types of work-related diseases;

b. For all employees who are not employees but whose work and/or workplace are controlled by the organization:

i. Number of deaths due to work-related illnesses;

ii. number of work-related illnesses that can be documented;

iii. the main types of work-related illnesses.

You can take the points c-e of the indicator SRS 403-10 according to GRI and report here voluntarily.

In the year under review, there were no reportable accidents at work or commuting accidents. There were also no work-related illnesses or deaths.

Key Performance Indicator GRI SRS-403-4: Employee Participation in Occupational Health and Safety The reporting organization must disclose the following information for employees and employees who are not employees but whose work and/or workplace is controlled by the organization:

a. A description of employee participation and consultation procedures in the development, implementation and performance evaluation of the occupational health and safety management system and in providing access to and communication of relevant occupational health and safety information to employees.

b. If there are formal employer-employee committees for occupational health and safety, a description of their responsibilities, frequency of meetings, decision-making power and whether and, if so, why employees are not represented on these committees.

Due to the size of the company, SISSEL GmbH does not have an occupational health and safety committee. We have an occupational health and safety officer and our company is supervised and regularly trained by the occupational health and safety service provider ASUMED. In addition to regular company medical examinations and vaccination offers, we offer our employees training in the field of occupational health and safety, extensive information from the BGHW and a weekly newsletter on innovations, changes and measures in the company. We train employees to become first aiders and refresh this training every two years. In the year under review, we installed a defibrillator in the administration building and provided targeted training for several employees.

*Key Performance Indicator GRI SRS-404-1 (see G4-LA9): Number of hours of education and training*The reporting organisation must disclose the following information:

a. average number of hours spent by an organisation's employees on training during the reporting period, broken down by:

i. gender;

ii. Employee category.

Every employee of the company is offered various further education and training opportunities, which are organized and carried out as needed. In the year under review, there were no external training and continuing education events due to the pandemic. In-house training courses of the Chamber of Industry and Commerce were held with the team leaders. In addition, we support our employees individually through educational leave and the assumption of further training costs.

*Key Performance Indicator GRI SRS-405-1: Diversity*The reporting organization must disclose the following information:

a. Percentage of individuals on an organization's governance bodies in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other diversity indicators, where applicable (such as minorities or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other diversity indicators, where applicable (such as minorities or vulnerable groups).

In the year under review, the proportion of female employees was 25 percent, while that of male employees was 75 percent of the total workforce. Age groups: Under 30 years: 20 percent

30 to 50 years: 53 percent Over 50 years: 27 percent

*Key Performance Indicator GRI SRS-406-1: Incidents of Discrimination*The reporting organization must disclose the following information:

a. Total number of incidents of discrimination during the reporting period.

b. Status of incidents and actions taken with regard to the following:

i. Incident investigated by the organization;



- ii. Remedial plans implemented;*
- iii. Remedial plans that have been implemented and the results of which have been assessed as part of a routine internal management review process;*
- iv. Incident is no longer the subject of any action or action.*

In the year under review, there was no documented and/or reported case of discrimination at SISSEL GmbH.

Industry-specific additions

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Criterion 17 on HUMAN RIGHTS

17. Human rights

The company discloses the measures, strategies and objectives taken for the company and its supply chain to ensure that human rights are respected worldwide and that forced and child

labour and all forms of exploitation are prevented. In this context, the results of the measures and any risks must also be discussed.

SISSEL GmbH pays great attention to human rights and condemns any human rights violations, exploitation as well as forced and child labour. The company strictly and fully complies with all requirements and laws relating to labour law, employee law, occupational safety and human rights. Our Code of Conduct describes binding regulations and guidelines for all employees. Since around 80% of our sales are generated with products manufactured in Europe, there is no risk of human rights violations. For these reasons, we have not defined any concrete measures, strategies and objectives for the observance of human rights for SISSEL GmbH and our European suppliers. For our entire supply chain, we minimize the risks as far as possible through regular on-site inspections of the production facilities, logistics and the administration of our suppliers and partners.

Please complete the content requested here.

Please complete the content requested here.

Performance indicators for criterion 17

Key Performance Indicator GRI SRS-412-3: Investment Agreements Screened for Human Rights Aspects

The reporting organization is required to disclose the following information:

a. Total number and percentage of significant investment agreements and contracts that contain human rights clauses or have been reviewed for human rights aspects.

b. The definition used for "significant investment arrangements".

SISSEL GmbH has not entered into any investment agreements or contracts that pose a risk of human rights violations.

Key Performance Indicator GRI SRS-412-1: Permanent Establishments Audited for Human Rights Aspects
The reporting organization is required to disclose the following information:

a. Total number and percentage of business locations where a human rights audit or human rights impact assessment has been conducted, broken down by country.

SISSEL GmbH is based in Bad Dürkheim in Germany, which is not a risk country. Human rights are respected and therefore a human rights impact assessment is not further examined.

Key Performance Indicator GRI SRS-414-1: New Suppliers Audited for Social Aspects The reporting organization must disclose the following information:

a. Percentage of new suppliers assessed against social criteria .

Our company's procurement strategy and supply chain have been sustainable since our inception. We take social and environmental aspects into account when selecting our suppliers and regularly review our supplier relationships for compliance with social and environmental standards. There was no contractual integration of the obligation to comply with social and environmental aspects in the year under review. The revision of the quality assurance agreements to be concluded with the suppliers is being implemented.

Key Performance Indicator GRI SRS-414-2: Social Impact in the Supply Chain The reporting organization must disclose the following information:

a. Number of suppliers that have been audited for social impact.

b. Number of suppliers for which significant actual and potential negative social impacts have been identified.

c. Significant actual and potential negative social impacts identified in the supply chain.

d. Percentage of suppliers where significant actual and potential negative social impacts have been identified and improvements have been agreed as a result of the assessment.

e. Percentage of suppliers for which significant actual and potential negative social impacts have been identified and the business relationship has been terminated as a result, and reasons for this decision.

SISSEL GmbH checks all supplier relationships against various criteria, including all social aspects of the business relationship

Industry-specific additions

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Criterion 18 on SOCIAL AFFAIRS/COMMUNITY

18. Community

The company discloses how it contributes to the community in the regions in which it conducts significant business activities.

As a medium-sized employer, SISSEL GmbH secures 15 jobs and, as a tax-paying company, strengthens the regional economic power by consistently commissioning local companies to perform services or provide goods. Worth mentioning, for example, is the close cooperation with regional advertising agencies, printers, trade fair builders as well as catering and hotel businesses. In addition, SISSEL GmbH regularly participates in acute relief campaigns, such as after the Ahr flood, in refugee aid and in private aid campaigns through targeted monetary and material donations. The promotion of regional individual athletes and sports clubs is also regularly initiated and established by SISSEL GmbH.

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Please complete the content requested here.

Performance indicators for criterion 18

Key Performance Indicator GRI SRS-201-1: Directly Generated and Distributed Economic Value
The reporting organization must disclose the following information:

a. the pro-rata economic value accrued, directly generated and distributed, including the basic components of the organization's global activities, as listed below. If data is presented as a revenue and expenditure account, in addition to the disclosure of the following basic components, the justification for this decision must also be disclosed:

i. directly generated economic value: revenues;

ii. Distributed economic value: operating costs, salaries and benefits for employees, payments to investors, payments to the state by country and investments at the municipal level;

iii. retained economic value: 'directly generated economic value' less 'distributed economic value'.

b. The economic value produced and distributed must be reported separately at national, regional or market level where relevant, and the criteria used to determine significance must be indicated.

For data protection reasons, SISSEL GmbH does not report on this indicator and does not disclose the values.

Industry-specific additions

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Criteria 19–20 on COMPLIANCE

19. Political interference

All material submissions in legislative procedures, all entries in lobby lists, all significant payments of membership fees, all donations to governments and all donations to parties and politicians are to be disclosed by country.

SISSEL GmbH is not a member of politically active associations or organizations and does not exert any direct political influence on politicians and/or political parties in the form of direct or indirect party donations. There is no direct involvement through memberships in political organizations or through political lobbying. Due to its close ties to the Bad Dürkheim location, SISSEL GmbH is in discussion and in exchange with local politicians on current occasions as part of its business operations.

Please complete the content requested here.

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Performance indicators for criterion 19

Key Performance Indicator GRI SRS-415-1: Party Donations The reporting organization must disclose the following information:

a. Total monetary value of party donations in the form of financial contributions and in-kind contributions made directly or indirectly by the organization, by country and recipient/beneficiary.

b. Where applicable, how the monetary value of non-cash benefits was estimated.

SISSEL GmbH does not donate financially or materially to political parties and there are no memberships in politically active organizations.

Industry-specific additions

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20. Conduct in compliance with the law and guidelines

The company discloses which measures, standards, systems and processes exist to prevent unlawful conduct and corruption in particular, how they are audited, what results are available

in this regard and where risks lie. It shows how corruption and other violations of the law in the company are prevented, uncovered and sanctioned.

The corporate mission statement of SISSEL GmbH includes legal and regulatory compliance for companies based in Germany as well as strict anti-corruption. These laws and policies include, for example:

- Anti-Corruption Act (Anti-Corruption Act - Corruption Act)
- Act against Unfair Competition (UWG)
- Money Laundering Act (AMLA)
- Labour law
- BGB
- Tax law
- GDPR

These standards are also set along our supply chain through binding supplier agreements. The management is responsible for mandatory compliance with the requirements. These requirements are explained to all employees, and the corresponding texts are accessible to them at any time. In addition, these and other regulations and guidelines for action are presented in our Code of Conduct, taking into account international standards and legal requirements. A supplier code of conduct is being developed. Furthermore, employees are regularly informed of their obligation to comply with the requirements in employee appraisals and in the company newsletter. There is no anonymous registration system. We are aware of the risks (e.g. reputational damage, fines, warnings by competitors or consumer advice centres), which arise from violations of applicable laws and guidelines. The implementation of the laws and guidelines is planned and accompanied by appropriate expert advisors (tax consultants, specialist lawyers, external data protection officer, external occupational health and safety officer). Compliance is checked by external audits (auditing). The implementation of the laws and guidelines is planned and accompanied by appropriate expert advisors (tax consultants, specialist lawyers, external data protection officer, external occupational health and safety officer). Compliance is checked by external audits (auditing).

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Performance indicators for criterion 20

Key Performance Indicator GRI SRS-205-1: Establishments Screened for Corruption Risks The reporting organisation must disclose the following information:

a. Total number and percentage of permanent establishments that were audited for corruption risks

.b. Significant corruption risks identified as part of the risk assessment.

At the premises of SISSEL GmbH, based in Germany, no corruption risks are known for the year under review.

Key Performance Indicator GRI SRS-205-3: Corruption Incidents The reporting organization must report the following information:

a. Total number and type of confirmed corruption incidents.

b. Total number of confirmed incidents in which employees were dismissed or warned for corruption.

c. Total number of confirmed incidents in which contracts with business partners were terminated or not renewed due to violations related to corruption.

d. Public law proceedings related to corruption initiated against the organization or its employees during the reporting period, as well as the results of these proceedings.

There was no confirmed case of corruption at SISSEL GmbH in the year under review.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations The reporting organization must disclose the following information:

a. Significant fines and non-monetary sanctions due to non-compliance with laws and/or regulations in the social and economic field, namely:

i. Total monetary value of significant fines;

ii. Total number of non-monetary sanctions;

iii. Cases brought in the context of dispute resolution procedures.

b. If the organization has not identified a case of non-compliance with the laws and/or regulations, a brief explanation of this fact is sufficient.



c. The context in which significant fines and non-monetary sanctions were imposed.

In the year under review, there were no fines or non-monetary sanctions for violations of laws and regulations.

Industry-specific additions

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