

A photograph of a person's hands hugging a tree trunk. The tree bark is dark and textured. A bright green heart is painted on the tree trunk, centered between the person's hands. The background is a blurred forest scene.

**SIMONA**

# **SUSTAINABILITY POLICY**

**Embracing our  
responsibilities –  
for a better and more  
sustainable future.**



**We are committed to making a positive contribution to the world around us, not only for the present generation but also for those to come.**

Each and every one of us can make a difference.

By being mindful of our actions and drawing on our creative powers to find new approaches, we are jointly pursuing a sustainable future of which we can all be proud.



Shaobin Wang



Matthias Schönberg



Adam Mellen



Jochen Hauck



Michael Schmitz

## DEAR MEMBERS OF STAFF,

Our actions as a company inevitably also have an impact on our environment. Thus, it is essential that we act responsibly in all areas of the business.

With regard to our future, we have a clear vision of a sustainable and responsible corporate culture that takes into account both ecological and social factors as well as aspects of good corporate governance.

Sustainability is not just an empty phrase for us; it is an integral part of our identity. We support the UN's Sustainable Development Goals and are guided by these principles.

Together, we are committed to protecting our planet, using resources responsibly, promoting social justice and eliminating all forms of corruption.

This Policy is designed to encourage you all to make your individual contribution and be part of our vision of sustainability.

**We are „A company like a friend“ and take care of ourselves and each other.**

For SIMONA, the health and safety of its employees is a key priority. We endeavour to minimise risks and prevent accidents, and create the foundations needed to promote the well-being of every employee. Everyone is responsible for adhering to this in their assigned areas of work.

**3** GOOD HEALTH AND WELL-BEING



**8** DECENT WORK AND ECONOMIC GROWTH

**We foster social responsibility and support charitable initiatives.**

We value social responsibility and community involvement. With this in mind, we release employees for voluntary activities, sponsor local volunteering campaigns and participate in initiatives ranging from environmental protection to supporting disadvantaged groups. The Bürkle Foundation, our shareholder, also supports projects in fields such as education, health, environmental protection and social welfare.

**4** QUALITY EDUCATION



**1** NO POVERTY      **2** ZERO HUNGER

**Together we are looking to optimise our product portfolio for a sustainable future.**

We take responsibility for our products and plastics. We are committed to the ongoing development and research of new products and sustainable materials with the aim of aligning our product portfolio with the needs of humankind and nature.

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

**Each and every one of us is a valuable individual and important to our collective group.**

We are firmly committed to a respectful, diverse and tolerant working environment. Discrimination is not tolerated within our company. All employees are respected and treated fairly regardless of gender, skin colour, origin, religion or sexual orientation.

**10** REDUCED INEQUALITIES



**5** GENDER EQUALITY

**11 SUSTAINABLE CITIES AND COMMUNITIES**



**In selecting our means of transport, we strive to reduce CO<sub>2</sub> emissions.**

We promote sustainable mobility. Conventional company cars are gradually being replaced by electric vehicles, we support alternatives such as job bikes, and employees are encouraged to use environmentally friendly options such as public transport for business trips, while avoiding air travel.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**



**Let's save water, electricity and resources.**

We endeavour to reduce resource consumption and waste, promote recycling and save electricity, water and paper on a daily basis. Our focus is on sustainable sources of energy and materials.

**13 CLIMATE ACTION**

**We work together, not against each other.**

We are fully committed to integrity and ethical behaviour. Corruption and bribery will never be tolerated. These principles are essential elements of our Sustainability Policy and are also enshrined in our Code of Conduct.

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**



**Embracing our responsibilities –**  
for a better and more sustainable future.

# Your ideas for a more sustainable future.

Every area of our company harbours the potential for greater sustainability – and you have the key to unlocking it.

Your insight and experience are essential in shaping our path to a greener future.

Do you have suggestions on how we can become even more sustainable?

**Please share your thoughts with us via the SIMONA idea management tool!**

**SHARE YOUR IDEAS NOW**



**SIMPLY CLICK THE LINK  
AND BECOME PART  
OF THE TRANSITION.**

Every contribution counts!

**SIMONA AG**

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