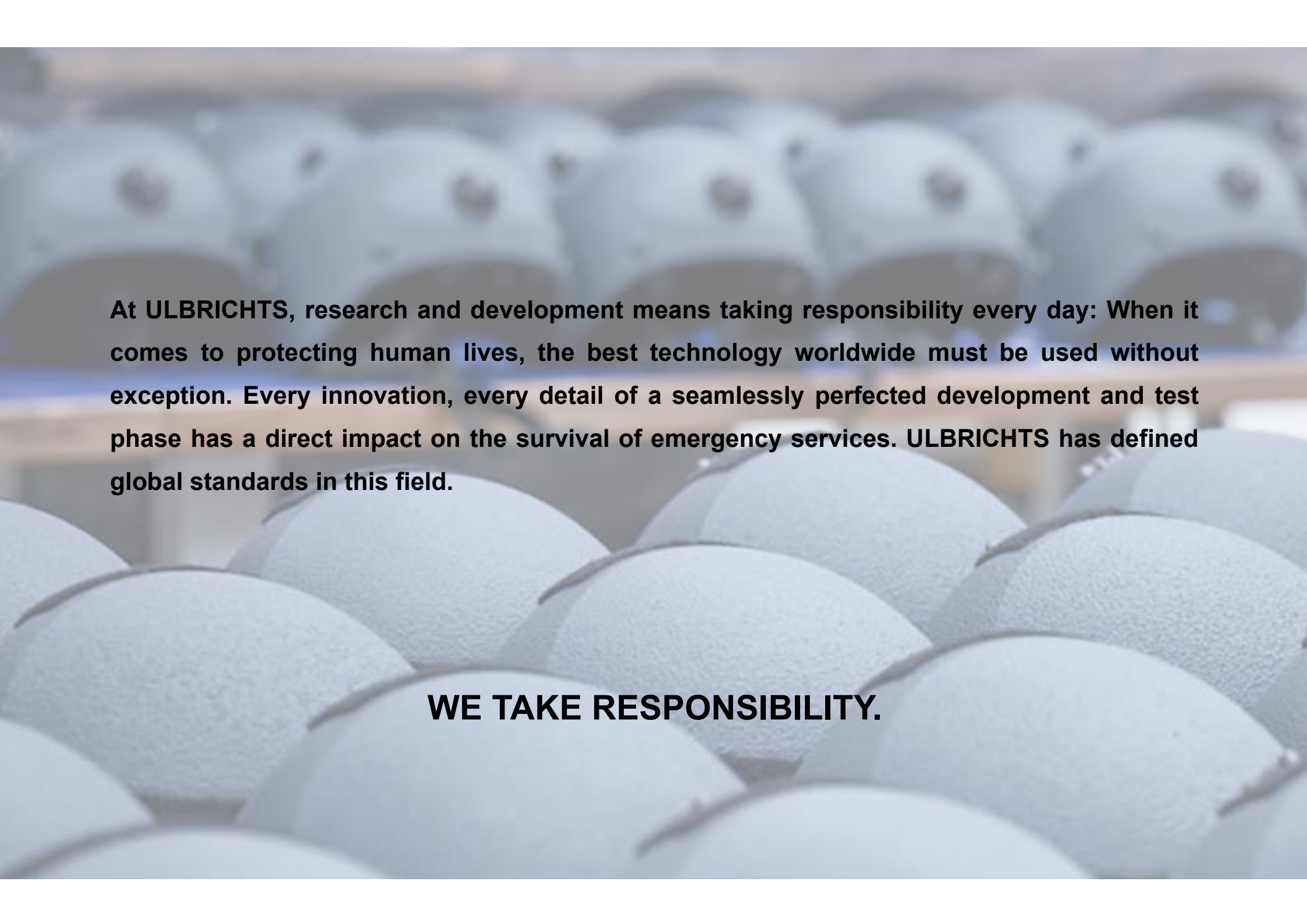


Sustainability Report 2023





At ULBRICHTS, research and development means taking responsibility every day: When it comes to protecting human lives, the best technology worldwide must be used without exception. Every innovation, every detail of a seamlessly perfected development and test phase has a direct impact on the survival of emergency services. ULBRICHTS has defined global standards in this field.

WE TAKE RESPONSIBILITY.

Table of contents:

Foreword

Goals Sustainable development

Health and well-being

High-quality education

Clean water and sanitation

Affordable and clean energy

Decent work and economic growth

Industry, innovation and infrastructure

Fewer inequalities

Measures and climate protection

Life in the country

Number, data, facts



Foreword

Dear customers and business partners,
Dear employees,

For Ulbrichts GmbH, as for many in the industry, 2023 was characterized by massive geopolitical and economic challenges. The war in Ukraine and the associated effects, such as the energy crisis, a still tense supply chain situation and considerable inflation, were and are additional tasks. We have to face up to these, apart from the humanitarian suffering that every war causes and which has also affected us greatly.

With this sustainability report, we are looking to the future. Climate change, societal and social change, digitalization and the shift in global markets are fundamentally changing the world. As a result, our industry also has to change. This presents us with both challenges and opportunities. We are dealing with both in a sector-specific manner and with great attention and responsibility for the environment, society and our employees.

Driven by our values "We develop top performance", we are looking positively to the future despite all the uncertainty factors. In 2023, we launched investment projects for the coming years and thus set another milestone in the company's history.

However, one thing is particularly important to us: that we remain authentic. That is why we attach great importance to ensuring that the three pillars of our program - economic, social and environmental - are in balance, thereby establishing our program as "sustainable". In this way, we are creating a corporate culture in which ESG (environmental, social and governance) is firmly anchored and offer our customers a partner at their side on their path to success who will take care of them responsibly.

The management, Georg Schapernack





Goals Sustainable development

The "Sustainable Development Goals" - also known as "Agenda 2030" or "Sustainable Development Goals" - were adopted by the United Nations (UN) in 2015 and signed by 192 UN member states, including Austria. The 17 sustainable development goals defined therein are to be implemented by 2030 and serve as an overarching set of values for the global community, which set priorities towards global sustainable development and should therefore be strived for.

The SDGs encompass social, ecological and economic aspects and aim for nothing less than the "transformation of our world". They serve governments, organizations, individuals and companies alike as a compass for planning, decisions and actions and also serve Ulbrichts GmbH as a signpost towards sustainability and the future. When comparing the sustainable development goals with the goals and values of Ulbrichts GmbH, the following priorities were set according to their relevance.

Accordingly, Ulbrichts GmbH intends to focus (even more strongly) on the following five sustainable development goals in future and implement targeted measures.



Health and well-being

Ulbrichts GmbH manufactures products that contain dangers to the population. The focus is on the health and safety of police officers and soldiers.

Responsibility towards employees requires precautions to be taken against the risk of accidents and other risks to mental or physical integrity. This applies to the technical planning of workplaces, facilities and processes as well as to safety management and personal conduct in everyday working life. In accordance with the Ulbricht Code of Conduct, we respect human rights and the applicable laws to ensure fair working conditions, particularly with regard to wages and working hours. Part-time work and partial retirement options help to keep employees healthy and meet their need for a balance between work, family and leisure time.



High-quality education

Sufficiently trained personnel form the basis of our quality. We support the promotion of talent and the necessary further training to qualify for our operational tasks. Access to further training measures applies equally to all employees. Women and men have equal opportunities for advancement according to their professional and social skills in line with the job profile of Ulbrichts GmbH.

Ulbrichts GmbH offers comprehensive apprentice training. The apprentices have their own apprentice workshop. Various apprenticeships are currently on offer, in particular surface technician and plastics technician.





Clean water and sanitation

We want to actively address the conflict between using water as a resource and protecting it.

The company has its own wastewater treatment plant for domestic wastewater.

We use our own well water for our press cooling circuit.

We separate our waste and do not use PET bottles for our employees' drinks and completely avoid single-use plastic. The plastic cups in production have been switched to 100% recyclable paper cups.



Affordable and clean energy

Sustainable energy use reduces environmental impact and conserves our resources. The Ulbrichts Group endeavors to design ecologically sustainable and climate-neutral business concepts. The aim is to minimize the environmental impact of products and processes in a variety of ways and to use renewable energy.



Decent work and economic growth

Appreciative, supportive and safe working conditions as well as growth that makes sustainable use of resources is one of Ulbrichts GmbH's greatest concerns - long before this goal was declared a "Sustainable Development Goal". Ulbrichts GmbH is proud of the fact that many of its employees work for the company from their first job until they retire.

In accordance with our Code of Conduct, the Ulbrichts Group respects and supports compliance with internationally recognized human rights and anti-discrimination laws. For the benefit of the health and safety of children, admission to employment is to be observed in accordance with the respective national regulations.



Industry, innovation and infrastructure

As the world market leader, the Ulbrichts Group has a special role to play in terms of innovation. By developing innovative products for special police units, Ulbrichts GmbH makes a major contribution to this goal - in particular by manufacturing the best protective helmets on the world market. Our Research & Development is located in-house, just a few meters away from toolmaking and production. In this way, ideas become prototypes without detours and in a resource-saving manner. We consider high-quality technical equipment at the workstations, modern communication and information systems and access to the company's own canteen to be standard.





Fewer inequalities

We welcome new team members with open arms and are happy to welcome reinforcements in all areas.

The recruitment and application process is fair and transparent in order to promote diversity in the workplace. Candidates are not discriminated against on the basis of their appearance, gender or age. The application process is open and transparent.

Ulbrichts GmbH wants to further increase its attractiveness as an employer. In addition to a fair salary, flexible working hours, further training and health measures, specially developed services aimed at individual needs are being developed to make current and future employees even more enthusiastic about the company.

All Ulbrichts employees must respect the rights as well as the national, cultural and ethnic characteristics of every individual they come into contact with in their business activities.

Business decisions should be characterized by the cause and interests of the company.

Equal opportunities and equal treatment, irrespective of ethnic origin, skin color, gender, religion, nationality,

sexual orientation, social background or political views, insofar as these are based on democratic principles and tolerance towards those with different opinions, are guaranteed.

Employees are generally selected, recruited and promoted on the basis of their qualifications and skills, unless national law expressly prescribes other criteria.



Climate protection measures

As an industrial company, we feel responsible for making a contribution to influencing climate change and reducing greenhouse gas emissions. The application and further development of an effective environmental management system in accordance with the requirements of ISO 14001:2015 has been confirmed by Quality Austria since 2019.

By switching from oil heating to gas heating, a reduction in CO₂ could be achieved. By utilizing waste heat potential, the demand for gas as a primary energy source has been reduced by around 30% in recent years.

We use activated carbon filtration for VOC substances to clean the exhaust air from the paint shop.

The company's own wastewater treatment plant for domestic wastewater and the use of well water for efficient press cooling contribute significantly to the management of environmentally friendly measures.



Life on land

One of Ulbrichts GmbH's contributions to protecting rural ecosystems and preserving biodiversity is the bee colony project at the Kaufing site. 15 bee colonies are looked after by an employee near the employee parking lot and the surrounding landscape in order to provide the bees with a species-appropriate living and working environment.

The company bike project provides employees with a top bike of their choice on a leasing basis, the costs of which are covered by Ulbrichts GmbH. This allows them to travel to work comfortably and in an environmentally friendly way by bike.

In the Mostbach project area, 133 trees were planted in 2022, which Ulbrichts GmbH supported by placing orders with Precisa.

Facts, figures and data

8.1 Corporate Sustainability Reporting Directive (CSRD)

In order to meet the requirements arising from the Corporate Sustainability Reporting Directive and the national derivations, a reference table is provided here as a supplement to the GRI 2021 Index.

GRI Standard	Aspekt	GRI Offenlegung	Einheit	2022	2021	2020
Energieverbrauch						
302-1a	Energieverbrauch innerhalb der Organisation	Stromverbrauch	kWh	3810361	4200785	4503149
		Wärmeverbrauch	kWh	1115439	1487493	n.A.
		Wasserverbrauch				
303-3	Wasserentnahme Brunnen	Grundwasser zur Maschinenkühlung	m3			138279
	Wassereinkauf					
	Fließgewässer	Grundwasser gereinigt in Fließgewässer	m3			138279
	Wasserverbrauch	Ortsleitung	m3			
Emissionen						
305	Emissionen erzeugt	VOC Emissionen	kg	3517	3292	3851
305	Emissionen vermieden	Aktivkohle	kg	4200	3977	4592
Abfall						
306-3	Abfall erzeugt	Gesamtabfallmenge (in Tonnen)	to	270	392	539
	Abfall erzeugt	Gefährliche Abfälle (Prozesswässer)	to	96	118	171
	Abfall erzeugt	Gewerbemüll	to	118	96	163
Umweltcompliance						
307-1a	Nichteinhaltung von Umweltgesetzen und -vorschriften	Gesamtgeldwert erheblicher Bußgelder für die Nichteinhaltung von Umweltgesetzen und/oder -vorschriften	#	0	0	0
Beschäftigung						
401-1u.	Mitarbeiteranzahl	Gesamtzahl der Mitarbeiter	#	353	322	309
401-1B.	Mitarbeiterfluktuation	Gesamtzahl der Mitarbeiterfluktuation	%	13,9	8,25	15,4
Arbeitsverwaltung						
GRI 402	Arbeitsbedingte Verletzungen	Zahl der Todesfälle durch arbeitsbedingte Verletzungen	#	0	0	0
403-9a.ii	Arbeitsbedingte Verletzungen	Anzahl arbeitsbedingter Verletzungen mit schweren Folgen (ohne Getötete)	#	0	0	0
403-9a.iii	Arbeitsbedingte Verletzungen	Anzahl meldepflichtiger arbeitsbedingter Verletzungen Ausfalltage	#	3	2	1
Nichtdiskriminierung						
406-1u	Vorfälle von Diskriminierung und eingeleitete Korrekturmaßnahmen	Gesamtzahl der Vorfälle von Diskriminierung	#	0	0	0
Kundendatenschutz						
418-1	Kundendatenschutz	Gesamtzahl der eingegangenen begründeten Beschwerden über Verletzungen der Privatsphäre von Kunden, kategorisiert nach: I. Beschwerden von außen und von der Organisation begründet; II. Beschwerden von Aufsichtsbehörden, B. Gesamtzahl der identifizierten Lecks, Diebstähle oder Verluste von Kundendaten. Hat die Organisation keine begründeten Beanstandungen festgestellt, genügt eine kurze Darlegung dieses Sachverhalts.	#	0	0	0