wieland

CORPORATE SUSTAINABILITY

ENVIRONMENTAL STATEMENT 2024

Global Compact Report Wieland Division
Bamberg **+** Sokolov locations.

HELLO
WIELAND ELECTRIC

Tradition and innovation - Wieland is representing the synergy of these two guiding principles for more than 100 years.

At Wieland Electric, we are proud to be the world market leader in electrical connections, and have been focusing on safe and innovative technologies since our founding. The beginnings of our success lie in the legendary Wieland Clamp, the first-ever safe electrical connector. Since then, innovation has pushed us to develop safer and more efficient ways to electrify the world.

Expanding from a component-only manufacturer, we are now one of the leading suppliers of innovative, future-oriented, and complete electrical solutions. We divide our focus into two main areas, Building and Industry. Our Building Solutions focus on decentralized power distribution and pluggable connections in all kinds of architectures and infrastructures. From in-store displays and lighting to hospitals and airports, and any structure in between – you build it, we power it! Our Industry Solutions center around functional safety for machines, industrial networking, and power distribution. At Wieland, we keep your productivity going in mechanical engineering, wind power, material handling, HVAC, and many other industries.

We are at our customers' side in every step of the project, right from the start. Our experts offer consulting, on-site services, and technical support. We see ourselves as service providers, trainers and subject-matter experts.

1910
Founded in Bamberg

1700+
Employees worldwide

3
Production sites

70+
Countries worldwide

wieland

CONTENTS

05 The Global Compact – Implemented at Wieland Electric
06 **Global Compact**
07 The Wieland Group
08 **Corporate Sustainability. Mission statement**
10 Sustainability Management
12 Determined commitment to health + safety
14 Social responsibility to society
16 Responsibility to the future
18 **Environmental policy**
19 Environmental management
20 Sustainable solutions for functional and prefabricated buildings + Retail
22 Sustainable solutions for lighting technology
24 Sustainable solutions for heating, air conditioning, ventilation
26 Sustainable solutions in machine building
28 Sustainable solutions for conveyor technology
30 Sustainable solutions for wind power plants
32 **Environmentally friendly production**
33 Manufacturing processes
33 Metalworking. Plastics production
34 Electro-plating. Electronics production. Final assembly
36 **Facts + figures**
44 **Reporting and targets**
44 Environmental targets 2021 – 2024
46 Status table
48 Environmental reporting
49 Validation according to EMAS

YOUR CONTACT

WOLFGANG HELMRICH
Management Representative
Integrated management system

Phone: **+49 951 9324-425**
Email: **wolfgang.helmrich@wieland-electric.com**

THE GLOBAL COMPACT – IMPLEMENTED AT WIELAND ELECTRIC.

As a global player, we acknowledge the ecological and social responsibilities that we must bear at this time. We have been producing and working with an environmental management system according to ISO 14001 and EMAS for more than 20 years now. Continuous improvements and ongoing investments underline the high level of importance we attach to our endeavors.

Ever since our company was founded, we have been supplying our customers with safe solutions and innovative products for building installation and industrial automation. Alongside the achievement of economic goals, responsible conduct toward mankind and the environment plays a decisive role in our company philosophy.

WE FOSTER:

+ TRUST
+ OPENNESS
+ TRANSPARENCY
+ SUSTAINABILIITY
+ ENVIRONMENTAL FRIENDLINESS
+ ENERGY SAVING
+ RESOURCE CONSERVATION

OUR ENVIRONMENTAL ACTIONS

We base our actions on the environmental policy developed and published by the management and on the manner in which it is implemented in all areas of the company. The selection of ecologically harmless raw materials, the planning and introduction of energy-saving and environmentally friendly production processes, and the recyclability of our products are the result of our efforts.
In our view, safe working conditions, opportunities for training and continuing education, and staff motivation contribute decisively to our success and to securing the future of our company.
This belief is reflected in our support for numerous community projects and social institutions.

We believe that we can achieve great things by working together, and that is why we joined the Global Compact of the United Nations in 2008 and support this in our daily activities.
We have prepared this transparent report to inform our shareholders, customers, employees, and interested members of the general public about the correlations between the principles of the Global Compact, our guidelines, and the resulting objectives, projects, and activities.

DR.-ING. BÖRNE RENSING
Managing Director of Wieland Electric

DR. CHRISTIAN WAHLERS
Managing Director of Wieland Electric

GLOBAL COMPACT

As a member of the Global Compact of the United Nations, we have been operating in accordance with the 10 principles of this initiative for more than ten years now:

1. We support and respect the protection of internationally proclaimed human rights in our sphere of influence
2. We make sure that our company is not complicit in human rights abuse
3. We uphold the freedom of association and the effective recognition of the right to collective bargaining
4. We are committed to the elimination of all forms of forced and compulsory labor
5. We are dedicated to the effective abolition of child labor
6. We stand up for the elimination of discrimination in respect of employment and occupation
7. We support a precautionary approach to environmental challenges
8. Within our operations we undertake initiatives to promote greater environmental responsibility
9. We encourage the development and diffusion of environmentally friendly technologies
10. We work against corruption in all its forms, including extortion and bribery

THE **WIELAND GROUP.**

Wieland Division

Wieland Electric GmbH

- **SALES**
- **DEVELOPMENT**
- **PLASTICS PRODUCTION**
- **METALWORKING**
- **ELECTRO-PLATING**
- **INSTALLATION**
- **CABLE ASSEMBLY**
- **ELECTRONICS PRODUCTION**
- **TECHNICAL TRAINING CENTER**

Wieland Electric International

Wieland Electric Inc.
Oakville, Ontario,
Canada/USA

Wieland Electric Ltd.
Elstead/Goldaming,
Great Britain

Wieland Electric SARL.
Cergy-Pontoise Cedex,
France

Wieland Electric S.r.l.
Settimo Milanese, **Italy**

Wieland Electric S.L.
Barcelona, **Spain**

Wieland Electric Sp. Zo.o.
Swadzim, **Poland**

ATEM-Wieland Electric NV
Willebroek, **Belgium**

Wieland Electric A/S
Køge, **Denmark**

Wieland Electric AB
Limhamn, **Sweden**

Wieland Electric AG
Winterthur, **Switzerland**

Wieland Electric Trading
Soho City, Shanghai,
China

Wieland Electric s.r.o.
Sokolov, **Czech Republic**

Wieland Holding GmbH
Wieland Electric GmbH
Plant I Brennerstraße 10–14, D-96052 Bamberg

Wieland Electric GmbH
Plant II Rodezstraße 10, D-96052 Bamberg
Plant III Neuerbstraße 13, D-96052 Bamberg

Wieland Electric s.r.o.
PRODUCTION
Nádražní 1557, 356 01 Sokolov, Czech Republic

wieland

CORPORATE MISSION STATEMENT
MISSION STATEMENT

Our values and objectives underpin our actions. They serve as our aspiration and yardstick for our interaction with all our employees, customers, and business partners.

OUR IDENTITY

We are a financially independent family-owned company with our headquarters in Bamberg. As the inventor of safe electrical connection technology, we are committed to individual and safe system solutions. Even though we operate worldwide we feel connected to our Franconian roots and therefore engage in many different areas within our region.

OUR VALUES + CULTURE

We have an entrepreneurial mindset and a customer-focused attitude in everything we do, while never losing sight of our employees' needs. We pursue honesty and fairness – in our collaboration with our business partners as well as within the company. We value the diversity of different cultures. Team spirit, mutual trust, and appreciation determine how we work together. We give employees the freedom to develop new ways of thinking and offer them prospects and opportunities to utilize their full potential.

OUR RESPONSIBILITY

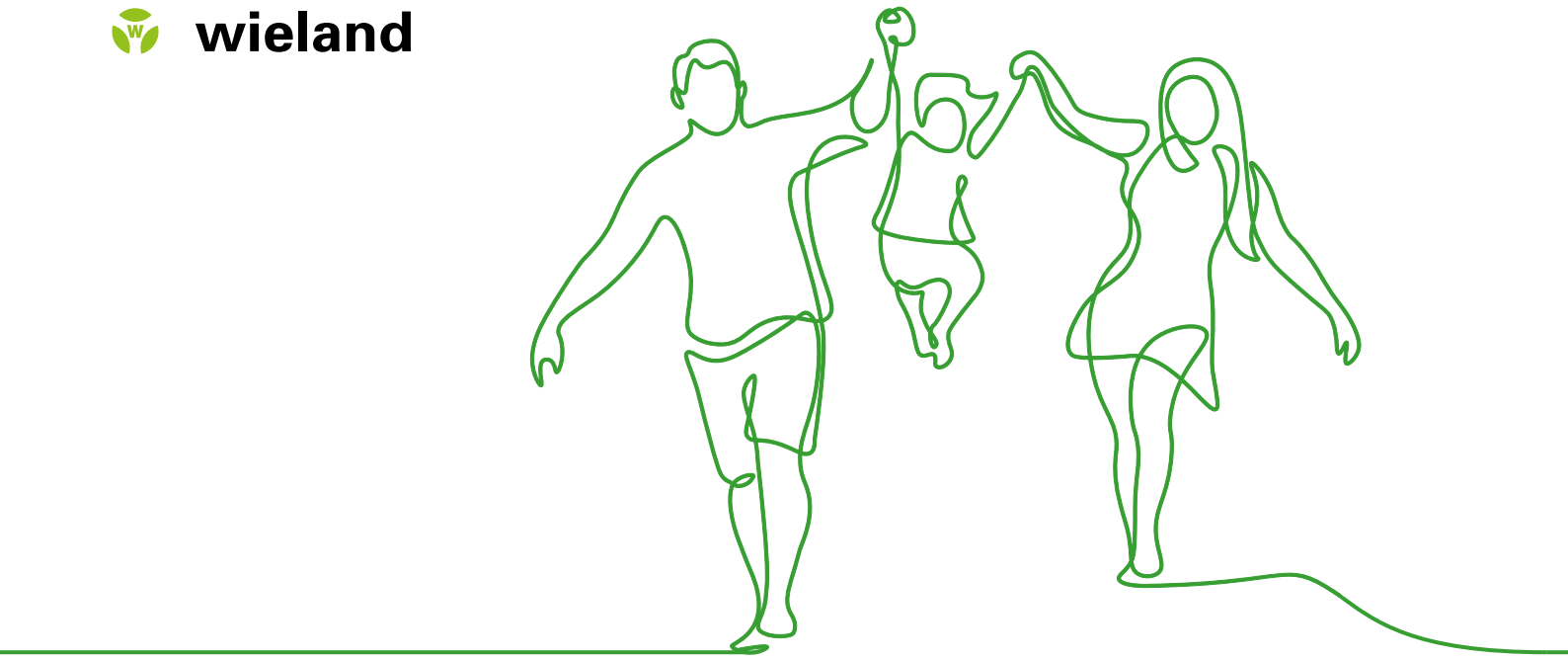
In these times of change and digitization, we ensure sustainable growth and a permanently commensurate profitability. This is how we secure the autonomy and future of our company. Responsible conduct toward mankind and the environment defines ouractions. It is only natural for us to observe legal regulations and guidelines. With our sense of social responsibility, we commit to social and humanitarian issues and we promote culture, education, and sport.

OUR ASPIRATION

We inspire customers all over the world with tailor-made solutions and excellent service. Our products and services are innovative, high-quality, and progressive. We take some of the load off our customers so that they can focus entirely on their core business.

We always act in an economically responsible manner as this is the only way we can ensure safety and continuity for customers, business partners, shareholders, and ourselves, while also actively shaping our company's future.

wieland



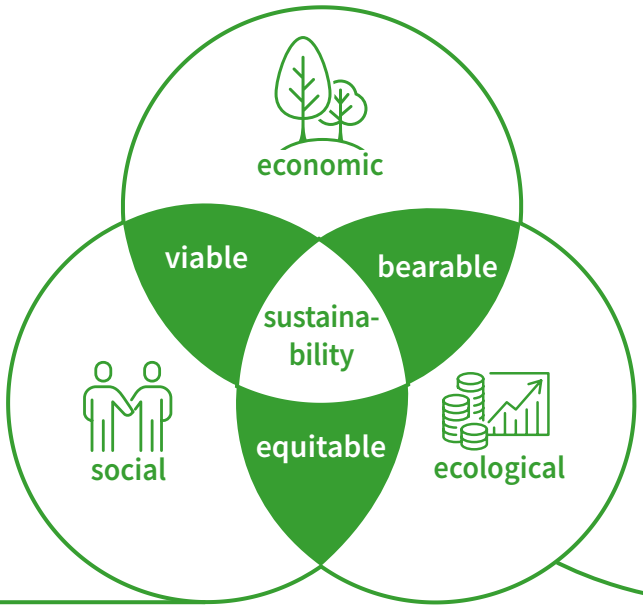
SUSTAINABILITY
SUSTAINABILITY

For Wieland, long-term and profitable growth is not just about helping to shape global social change with our products and solutions, but also about ecological and social action.

Sustainable Development Goals

FURTHER INFORMATION

Information on the topic of SDGs can be found on the website.
Scan the QR code – https://sdgs.un.org/goals



OUR COMMITMENT

We are committed to various environmental and sustainability standards and integrate them into our company within our management systems. For example, we have voluntarily committed ourselves to the Global Compact and the Bavarian Environmental Pact, we are a member of the German electrical and electronic manufacturers' association ZVEI and the German mechanical and plant engineering association VDMA, and we are certified according to ISO 9001, ISO 14001, and EMAS III. By focusing on the three pillars of sustainability - society, environment, and economy - we are clearly committed to thinking and acting in the interests of future generations.

SDGS AND GRI

Our actions are guided by the UN's 2030 Agenda for Sustainable Development. This UN Agenda gave rise to the Sustainable Development Goals (SDGs). These 17 goals with their 169 targets point the way for joint efforts to combat climate change and promote sustainable coexistence. The Global Reporting Initiative has derived indicators from these goals with a view to making the UN goals measurable and integrating them into corporate structures. For clarification purposes, these UN goals are visually assigned to the following topics in the Environmental Statement.

EMBEDDING SUSTAINABILITY

To embed sustainability in the organization, responsibilities and roles within the company have been defined and a sustainability concept developed. Interdepartmental working groups support the integration of the concept into all areas of the company and among all employees. An integrated ideas management system allows the workforce to contribute to the development of measures.

wieland

DETERMINED COMMITMENT TO **HEALTH + SAFETY.**

Obviously we are keen to look after and preserve the health of our employees. For this reason, we are committed to good, safe working conditions and a pleasant working atmosphere. We believe that the more motivated employees are, the greater their commitment to their work.

COMPANY HEALTH MANAGEMENT SCHEME

Mens sana in corpore sano – a healthy mind in a healthy body. We support our employees with sustainable projects, like help to quit smoking, or preventive measures, such as running classes or free fruit days once a week. By doing so, we encourage them to adopt a holistic, healthy lifestyle with sufficient movement and a balanced diet, which increases general wellbeing.

Our apprentices are responsible for tending and creating our green "rest islands", which have become a very welcome place to enjoy lunch out in the fresh air.
Alongside ergonomic office equipment and consultations with our company physicians, we also offer diagnostic back scans, "Rückenfit" (back fit) events, and in-house massages.

To proactively combat the ever-rising number of mental health issues caused by stress in the workplace, we, with the support of our association, vbm bayme, regularly organize workshops for managers. These are intended to raise their awareness of such issues and to teach them how to recognize danger signals within themselves and their staff early.

HIGH OCCUPATIONAL SAFETY

As a responsible company, we feel obliged to ensure the wellbeing of our employees and to provide a safe working environment for them. Our prime objective is to prevent workplace accidents through our numerous preventive measures, such as regular safety training, modernization of protective devices, and a detailed appraisal of any gaps in safety.

ATTENTIVENESS + APPRECIATION FOR EVERY SINGLE PERSON

Looking to the future, we are committed to preserving and promoting the motivation of our employees continuously. Our goal is to assign work to them which they find fulfilling and to provide them with adequate recognition for their performance. This approach is intended to make our entire workforce feel healthier and appreciated, irrespective of the individual's age or stage of career. Not only does this help significantly to strengthen the affiliation with the company, it also keeps the turnover rate low.
Our systematic company reintegration management policy complies with legal requirements while also paying attention to the person so that the reintegration truly works.

wieland

SOCIAL RESPONSIBILITY **TO SOCIETY.**

A company cannot exist without a stable social environment, in the same way as a society cannot survive without sound economic foundations. This is why for us economic activity and social commitment go hand in hand.

As a strong partner we are particularly committed to social projects, culture, and sport in the Bamberg region, putting quality before quantity every time. We are always willing to promote new selected projects.

SOCIAL ENGAGEMENT

Via the “Plattform Betreuung” (care platform) run by the employers’ association of the metal and electrical industry in Bavaria we offer help if children or other dependent family members require short-term assistance.

SUPPORTING DISADVANTAGED PEOPLE

We have also been committed to the association “Lebenshilfe e. V.” for many years.

REWARDING VOLUNTARY WORK

Employees who volunteer privately as labor court judges, firefighters, or in social and charitable institutions can count on us. We support their social engagement financially or in the form of time off work.

CULTURAL SPONSORSHIP

Alongside the world-famous Bamberg Symphony Orchestra, which represents our city as a musical ambassador all over the world, we also sponsor the Bamberg University Association. Our Wieland managers regularly visit universities and other institutions of higher education to bridge the gap between theory and practice and to fulfill our social and educational responsibility.

SPORTING COMMITMENT

Every two years not only do we get involved in the Bamberg World Heritage Run as a sponsor, we also line up at the start with our own running team.

wieland

RESPONSIBILITY
TO THE FUTURE.

As a family company, we are a dependable employer, guiding our protégées along their journey and ensuring that they receive the best possible development opportunities, with the focus not just on purely technical training but also on the development of social and personal skills.

APPRENTICES

Wieland Electric GmbH

The analysis is updated every year with the values from the previous year.
The average number of apprentices in a year is compared to the average workforce according to the personnel statistics.

	2019	2020	2021	2022	2023
Average number of apprentices	27	23	22	21	30
Training quota (%)	3.1	3.5	3.0	2.8	2.6

TRAINING

In our in-house training center, experienced trainers are concerned not only with imparting professional knowledge in a practical manner, but also with helping apprentices to find their feet in this new period of their lives. Thanks to our open communication and feedback culture, our apprentices can develop their potential and often really thrive. This relationship of trust with our young employees is a reliable connection to the future. This is because almost 100 percent of our apprentices decide to continue their career with us after successfully completing their training.

GRADUATION WITH DISTINCTION

It goes without saying that we prepare our apprentices well for their exams. The qualifications successfully attained by our apprentices, who regularly receive special distinctions from the Chamber of Commerce and internal awards, speak for themselves.

APPRENTICESHIP PACKAGES

We give our new talent access to attractive offers like apprenticeship film, apprenticeship blog, or health projects. At training fairs they then regularly inspire school leavers and interested parties with their impressions and experience of our company.

STUDIES

We regularly assign exciting and demanding topics for dissertations and theses at all degree levels, for which we provide personalized and comprehensive support. In addition, we offer individual MBAs and semesters abroad to students pursuing dual (work and study) programs.

VOCATIONAL TRAINING

The content of training offers must be aligned with the digital transformation. We offer extensive subject-specific qualification opportunities to meet the rising demands on the capabilities of our employees.
Employees within all areas of the company can book attractive seminars to, for example, improve their linguistic skills, expand their IT knowledge, or learn management tools.

WIELAND'S NEXT GENERATION

With trade fair appearances, school visits as part of the applicant training programs we offer, and an apprentice day at our two plants in Bamberg, we help students find the right careers for them. We also support women and girls in STEM* professions by participating in the annual Girls Day.

* STEM = Science, Technology, Engineering, Mathematics

ENVIRONMENTAL POLICY

Our actions are based on the following rules defined by the management:

1. **Protection of the environment is an important mission for our company.**

2. **All employees are obliged to act in a way that protects the environment. We provide training and/or information to motivate staff to behave in an eco-friendly manner.**

3. **Compliance with official and legal requirements as well as our company guidelines underpins our environmental protection measures.**

4. **We conduct regular reviews to improve our management system continuously and to document our achievements. The defined environmental and energy targets are our benchmark.**

5. **In the event of deviations from our environmental policy, we intervene with appropriate corrective measures.**

6. **We plan, set up, operate, and develop our plant technology according to the latest technological advancements with a view to “improving energy efficiency”.**

7. **We fully utilize technical and economic possibilities in order to avoid waste and emissions and to reduce energy consumption. Where waste is nevertheless produced, we examine recycling and recovery options for these substances. Non-recyclable waste is disposed of in an eco-friendly way.**

8. **We select, transport, store, use, and dispose of operating and auxiliary materials according to environmental protection measures. If we employ third parties for these purposes, we validate their technical know-how and reliability.**

9. **We use raw materials and energy in a manner that is as economical and as eco-friendly as possible. We pursue this goal from the development to the disposal of our products.**

10. **In all matters of environmental protection we cooperate with the public authorities, associations, and other technical institutions. We provide open and objective information on matters of internal environmental protection.**

11. **We provide our customers with appropriate information on environmental aspects relating to our products.**

12. **We pursue the target of involving our contract partners in improving our environmental performance.**

ENVIRONMENTAL MANAGEMENT
CLEAR POLICY – PRESERVE VALUES.

Clear guidance for our actions.

Sustainability that takes account of the environment is becoming increasingly important to companies – ourselves included. The journey made by a product usually involves a very high energy expenditure. For this reason, we pay attention as early as the design phase to ensuring that we can save resources during the subsequent manufacturing process. We use existing raw materials as fully as we can and waste is recycled purposefully. Our solutions and products are used in sustainable forms of energy.
We also regularly perform environmental audits to document the effectiveness of the protective measures for the environment and health. The results help us to reduce stress, to use energy more efficiently, and thereby to save unnecessary costs – for smart sustainability and a greener future.

OUR **SUSTAINABLE** SOLUTIONS FOR:

- **PREFABRICATED BUILDINGS**
- **MACHINERY AND PLANT MANUFACTURING**
- **CONVEYING TECHNOLOGY**
- **RETAIL**
- **HEATING, VENTILATION AND AIR CONDITIONING SYSTEMS**
- **WIND**
- **LIGHTING**
- **FUNCTIONAL BUILDING**

wieland

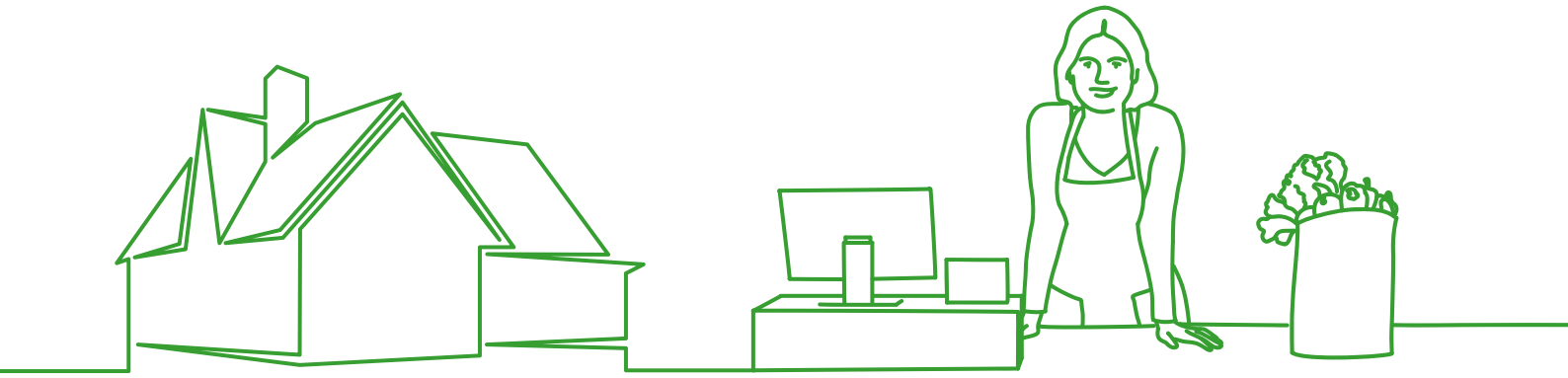
SUSTAINABLE SOLUTIONS FOR **FUNCTIONAL AND PREFABRICATED BUILDINGS + RETAIL**

With our gesis® installation system we have revolutionized electrical installation. It saves 70% installation time and 30% costs, energy and resources as well as space thanks to smaller technical rooms. In the process, our automation solutions control lighting, shading, and temperature, which provides additional energy efficiency for a building. Durable, flexible, economical.

Offices, schools, hotels, hospitals

Prefabricated house construction, modular buildings

Shops, Stores, Retail, Furniture stores, DIY stores, Franchise shops, International stores



SUSTAINABLE ORIENTATION

Forward-looking building planning processes call for innovative solutions. Today, our gesis® system leads the field – we have been world market leader for pluggable installation solutions in functional buildings for several years now. And to make sure things stay that way tomorrow and in the years ahead, we remain agile and actively develop even more effective solutions. Our product development, our company and our activities are dedicated to sustainability.

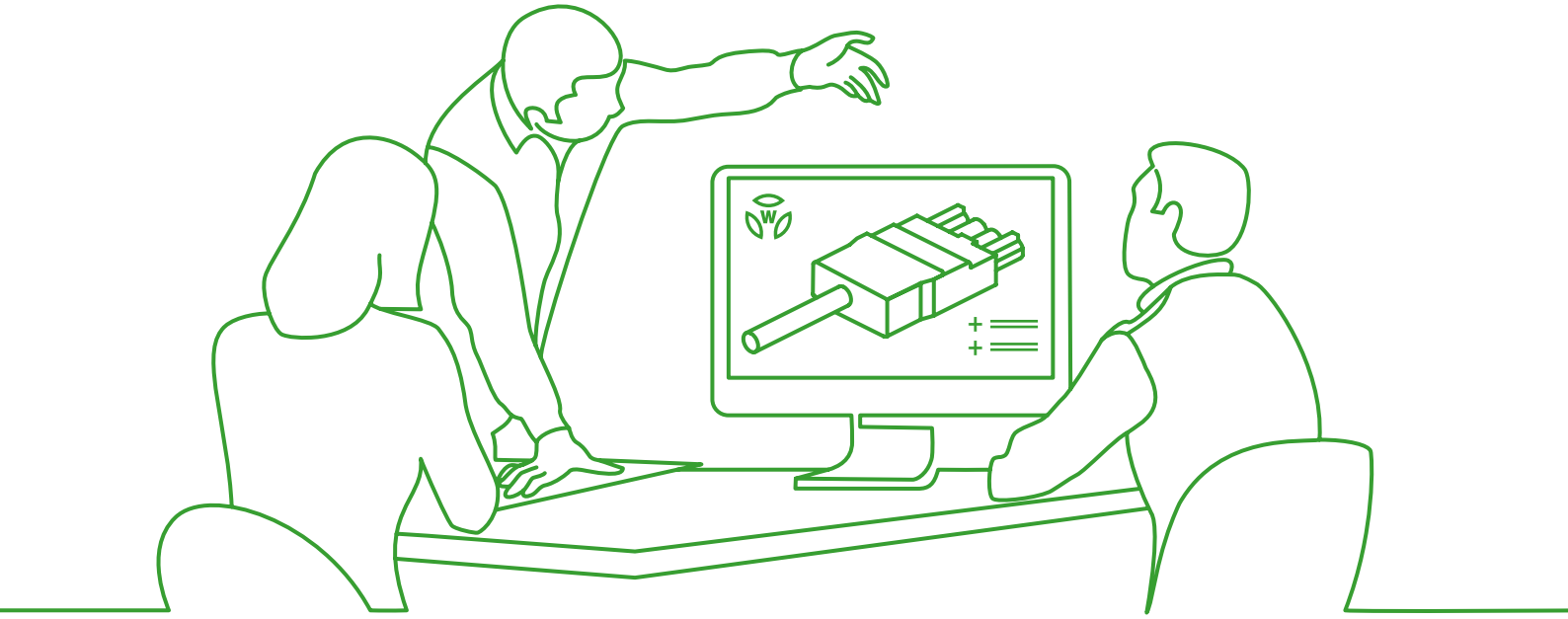
DECENTRALIZED IS SUSTAINABLE

We consider a decentralized and pluggable installation a sustainable, future-facing solution for buildings that has positive effects for the real estate industry in terms of value stability and growth. This has always been part of the Wieland philosophy. The use of sustainable products effectively minimizes costs throughout a building's life cycle – and it's becoming increasingly apparent that sustainable buildings better retain their value. Our long-standing experience as a market leader and our product quality ensure high contact reliability, a long life cycle, high availability and reusability – all this is Wieland sustainability. With the simple, pluggable installation, buildings fitted with Wieland technology are optimally prepared for future modifications and extensions. Compliance with strict environmental standards in the manufacture and reusability of all components plays a key role in achieving the sustainability aspect of overall environmental goals.

wieland

SUSTAINABLE SOLUTIONS FOR **LIGHTING TECHNOLOGY.**

We consider ourselves a specialist solution provider in the lighting industry. The resource efficiency of our products and solutions allows our customers to deliver sustainable added value. Luminaire manufacturers also use our components for their LED lights and drivers or complete solutions.



SAFE INSTALLATION – QUICK + EASY WITH A COHESIVE CONCEPT

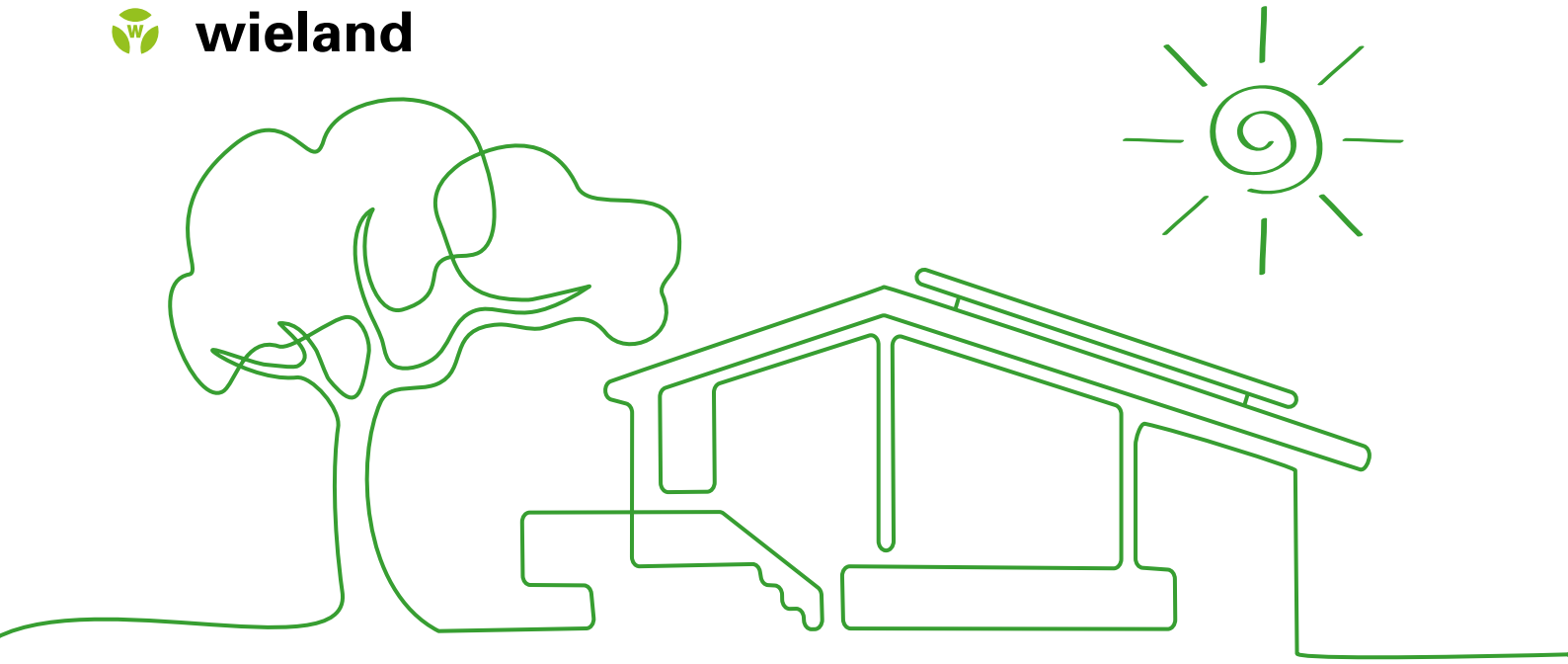
The plug & play philosophy paved the way for the revolution in entertainment electronicsand the introduction of IT in all areas of life. With the gesis® plug system, Wieland has been enabling the realization of customized plug & play concepts for the electrical installation of lighting systems in offices, stores, industry, and the outdoor world for the last 40 years.

Professional lighting solutions benefit from all the advantages that pluggability has to offer. The huge range of special components has been tailored to the requirements of our partners in the lighting industry. Fitters benefit from a time saving of 70% and 30% lower costs when using Wieland connectors. Luminaire manufacturers benefit from a smaller inventory, quick response time for variants, and simplified assembly.

Colored markings and mechanical codings enable clear assignments and prevent mismating. With gesis® system plugs, the electrical connection meets the requirements for a permanent connection in fixed installations as specified in the newly revised DIN EN 61535.

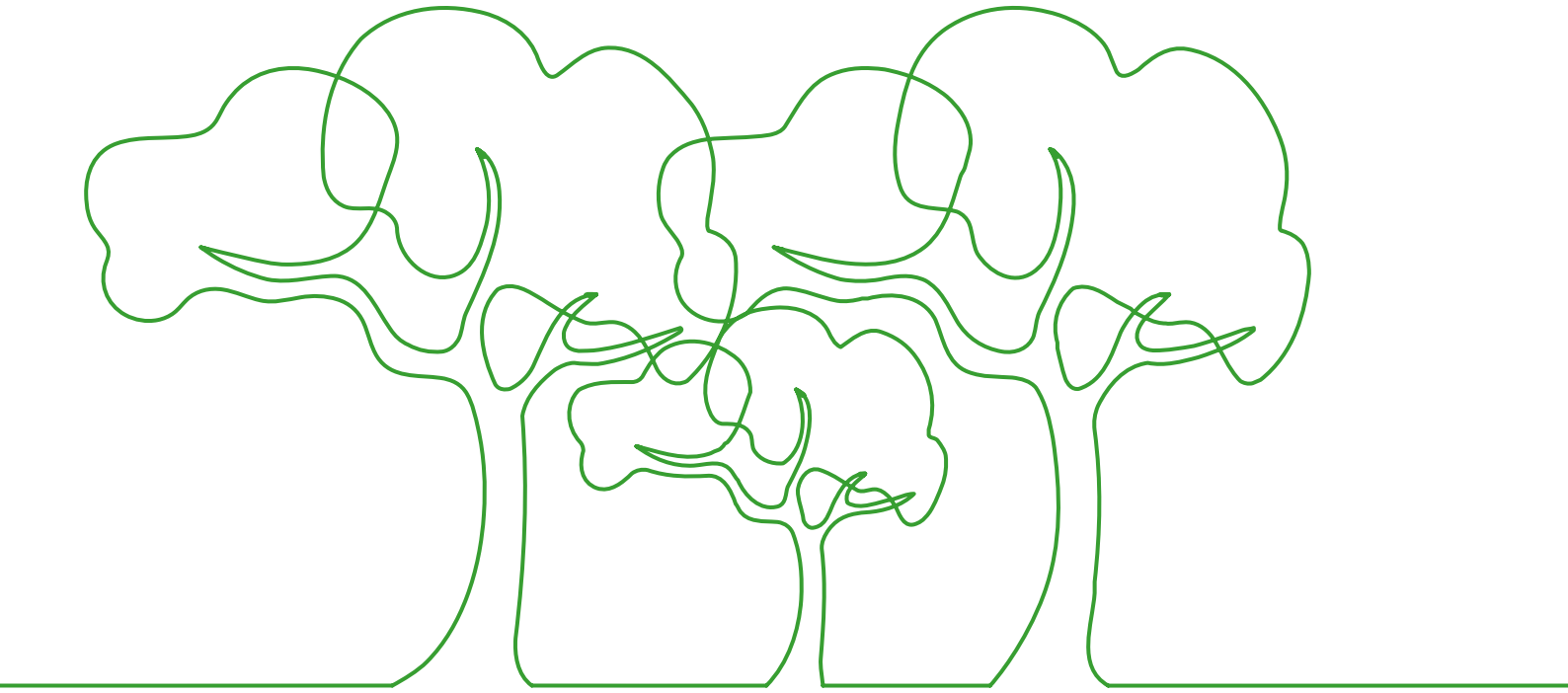
From the flexible distribution of power to the luminaire through to effective DALI control solutions for both indoors and outdoors, Wieland offers cohesive concepts and pluggable solutions that are optimized for the application in question. At the heart of the system lie our plug connectors and device connectors, supplemented with distribution elements, cable assemblies, and accessories.

wieland



SUSTAINABLE SOLUTIONS FOR **HEATING, AIR CONDITIONING AND VENTILATION SYSTEMS.**

Today no other industry works with such an efficient mix of different energies as the heating industry. In ventilation and air conditioning, buildings are air conditioned using holistic approaches that avoid the loss of valuable heat to the outside. Our solutions help to make heating and cooling systems more efficient.

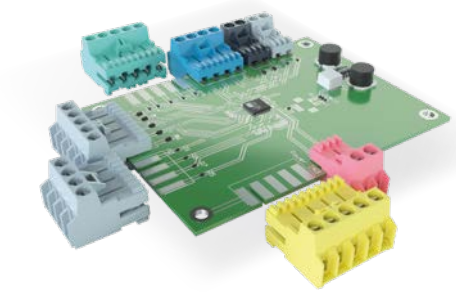


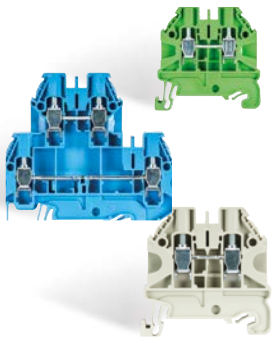
TECHNOLOGY FOR THE ENVIRONMENT + FUTURE

We have been one of the main suppliers in this sector for decades now, both with a large number of specific solutions and with innovative product developments. We are always on hand to provide our customers with detailed advice whenever industry-specific standards change or new equipment concepts bring about different requirements, for example.

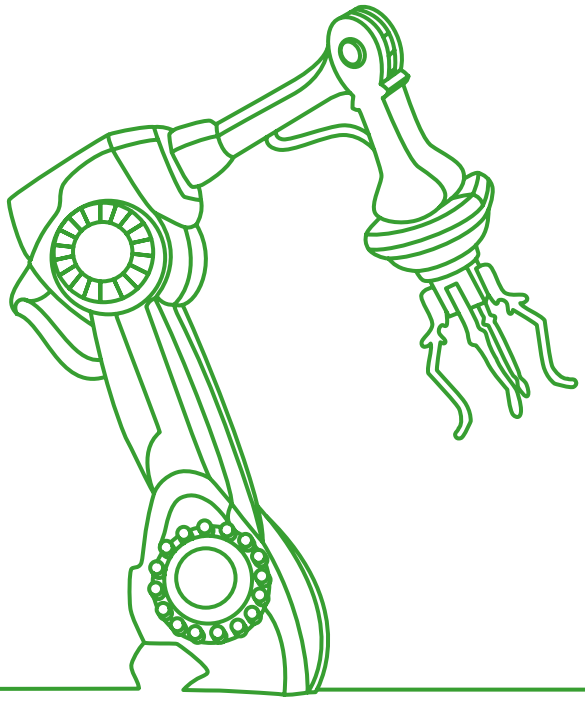
The greatest challenge of our time is to combat global warming. Generating power from fossil fuels is currently the mainstay of energy recovery. In the future, there will not be enough of this primary source to cover the increasing energy demand. For that reason, measures for regenerative energy recovery are being advanced and expanded worldwide. The main tasks, then, are to slow the growing energy demand, and also minimize harmful CO_2 emissions throughout the world.

Energy already generated has to be used and preserved in an efficient manner. Wieland products are being used in heat pumps and heating controllers, for example, to generate heat without draining our natural resources. We are a strong partner to the HVAC sector – for the benefit of all and for a green future.





wieland



SUSTAINABLE SOLUTIONS IN **MACHINE BUILDING.**

Globalization and digital competition pose ever-increasing requirements for cost efficiency and time savings. At the same time, statutory health protection requirements have to be met. We help our customers to be successful and to remain so.

EFFICIENCY AND SAFETY

Not just a leading supplier of safety technology and electrical connection technology, Wieland Electric is also a trend-setting innovator and industry expert. Thanks to in-house machine building and the operation of production lines at home and abroad, we have extensive experience and great industry expertise dating back many decades . As a certified supplier, we have identified problems typical of the market and solved them efficiently. Our safety and IIoT solutions guarantee safe and smooth machine and system reliability. The intelligent and proactive remote maintenance procedure is a huge asset on our customers' sustainability balance sheet thanks to the selective reading and analysis of machine data. Service technicians are able to solve machine problems and maintenance issues through remote access from anywhere in the world – no long journeys required.

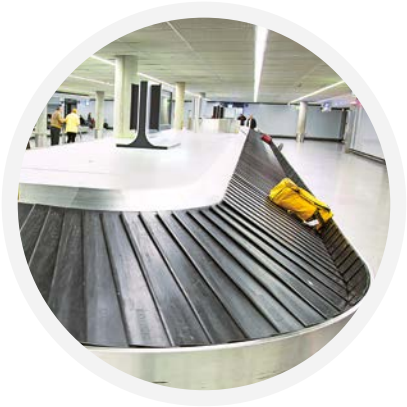
EXCEEDING STANDARDS

Safety technology is one of our core capabilities. And because it is, we aim to automate machines and systems in such a way that the safety of man, machine and of course the environment is guaranteed at all times.
Through our extensive "safety training program", we help comply with the latest legal standards and fundamental principles, such as the Machinery Directive. For our customers, we also create safety assessments and guide them through the CE process.

wieland

SUSTAINABLE SOLUTIONS FOR **CONVEYOR TECHNOLOGY.**

Conveyor technology connects a company's storage, transport and logistics facilities. With the flexible and decentralized installation system podis®, Wieland offers resource-conserving energy distribution and control processes that achieve material savings of up to 40%.



SUSTAINABILITY THROUGH SMART PRODUCT CONCEPTS

The intensifying competition in machine and system construction means companies have to position themselves with innovative product concepts. They face the challenge of balancing the conflicting priorities in meeting economic, environmental and sustainability objectives. Sustainability and the careful use of resources are more important than ever before and feature in the system planning procedures at airports, logistical and storage centers.

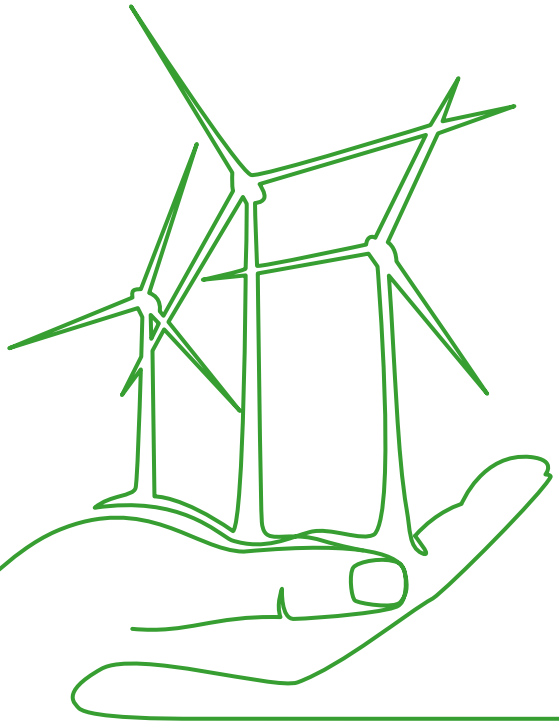
SUSTAINABLE SYSTEM INSTALLATIONS

The benefit of a plug & play installation with podis® over a centralized solution is that it requires less cabling and fewer cable ducts and clamps. Not only does this cut installation time by 70%, it also reduces the amount of material required. As a result, installation costs are up to 30% lower. If a system is modified or expanded, podis® ensures the customer stays flexible because energy tap-off units can be placed anywhere and altered, and the system can be reused.

QUALITY WITHOUT COMPROMISE

The high, robust and certified quality of our internally approved products plays a key role in a system's longevity. Because the connection is made with penetration contacting, our podis® energy bus ensures trouble-free system operation. Once installed, this type of connection remains maintenance free throughout the system's life cycle. This helps prevent a wastage of resources.

wieland



SUSTAINABLE SOLUTIONS FOR **WIND POWER PLANTS.**

Our smart solutions are used in wind farms and solar farms all over the world.
We are proud to be able to make a contribution in this area to the use of sustainable, clean energy.

ENERGY DISTRIBUTION

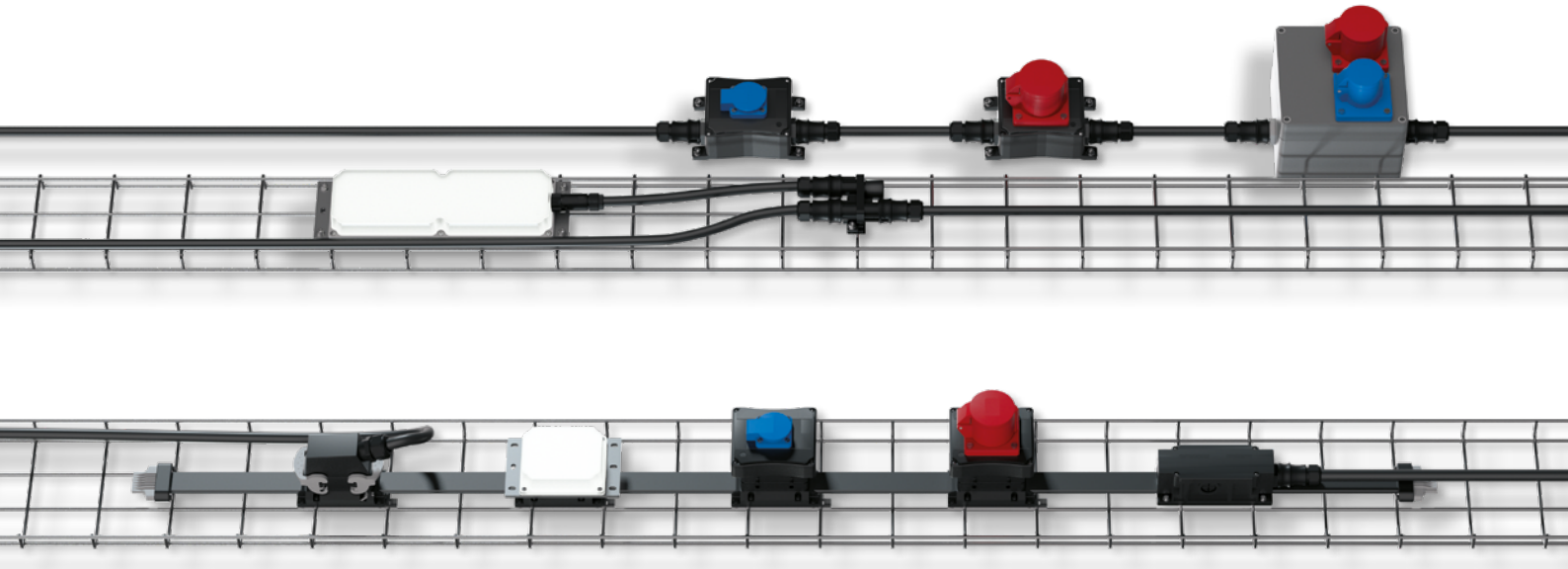
Our podis® and RST® installation systems are the perfect integrated solution for the infrastructure cabling in wind turbines.
They minimize the installation effort, taking immense pressure off personnel in the process. The system is available faster and maintenance-efficient over the long term.

LED LIGHTING

Spaces inside wind power plants have to be fully illuminated in compliance with standards in order to ensure that service personnel can climb up the tower safely, in an emergency as well. For optimum illumination in the tower we offer various LED lights to choose from – pluggable, powerful, and ideal for smooth operation of the plant as they are maintenance-free.
Our solutions carry international approvals and are suitable for worldwide use in industrial environments.

SAFE AND DIGITAL

Our remote maintenance solutions are successfully used in wind turbines and wind farms both off and onshore. They reduce expensive maintenance on high seas to the absolute minimum and mean these routines can be actively planned. That's sustainable!



ENVIRONMENTALLY
FRIENDLY PRODUCTION

Acceptable material usage, take-back + circular economy

METALWORKING

All aspects of environmental protection and health & safety are considered right from the start with the selection of the copper, steel, and aluminum alloys used.

PLASTICS PRODUCTION

The sprue material accrued in plastics production is recycled and integrated into the production process again in compliance with all the regulations.

ELECTRO-PLATING

Water is needed as process water in our electro-plating. As a valuable resource it is recycled using the very latest waste water technology.

ELECTRONICS PRODUCTION

Right from the development of new products we attach importance to the use of eco-friendly, RoHS-compliant components and resource-efficient plant technology. All our welding processes are lead-free.

FINAL ASSEMBLY

Wherever possible, production waste in final assembly is sorted and recycled.

MANUFACTURING PROCESSES

In our production we use numerous materials which, in terms of their procurement, transport, use, and disposal, affect people and the environment. We ensure that valuable raw materials are recycled, negative impacts on the environment are reduced or avoided altogether, wherever possible, and our reputation is protected in this manner.

METALWORKING

We manufacture our metal components in very close proximity to residential areas, nature, and water, so we bear special responsibility for providing protection against noise as well as for keeping water, air, and soil clean.
The cutting and non-cutting production technologies we use, such as stamping, stamp-bending, drilling, milling, and turning, are reviewed and optimized continuously to minimize their impact on the environment and on health and safety. Electricity and compressed air are used efficiently; the oil-based coolants we use are treated and recycled.
The filings and punching scrap accrued are all sorted, de-oiled, and recycled as raw materials.

PLASTICS PRODUCTION

Thermoplastics are processed on fully automated injection molding machines. Mechanical, electrical, and fire-protection properties are taken into account when selecting the plastics used, as are all environmental aspects. The priority is given to halogen-free flame-retardant plastics that exhibit an extremely low smoke density and toxicity during a fire. This aspect is becoming increasingly important. The heat generated while processing plastics is extracted via plate heat exchangers and cooling towers. Energy input is minimized by using closed cooling systems to cool both the tools and the machines. This measure means that refrigerating units to cool the machines can be dispensed with all year round, thereby saving energy and resources.

ELECTRO-PLATING

Our in-house electro-plating corresponds to the latest standards in production and environmental technology.
Tin, zinc, copper, nickel, and silver surfaces are applied on six lines of baths.

The waste water treatment facility processes the waste water generated from electro-plating in streams using electrolytic cells, heavy metal precipitation, and ion exchangers. The galvanic sludge accrued is recycled.

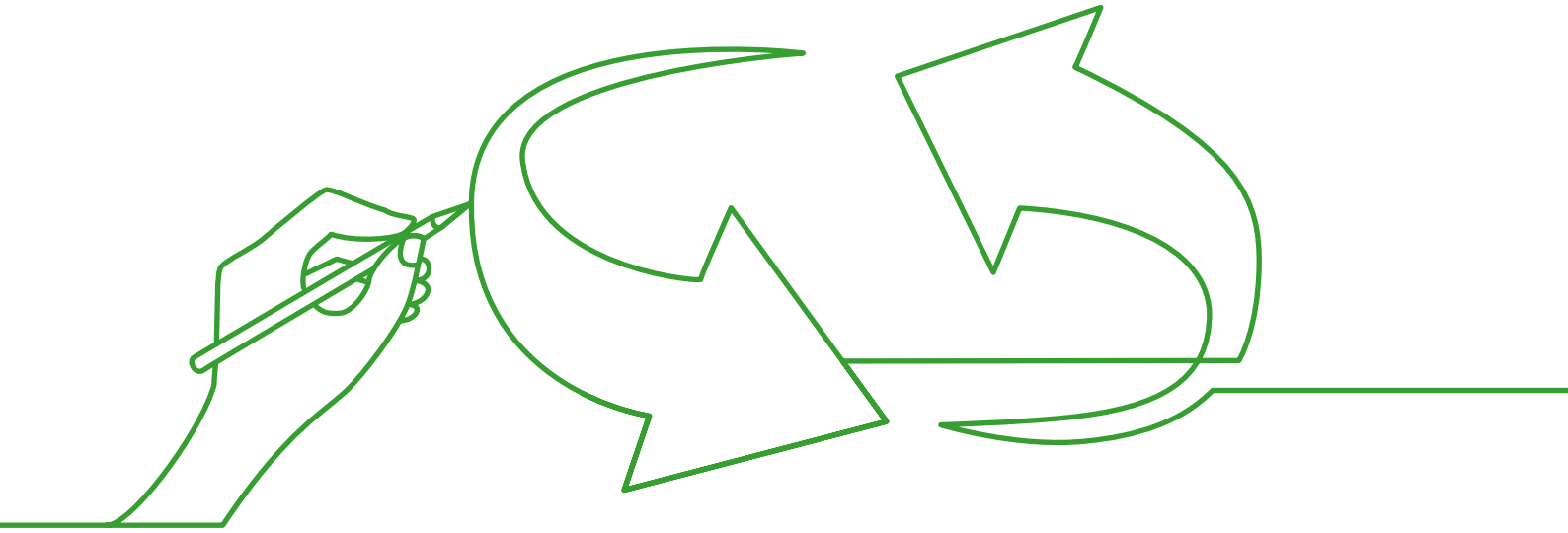
ELECTRONICS PRODUCTION

Modules are made in electronics production, from PCB assembly through to final device assembly.
Right from the development of new products as well as the implementation of production processes, attention is paid to the use of eco-friendly, RoHS-compliant components and resource-efficient plant technology.
We identify energy-saving potentials and realize them.

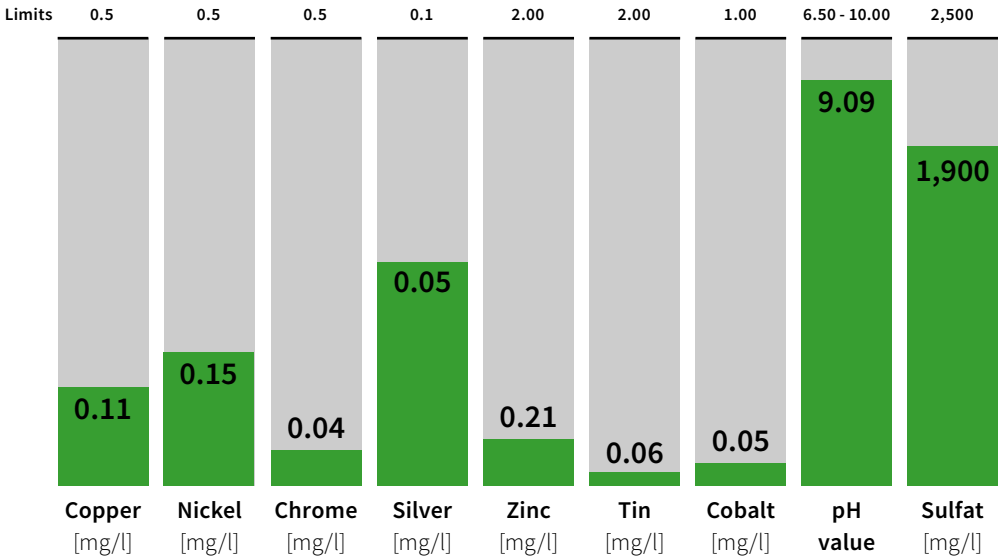
FINAL ASSEMBLY

The entire final assembly section is highly automated. Equipping the automatic assembly machines with integrated inspection and monitoring systems ensures extremely low reject rates and, as a result, low quantities of production waste.
Wherever possible, production waste is sorted and recycled.

The use of ultrasonic welding technology in housing assembly minimizes the consumption of adhesives.



AVERAGE CONCENTRATION OF THE CONSTITUENTS OF PROCESSED WASTE WATER FROM THE WASTE WATER TREATMENT FACILITY



* Average based on the annual measurement by the city of Bamberg for determining waste water levies.
Source: Annual report on the Waste Water Self-Monitoring Ordinance (AbwEV) pursuant to Section 5 of the Self-Monitoring Ordinance (EÜV), year under review: 2023

FACTS + FIGURES

Efficient environmental management by all areas

ENERGY SAVING

As a company with energy-intensive production processes, energy saving has become a top priority at Wieland, as also reflected in our environmental targets and program.

EMISSIONS CONTROL

The conversion to 100 % renewable energies by our power provider at the Bamberg site achieved a reduction in total CO2 emissions by 60 % and in SO2, NOX, and dust by 80%.

WATER CONSUMPTION

We feel obliged to use the resource water in a sustainable manner. We have therefore put a halt to the consumption of water for cooling purposes by switching to closed circulation cooling systems.

LAND USE

To keep as much falling rainwater in the natural water cycle as possible, our traffic areas and car parks are covered with grass pavers and paving with gaps. Despite increasing sales and production, we are using less land.

WASTE AVOIDANCE

The avoidance of waste is a top priority for Wieland. Where waste cannot be avoided, we look to recycle it using methods that are as high-quality as possible. The last resort is the disposal of waste in an environmentally sound manner.

All facts and figures refer to Wieland Electric GmbH, Bamberg, Sokolov and Čačak sites.

ENERGY USAGE

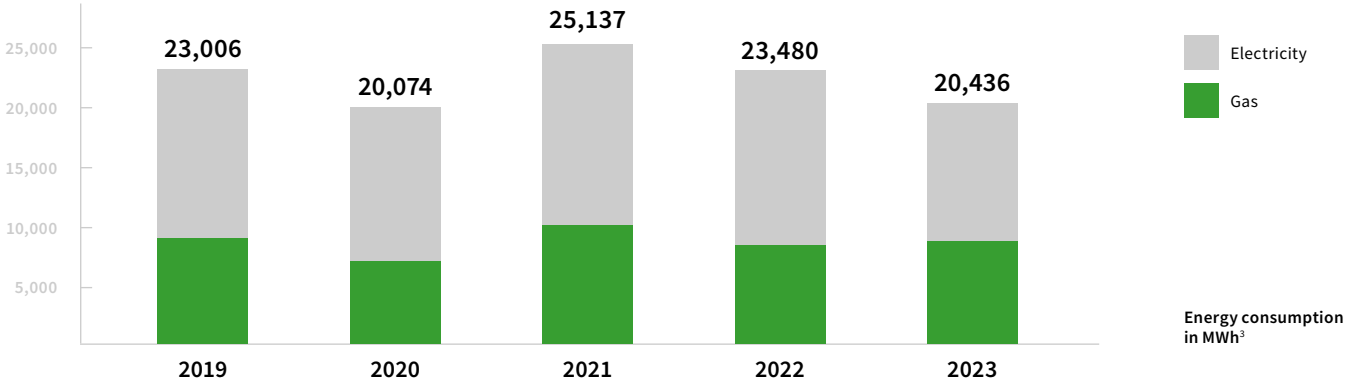
We exploit existing savings potentials by investing purposefully in energy- saving operating and production technology. Since absolute consumption quantities depend heavily on the utilization of production capacity and on climatic fluctuations, the indicator for energy consumption/manufactured product was introduced so the current values do not necessarily represent the savings in this area. Through investment in modern heating systems and renovation measures, the thermal energy consumption of the location has not risen in recent years despite significant sales growth and an increase in the production area.

ENERGY CONSUMPTION IN 2023 BY PLANT

Total energy consumption	Plant I	Plant II	Plant III	Wieland s.r.o.	Total
Electricity (MWh)	2,500	7,589	452	1,046	**11,586**
Gas (MWh)	2,304	4,578	593	1,375	**8,850**
Total energy (MWh)	**4,804**	**12,167**	**1,045**	**2,420**	**20,436**

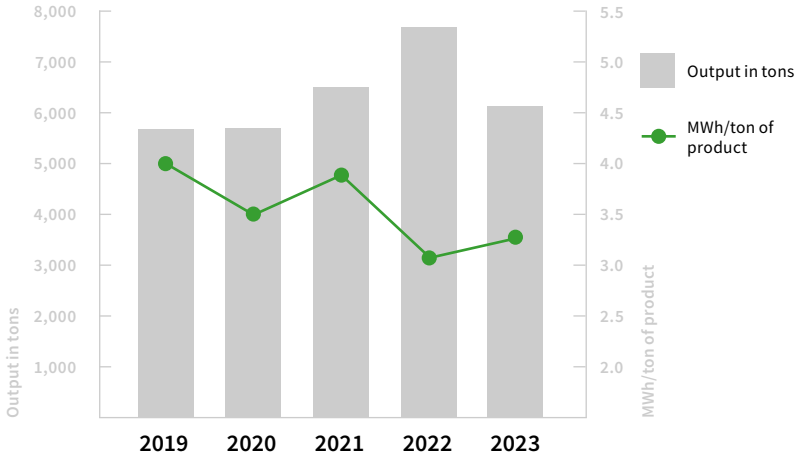
TOTAL ENERGY CONSUMPTION (MWH)

Bamberg and Sokolov locations



ENERGY CONSUMPTION INDICATOR

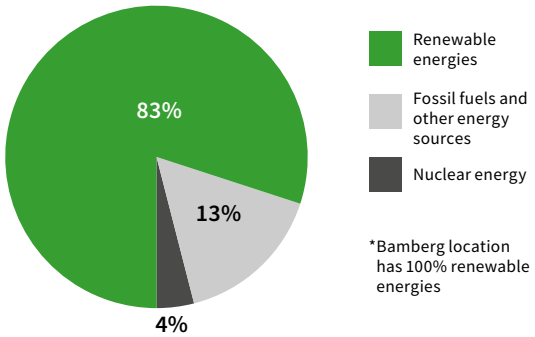
Bamberg and Sokolov locations



The energy consumption indicator shows the relationship between the total consumption of the individual energy sources (electricity, natural gas, heating oil) and the total output of products.

ENERGY SOURCE MIX IN 2023

Bamberg and Sokolov locations



*Bamberg location has 100% renewable energies

Year 2023	CO2 emissions (g/kWh)	Radioactive waste (g/kWh)	Source
Bamberg*, Germany	71	0	STWB
Wieland s.r.o.	308	0.0009	EPET

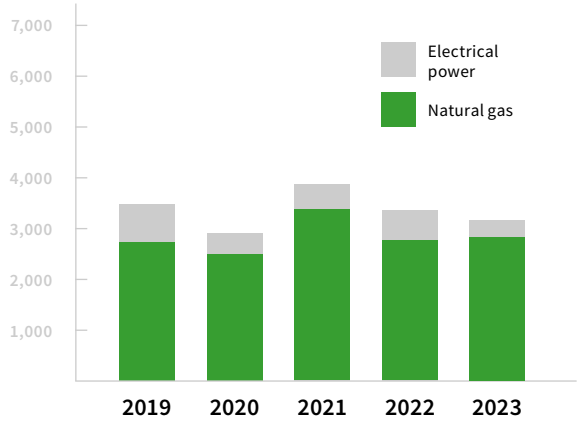
EMISSIONS

Of the greenhouse gases (CO_2, CH_4, N_2O, HFC, PFC, SF_6) only the CO_2 emissions from the consumption of electricity and thermal energy (natural gas, heating oil) are regarded as having significant environmental impacts. The other greenhouse gases are also created during the combustion of fossil fuels, but the characteristic emission values are not known or are not measured and involve negligible quantities compared to CO_2. There are no direct greenhouse gas emissions or other emissions from our production processes. The conversion to 100 % renewable energies by our power provider at the Bamberg site achieved a significant reduction in total CO_2.

Sources:
- CO_2, SO_2, NO_x emissions of electrical energy: Sustainability report EnBW 2008/09 + information from individual calculations
- Information according to Energy Act §42 from the energy suppliers STWB, CEZ
- Characteristic emission values: GEMIS (Global Emission Model for Integrated Systems V 4.5, 2009), Institute for Applied Ecology in Freiburg
- Federal Environment Agency 2010

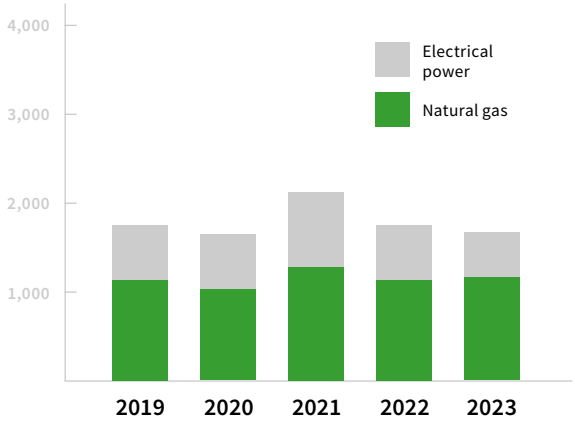
CARBON DIOXIDE EMISSIONS CO_2 (t)

Bamberg and Sokolov locations



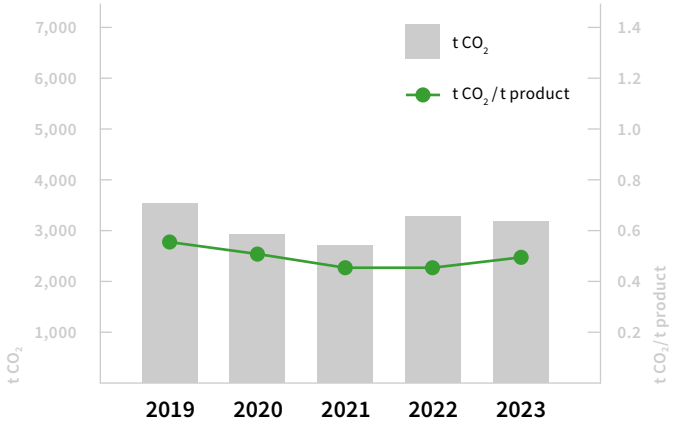
TOTAL EMISSIONS FOR SO_2, NO_X, DUST (KG)

Bamberg and Sokolov locations



EMISSIONS INDICATOR FOR CO_2

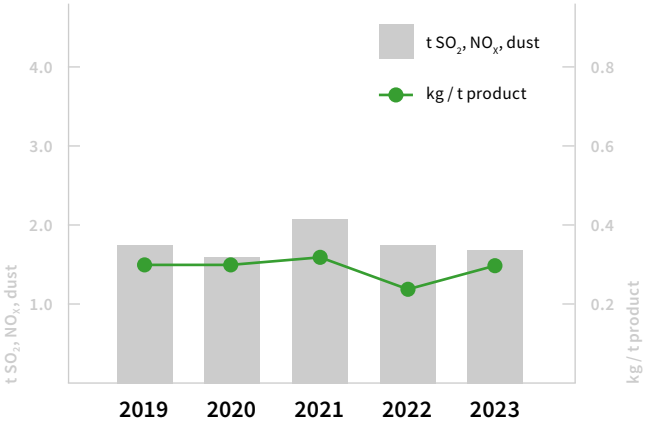
Bamberg and Sokolov locations



The emissions indicator for CO_2 shows the relationship between the total output of CO_2 of the individual energy sources (electricity, natural gas, heating oil) and the total output of products.

EMISSIONS INDICATOR ∑ FOR SO_2, NO_X, DUST

Bamberg and Sokolov locations



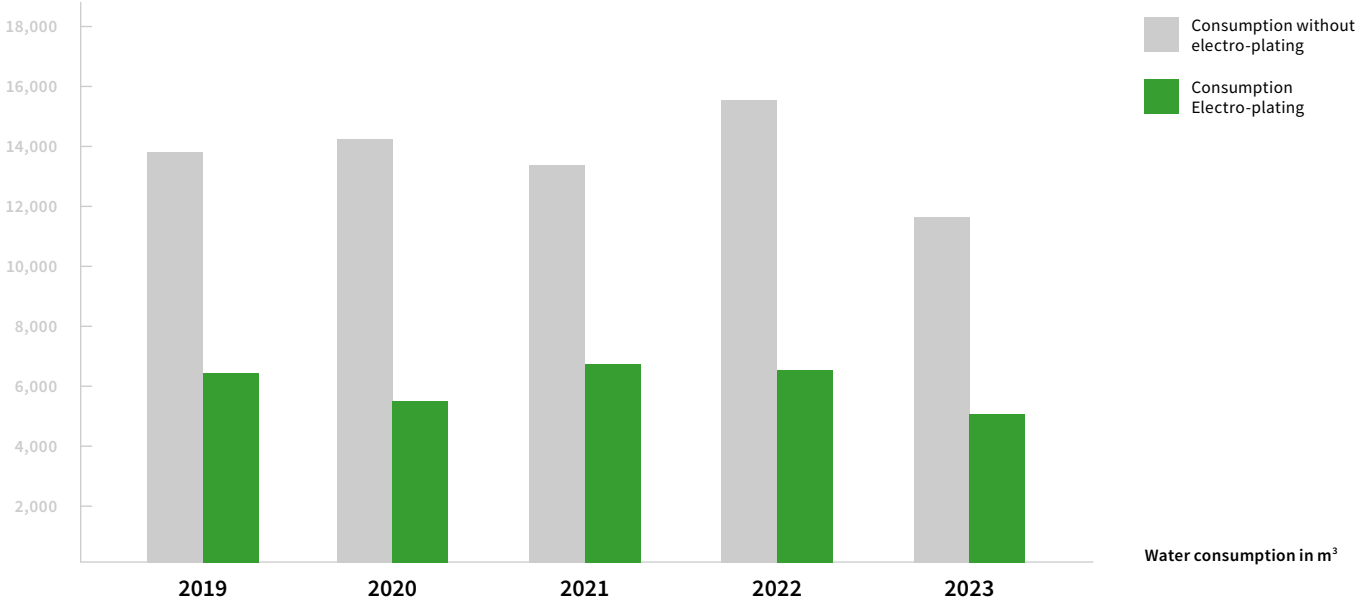
The emissions indicator for SO_2, NO_X, and dust shows the relationship between the total output of these emissions and the total output of products.

WATER

Water is an important resource and needed as process water in our electroplating process. We are constantly trying to reduce our consumption. The process water is processed in separate streams in the waste water treatment facility using the very latest waste water technology and fed into the sewer system, but only once the contents have been analyzed.

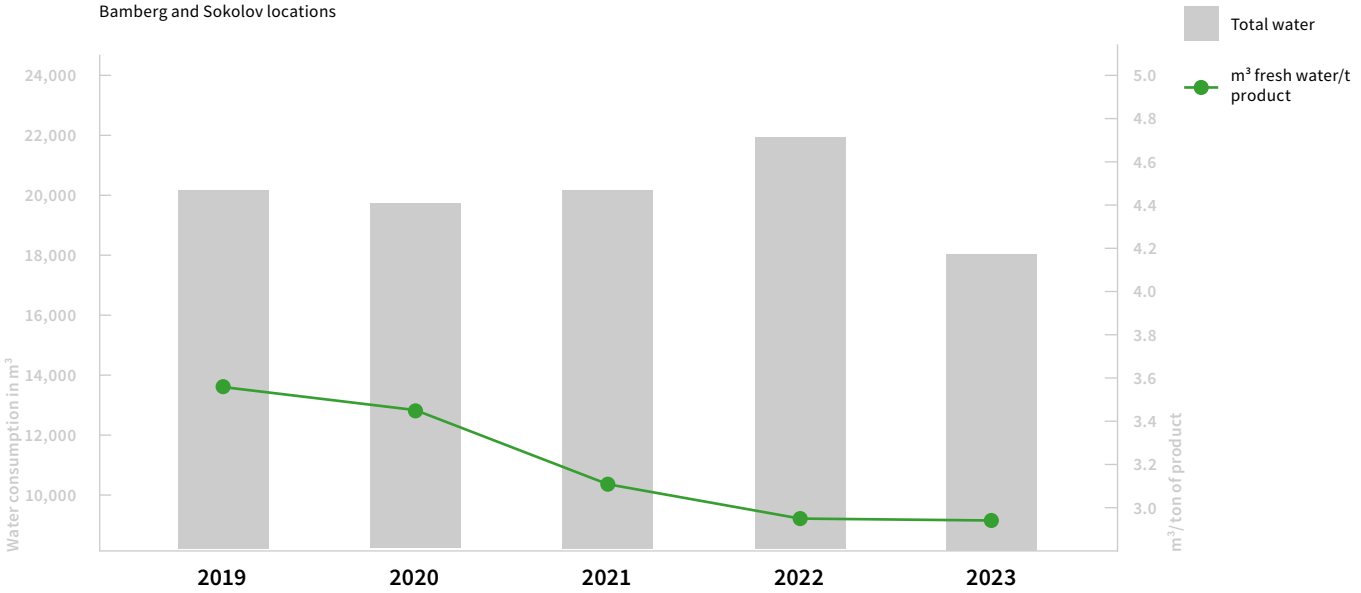
TOTAL WATER CONSUMPTION

Bamberg and Sokolov locations



WATER INDICATOR

Bamberg and Sokolov locations



The water indicator shows the relationship between the total consumption of water and the total output of products.

LAND USE

BUILDINGS AND INFRASTRUCTURE

Required traffic areas and car parks are not fully sealed but covered with grass pavers and paving with gaps to keep as much falling rainwater in the natural water cycle as possible. Despite increasing sales and production, we are reducing our land use all the time.

AREA DATA FOR 2023

Plant I	Plant II	Plant III	Wieland s.r.o. Solokov	Wieland s.r.o. Lomnize	Total
17,400	16,315	3,946	2,979	880	Built-over area **41,520 m²**
5,785	6,385	3,658	4,061	556	Fortified area **20,445 m²**
16,515	18,160	625	0	0	Natural area at the location **35,300 m²**
-	-	-	-	-	Natural area outside of the location **- m²**
176,900	163,830	27,800	N/A	N/A	Enclosed space **368,530 m²**
39,700	40,860	8,229	7,040	1,436	Size of site **97,265 m²**

Plant I
- Administrative areas
- Installation
- Dispatch

Plant II
- Plastics production
- Metal production
- Surface finishing
- Technical training center

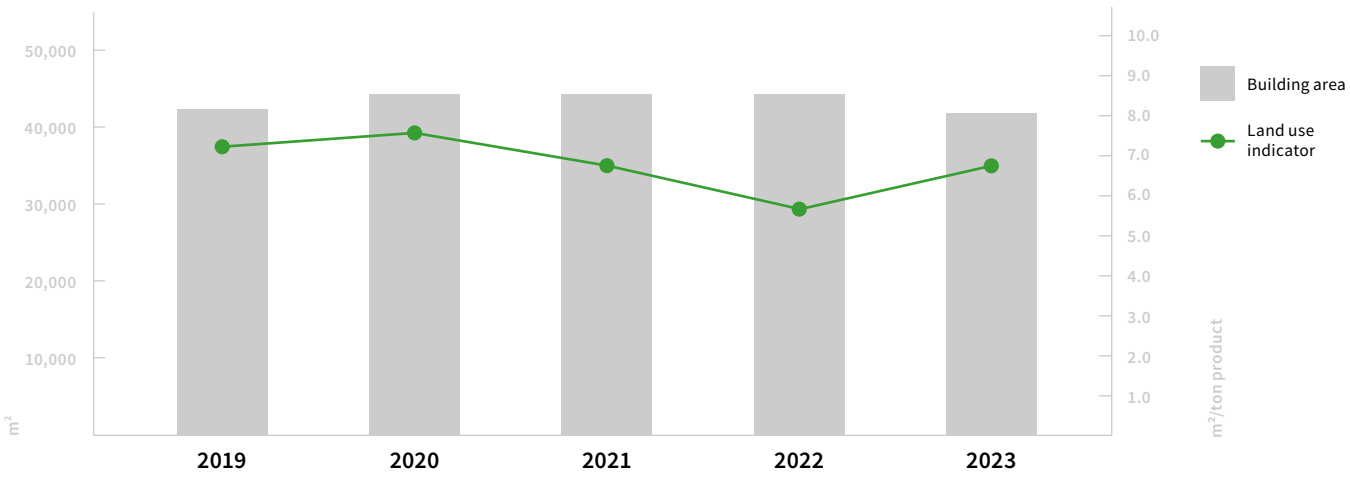
Plant III
- Cable assembly

Wieland s.r.o. Sokolov
- Cable assembly
- Installation

Wieland s.r.o. Lomnize
- Warehouse

LAND USE INDICATOR

Bamberg, Sokolov, Čačak locations



The land use indicator shows the relationship between the built-over area and the total output of products.

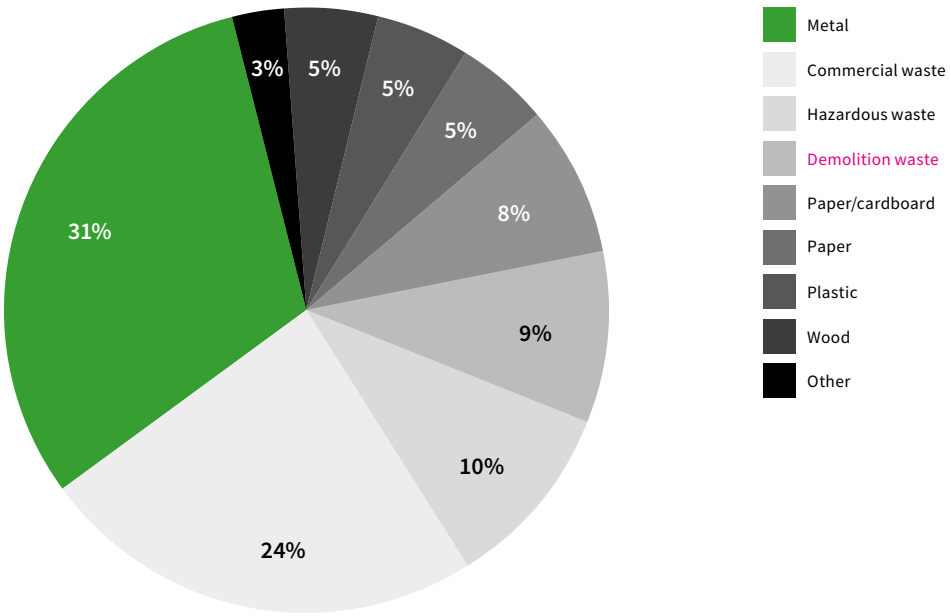
WASTE

Responsible conduct toward mankind and the environment is an integral component of our company philosophy. For this reason it is important to us that waste is always handled according to the basic principles of "avoidance before reduction, reduction before recycling, recycling before disposal". In our adherence to this guideline, we collaborate exclusively with qualified waste disposal companies. The total volume of waste consists mostly of metals in the form of filings and punching scrap. These metal fractions are processed and collected by sort and then recycled as raw materials via metal traders or directly at the producer. In our handling of hazardous waste we attach special importance to compatibility with the environment and try to minimize or even prevent such waste through substitution and further development of our processes. The indicator for quantity of waste/manufactured product was introduced to enable an objective evaluation of the trend in this area. This evaluation revealed a clear reduction in the share of waste.

Hazardous waste (t)	2019	2020	2021	2022	2023
Hazardous waste (t)	75.1	59.5	81.5	91.8	86
Non-hazardous waste (t)	660	538	694.4	797.3	664.5
Total waste	**735.1**	**597.5**	**775.9**	**889.1**	**750.5**
Metals for recovery	1041	1063.2	1269.9	1388.5	753.8

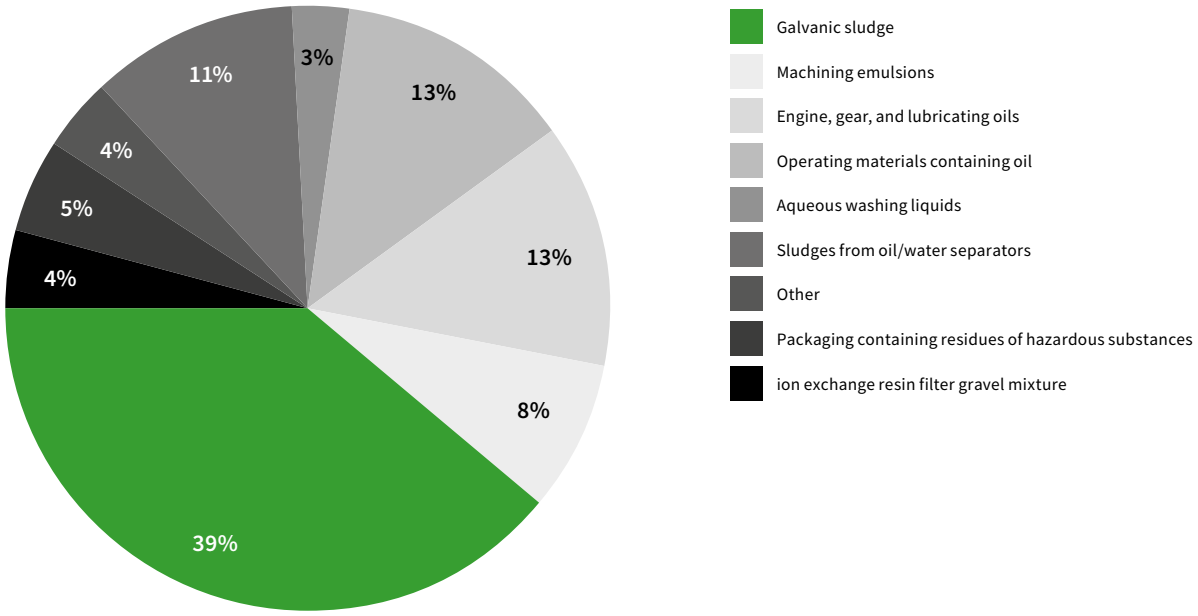
TOTAL WASTE QUANTITIES 2023

Bamberg, Sokolov locations

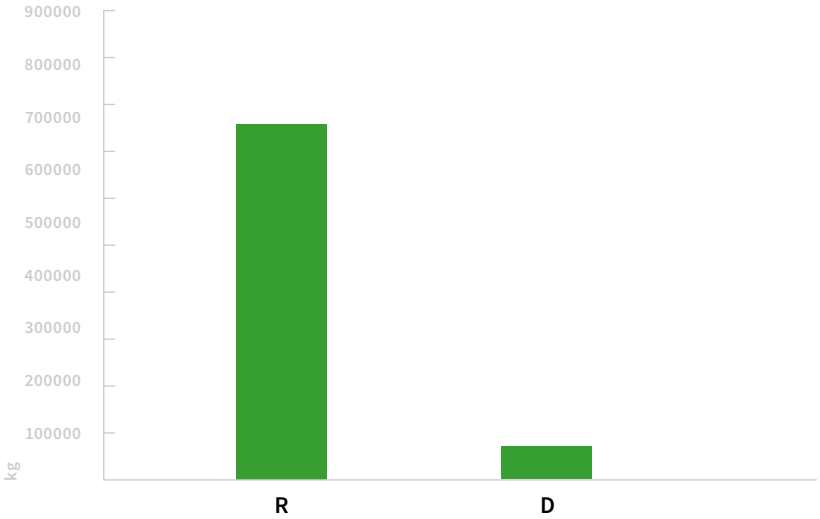


HAZARDOUS WASTE 2023

Bamberg, Sokolov locations



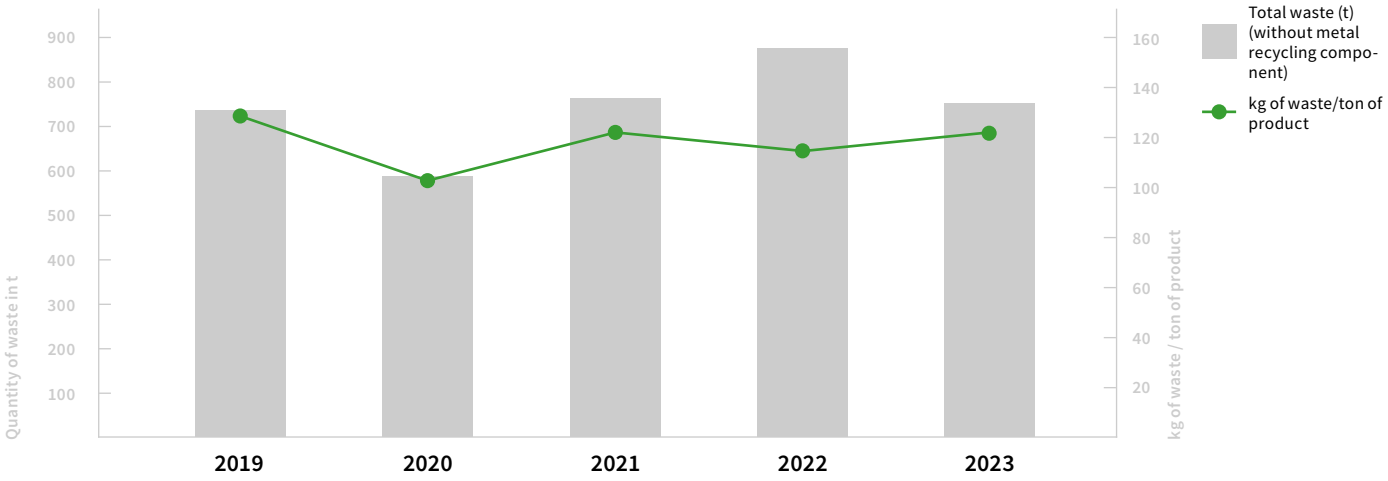
RECYCLING QUOTA



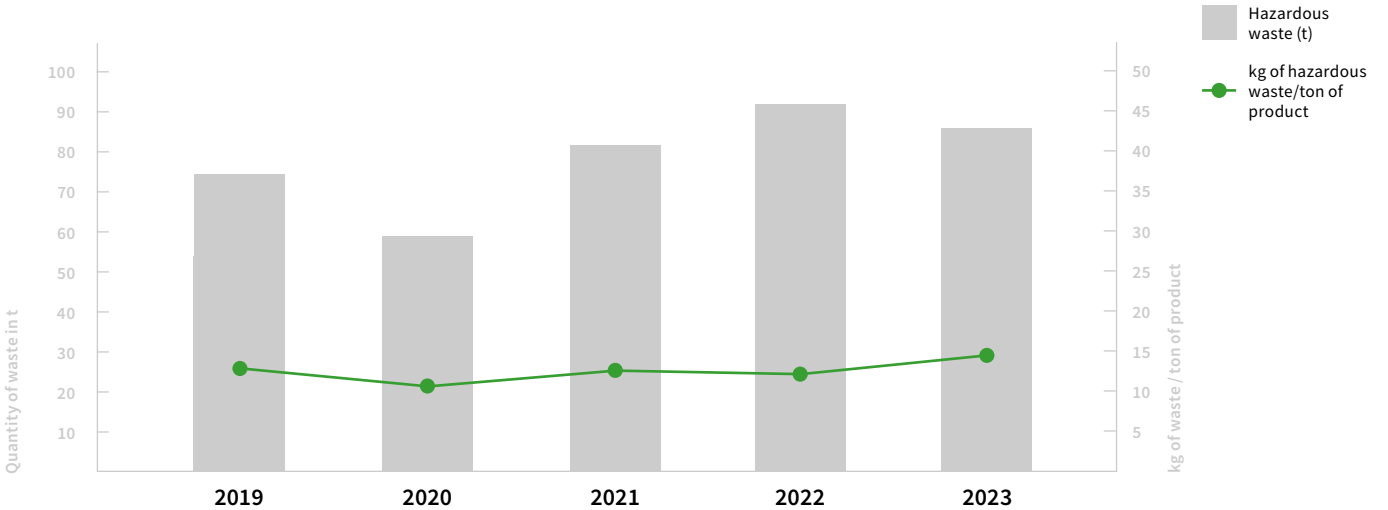
Starting in the 2018 year under review, the waste treatment processes will be reported in accordance with the Closed Substance Cycle and Waste Management Act.

R = Waste for recycling
D = Waste for disposal

WASTE INDICATOR



WASTE INDICATOR FOR HAZARDOUS WASTE



The waste indicator shows the relationship between the total quantity of waste/quantity of hazardous waste and the total output of products.

REPORTING AND TARGETS
ENVIRONMENTAL TARGETS 2021 – 2024

Environmental target	Project	Initial situation	Project data	
			Measure	Date of completion Measure planned
Saving energy/ Reduction of CO_2 emissions	New SMT-Line	Outdated machine	Investment saves runtime of the SMT reflow oven	Dec 24
	Continuous conversion to e-mobility	one e-car available	Expand fleet with additional electric vehicles	Continuous
Reduction of hazardous substances	Reduction of solvent consumption at the Sokolov plant	2020: 811 kg VOC	Replacement of VOC-containing solvents with solvent-free, biodegradable detergents. Use of plasma for surface treatment	Jan 21
		2021: 711kg		Jan 22
		2022: 832 kg		Jan 23
		2023: 785kg		Jan 24
	Cobalt-free gold is being converted	Cobalt still needs to be added to the gold coating	Conversion of gold passivation to cobalt-free	Dec 24
	Switch to more environmentally friendly cleaning agent	Use of Houghton-Clean530	Changeover to more environmentally friendly Bio Circle L Evo	Dec 24
Optimization environmental aspects	Establishment of an energy monitoring system	Currently no sufficient monitoring	Establishment and expansion of a suitable monitoring system to meet current and future requirements	Dec 24
	Purchase of modern wastewater meter	Use of the cuirass test	New acquisition eliminates the need for cuirass tests	Dec 24
	Use of IBC containers instead of small containers. (sulphate precipitation + tin sulphate)	Small containers are currently used and have to be refilled, stored and disposed often	Purchase of IBC containers to minimize costs and effort	Dec 24
	Zinc anodes are reused to conserve resources	Leftover zinc anodes must be collected and disposed	By using special baskets, the zinc anodes can be used up completely	Dec 24

Planned savings			Measure completed	Actual savings		
Energy savings [kWh/a]	Reduction of CO_2 emissions [t]	Reduction of waste quantity		Energy savings [kWh/a]	Reduction of CO_2 emissions [t]	Reduction of waste quantity
17.000	0,43	n.a.				
n.a.	n.a.	n.a.				
n.a.	n.a.	1% (at 2019)	Jan 21			-10%
n.a.	n.a.	1% (at 2020)	Jan 22			-12%
n.a.	n.a.	n.a.				
n.a.	n.a.	n.a.				
n.a.	n.a.	800 kg p.a.				
n.a.	n.a.	n.a.				
n.a.	n.a.	n.a.				
n.a.	n.a.	n.a.				
n.a.	n.a.	n.a.				
n.a.	n.a.	n.a.				

REPORTING AND TARGETS
STATUS TABLE*

Partially
Compre-
hensively

GRI indicator	Description	Covered by CSR report
Economic performance indicators		
201-2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Partially
202-2	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Partially
Environmental performance indicators		
301-1	Materials used by weight or volume	Comprehensively
301-2	Percentage of materials used that are recycled input materials	Comprehensively
302-1	Direct energy consumption by primary energy source	Comprehensively
302-5	Initiatives to provide highly energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives	Partially
305-4	Initiatives to reduce indirect energy consumption and reductions achieved	Partially
303-1	Total water withdrawal by source	Comprehensively
305-1;2;3	Total direct and indirect greenhouse gas emissions by weight	Comprehensively
305-7	NOx, SOx, and other significant air emissions by type and weight	Comprehensively
306-1	Total water discharge by quality and destination	Partially
306-2	Total weight of waste by type and disposal method	Comprehensively
Labor practices and decent work		
403-4	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	Partially
404-3	Percentage of employees receiving regular performance and career development reviews	Partially
Human rights		
412-3	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Internal report
412-2	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Internal report
407-1	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Internal report
408-1	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	Internal report
409-1	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	Internal report
Society		
205-1	Percentage and total number of business units analyzed for risks related to corruption	Internal report
205-2	Percentage of employees trained in organization's anti-corruption policies and procedures	Partially
205-3	Actions taken in response to incidents of corruption	Partially

***) Year under review: 2023.**

Answer/reference to report	Explanation	Targets	SDG'S
Page 19 – 25	New products for use in the generation of “green” energy and in energy management side buildings		13
The management of the international sites consists mainly of people of the respective nationalities, and the employees are mainly from the immediate vicinity of the site.			8
Controlling query	All indicators relate to the unit “ton of product”		8;12;
Waste Report	Recycling quota for Cu alloys approx. 0 %		8;12;
Page 37	Energy consumption by energy source for the Bamberg, Sokolov sites		7; 8; 12;13;
Page 44 – 45	Environmental targets	Energy saving CO_2 reduction	7; 8; 12; 13;
Page 20	Environmental Product Declaration	Ecological assessment of a product with defined life cycle with regard to its environmental impact	
Page 44 – 45	Environmental targets	Energy saving through building management and use of energy-saving lighting	7; 8; 12; 13;
Page 39	Water consumption for the Bamberg, Sokolov sites		12; 6;
Page 38	Indicators for the Bamberg, Sokolov sites		3; 12; 13; 15;
Page 38	Indicators for the Bamberg, Sokolov sites		3; 12; 15;
Wastewater Annual Report	Indicators for the Bamberg, Sokolov sites		3; 6; 12;
Page 41 – 43; Waste Report	Indicators for the Bamberg, Sokolov sites		3; 6; 12;
Page 12 – 15			8
100 % at the Bamberg location			8
		Supplier guideline introduced, 2023 Code of Conduct created	
Annual management training on issues, such as equality		Training for managers on how to work with the company guideline “Legal matters”	
		Extension of supplier audits to include Global Compact aspects	1
		Extension of supplier audits to include Global Compact aspects	8; 16;
		Extension of supplier audits to include Global Compact aspects	8
		All locations were examined	16
Annual management training		All managers	16
No incidents in 2023			16

wieland

ENVIRONMENTAL REPORTING

We are working to create uniform environmental management standards at all Wieland Electric locations.

CERTIFICATION OF THE SOKOLOV LOCATION ACCORDING TO ISO 14001

The Sokolov location is Wieland's largest production site. The environmental aspects relevant in Sokolov – water, emissions, handling hazardous substances, emergency management and energy consumption – are governed by similar statutory regulations based on EU requirements, though with partly divergent implementation provisions. Back in 2017, the Wieland Sokolov location was successfully certified by DQS according to ISO 14001. As a responsible company that takes its obligation of prudent environmental management seriously in the interests of future generations, we are absolutely committed to applying the same environmental standards at the locations. This also sends out an important signal to all employees and customers about the value that is placed on environmental protection as well as health and safety within our company.

MATERIAL EFFICIENCY

Wieland Electric currently produces and markets some 30,000 electromechanical and electronic products for industrial automation and building system technology in a wide variety of product groups. The input of feed materials is fully recorded and managed in the SAP system in the relevant quantity units (piece, kilogram, meter, liter, etc.).

ENVIRONMENTAL PERFORMANCE INDICATORS

The total output volume is recorded and managed as a quantity. All indicators are related to the total production volume in tons.

COMPLIANCE WITH LEGAL REGULATIONS

Information

An online environmental law database is used as a source of information on changes to environment-related laws and regulations that concern the company. Responsibility for observing these changes has been allocated to members of the environment team on the basis of the classification of the legal areas set out in this database. The scope of the team member's responsibility within the company is taken into account. Relevant legal changes are discussed at meetings of the environment team and any necessary measures are initiated for implementation.

Review of compliance

Compliance with the legal regulations is reviewed by the regular internal audits and environmental inspections. The auditors used have the necessary expertise and qualifications.
The measurements, operating tests, and function checks for our electro-plating waste water treatment facility, as required under the Self-Monitoring Ordinance, are carried out by qualified staff. In addition, regular measurements are taken by an accredited environmental laboratory commissioned by the company as well as by the relevant environment agencies.

VALIDATION ACCORDING TO **EMAS**

Gültigkeitserklärung

SCC 832-24

der

Umwelterklärung

nach der

EG-Öko-Audit-Verordnung / EMAS

für die

Wieland Electric GmbH

Standort Bamberg

Erklärung des Umweltgutachters zu den Begutachtungs- und Validierungstätigkeiten

Der unterzeichnende EMAS-Umweltgutachter Dipl.-Ing. (FH) Jürgen Schmallenbach (Registrierungs-Nr.: DE-V-0036), akkreditiert oder zugelassen für den Bereich Herstellung von elektronischen Bauelementen (NACE-Code 26.11) und Herstellung von Elektrizitätsverteilungs- und -schalteinrichtungen (NACE-Code 27.12), bestätigt, begutachtet zu haben, ob der Standort bzw. die gesamte Organisation, wie in der Umwelterklärung der Wieland Electric GmbH (Registrierungsnummer D-106-00012) angegeben, alle Anforderungen der Verordnung (EG) Nr. 1221/2009 des Europäischen Parlaments und des Rates vom 25. Nov. 2009 und der Verordnung (EU) 2017/1505 der Kommission vom 28. Aug. 2017 sowie der Verordnung (EU) 2018/2026 der Kommission vom 19. Dez. 2018 über die freiwillige Teilnahme von Organisationen an einem Gemeinschaftssystem für Umweltmanagement und Umweltbetriebsprüfung (EMAS) erfüllt.

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass

- die Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Verordnung (EG) Nr. 1221/2009, der Verordnung (EU) 2017/1505 und der Verordnung (EU) 2018/2026 durchgeführt wurde,

- das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichteinhaltung der geltenden Umweltvorschriften vorliegen,

- die Daten und Angaben der Umwelterklärung der Wieland Electric GmbH am Standort Bamberg ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Wieland Electric GmbH innerhalb des in der Umwelterklärung angegebenen Bereichs geben.

Diese Erklärung kann nicht mit einer EMAS-Registrierung gleichgesetzt werden. Die EMAS-Registrierung kann nur durch eine zuständige Stelle gemäß der Verordnung (EG) Nr. 1221/2009 erfolgen. Diese Erklärung darf nicht als eigenständige Grundlage für die Unterrichtung der Öffentlichkeit verwendet werden.

Jährlich werden aktualisierte Umwelterklärungen veröffentlicht.
Die nächste konsolidierte Umwelterklärung wird im Juni 2027 veröffentlicht.

Bamberg, Maselheim den 19. Juni 2024

Dipl.-Ing. (FH) Jürgen Schmallenbach
Umweltgutachter DAU-Reg.-Nr.: DE-V-0036

SCHMALLENBACH
CONSULTING & CERTIFICATION

Schmallenbach
Consulting & Certification
Äpfinger Berg 3
88437 Maselheim

EMAS

wieland

HEADQUARTERS

Wieland Electric GmbH
Brennerstrasse 10 – 14
96052 Bamberg · Germany

Phone +49 951 9324-0
Fax +49 951 9324-198
info@wieland-electric.com

0910.1 MC 08/24

Represented in over 70 countries worldwide:

www.**wieland**-electric.com