

# Sustainability-Policy

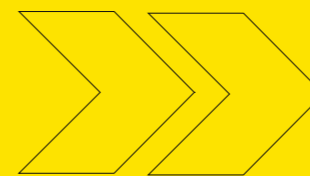
# SSI SCHAEFER



*Think Tomorrow.*



Epilogue



Sustainability, as we understand it, is a link between social commitment, ecology and economic viability. Sustainable management and ecological acting ensure the future viability of our company. This holistic approach determines the sustainability strategy of SSI SCHAEFER.



# I\_Who we are

SSI SCHAEFER.  
Family businesses think and act  
for generations.

The establishment of the company „Fritz Schäfer fabrikmäßige Herstellung von Blechwaren aller Art“ in 1937 laid the foundation for our company history, which meanwhile spans more than 80 years. Over generations, the family turned a sustainable business idea into one of the world’s largest intralogistics providers, with courage, commitment, know-how and a great deal of hard work.

## Our business activities are based on a value-oriented corporate culture. As a family business, we rely on:

- Independent and pragmatic shaping of the future
- Cooperation in a strong Group and partnerships
- Appreciation towards colleagues and business partners
- Joint implementation of changes
- Sustainability in managing all resources

The topic sustainability has two dimensions for SSI SCHAEFER: responsible management along our own value chain and promoting the sustainability of our customers through innovative future-proof technologies.

As a technology leader, our vision is to enable the sustainable supply of goods and commodities to an urbanized society. This advancing urbanization and the increased expectations of consumers regarding the rapid availability of increasingly individualized products under sustainable aspects are the major challenges that we face. With modular and scalable solutions, we help our customers to survive in their respective markets under these dynamic effects.

# II\_SSI SCHAEFER as part of a community

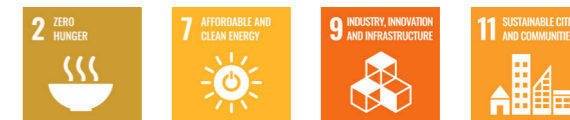
We see our contribution in the sustainable security of supply for society.

We see ourselves as an actor in a social structure and we want to make our contribution to a sustainable development. In order to live up to our responsibility, it is important to know the external expectations of our customers and their customers to take them into account in our actions.

For this reason, we focus on an open and regular dialog, honesty and good partnership with all our stakeholders. These include, above all, customers, employees, business partners, our business owners and investors, as well as society and the public at large.

We have demonstrated our transparency by joining the global initiative „50 Sustainability and Climate Leaders“. As the first company

in the intralogistics sector, we are an important part of this alliance and are committed to achieving the 17 UN Sustainable Development Goals, or SDGs for short. We focus on SDGs 2, 7, 9, 11.



We believe that our strategy, services and products will have the maximum positive impact on these Sustainable Development Goals.

What does this strategy mean for our customers? We see our task in supporting both large and medium-sized companies in innovations and efficiency improvements in their logistics processes and supply chains in such a way that they are successful and sustainable in the long term.

## Five cornerstones of our value definition

1. Social justice. Respect for human rights, safety, gender equality, cultural diversity, integration.
2. Environmental protection refers to our natural environment, including water, energy use, agriculture, biodiversity, animals, forests, air.
3. Economic development, which relates to understanding the limits and potential of economic growth, as well as poverty reduction, responsible consumption, corporate sustainability, governance, energy efficiency and conservation, employment, education and waste management.
4. Corporate governance, which creates the framework for sustainable development as an overarching principle and promotes transparent and effective structures at local, national and global level.
5. The corporate culture serves as a framework for sustainability, including the values and goals on which we base our day-to-day business.

## III\_Having a good plan at hand at any time is part of our company DNA

Our four fields of action strategy and our contribution to sustainable development.

### Sustainability management as a strategic success factor

Sustainability is not just a topic for our headquarters. This is the reason why we involve the five regional presidents as well as the heads of the central divisions in our Global Sustainability Council (GSC) for the management and pursuit of our goals.

- Designing a Group-wide strategic sustainability management system
- Publishing the first sustainability report of SSI SCHAEFER
- Involving employees in sustainability activities

### Intelligent processes for innovative and sustainable customer solutions

SSI SCHAEFER has always understood the ability to innovate as a challenge that benefits us, our partners and our customers. This attitude has made us one of the most demanded solution providers in intralogistics worldwide. The aspect of sustainability requires new innovative solutions from us in production and in the services we offer.

- We have made a commitment to ourselves in the form of minimum sales figures
- Our recipe for success in the area of R&D is needs-based flexibility in the work structures
- The aim of intelligent processes is to achieve benefits for business customers and their end customers

### Value-oriented corporate culture

SSI SCHAEFER has a value-oriented corporate culture. It forms the foundation for how we deal with stakeholders and resources. To this end, we have identified the essential cornerstones and are implementing them.

- We develop a culture of integrity in the company and in our environment based on our compliance management
- Creation of a group-wide strategic Environment Health Safety (EHS) management at all levels
- The result of our attitude is the creation and maintenance of permanent jobs

### Reducing impacts along our value chain

Being a member of the initiative „50 Sustainability and Climate Leaders“ is both motivation and obligation for us to act in a measurably and visibly sustainable manner. One example of this is our consideration of a sustainable supply chain to permanently reduce or eliminate the negative impacts of our actions - e.g. with concepts that prioritize recycled materials over new materials.

## IV\_Our employees make SSI SCHAEFER successful

Our joint success today is our motivation for the future.

### #thinktomorrow.

For SSI SCHAEFER, having qualified employees in the company is also a prerequisite for successful business activities. We succeed in this with a great deal of commitment and passion. We are committed to turning employees into qualified employees, promoting their further development and offering them long-term prospects. In addition, we want to attract external interested parties as an attractive employer. At SSI SCHAEFER, you can expect above-average pay, safe working conditions and, of course, preventive health protection.

The compatibility of family and career is just as much a part of the family-friendly company SSI SCHAEFER as lifelong and interdisciplinary learning. Whether professional or personal development - the individual development of employees at SSI SCHAEFER is closely linked to the company's development.

As an international employer, we live diversity and do not tolerate any discrimination against employees, especially not based on their age, gender, ethnic origin or skin color, religion or world view, sexual identity, disability or social origin.

We look forward to hearing from you!  
#thinktomorrow

Neunkirchen, December 01, 2023

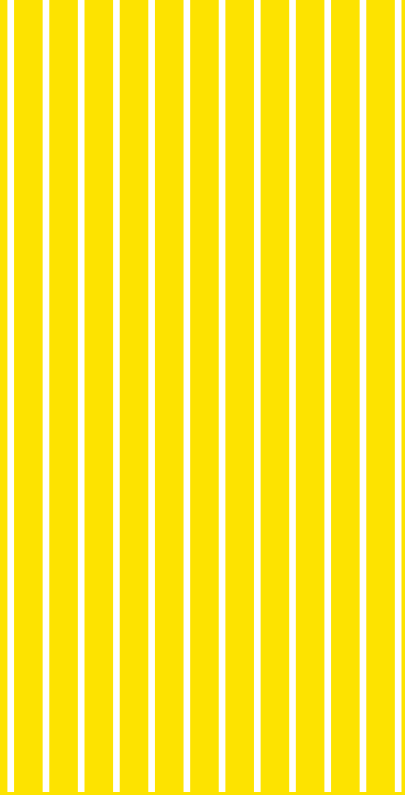


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