



# Sustainability Report 2022/2023

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<sup>1</sup> GRI: Global Reporting Initiative.

# Committed to Sustainable Development

## Dear Reader,

For 75 years, we have played a vital role in the pharmaceutical industry by ensuring the availability of sensitive products that have helped to improve the quality of life for generations. As a company, we embrace our responsibility and respond to the dynamics of the marketplace and society's expectations with a powerful, solutions-focused approach.

With an R&D<sup>1</sup> ratio that exceeds the industry average, we continued to develop forward-looking solutions during the reporting year that further differentiate us from our competitors. A key priority is anticipating future sustainability challenges, especially in the areas of resource efficiency, energy conservation and climate compatibility.

»Openness, integrity, sustainability and innovative strength are the foundations of Uhlmann's long-standing corporate success.«

Tobias Uhlmann

Our mission is to be the go-to partner for sustainable packaging solutions – today and always. From the very beginning, we have built machines with a particularly long life-cycle based on their high quality and retrofittability. Maintaining economic sustainability means striking a balance with environmental and social concerns. Our "direct-in-carton" solutions for parenterals are designed to package in resource-friendly cardboard trays and folding cartons. Our experts in our Packaging Competence Center stand ready to guide customers towards more sustainable materials and resource-efficient packaging design.

<sup>1</sup> R&D: Research and development.



Prof. Dr.-Ing. Matthias Niemeyer, CEO of the Uhlmann Group and Uhlmann Pac-Systeme.

Next to material efficiency, energy efficiency plays a particularly crucial role in the sustainability of our machines due to their long life spans and the high volumes produced by our customers. This is what inspired us to develop an energy monitoring solution as part of our Pexcite software platform that goes beyond the efficiency monitoring already in place.

Innovations of this scale require highly collaborative teams of motivated, skilled people. Since the company's founding in 1948, we have attracted and retained top talent by demonstrating our commitment to the people who work for us. Examples include our expanded health and fitness offers, as well as qualification opportunities, scholarships and endowed professorships for future-ready training and development. We have a flexible, life-stage-centered approach to help everyone achieve an optimal work-life balance.

»A close connection to employees and personal recognition distinguish Uhlmann as a family business.«

Hedwig Uhlmann

Greener products and practices can only be achieved with the close involvement of all stakeholders. This is especially true when it comes to reducing our greenhouse gas emissions. Approximately 96 percent of these emissions are generated in our upstream and downstream value chains. That is why we are stepping up our communication with customers and suppliers to work together to dramatically reduce our climate impact.



**Hedwig Uhlmann**, Deputy Chairman of the Supervisory Board of the Uhlmann Group.

This year, to help achieve this, the Uhlmann Group joined the Science Based Target Initiative (SBTi). With this commitment, we are on our way to setting ambitious climate targets that are in line with the latest climate research and the Paris Agreement. By 2030, we pledge to reduce emissions from our own operations (Scopes 1 and 2) by 42.3 percent and from our upstream and downstream value chains (Scope 3) by 27.5 percent compared to the 2019/2020 baseline year. The SBTi is currently validating these targets. This will enable us to make further progress on the emissions reduction path we have already started [page 14](#).

## »Extreme weather events around the world underscore the urgency of taking action to meet the 1.5-degree Paris target.«

Prof. Dr.-Ing. Matthias Niemeyer

By establishing a centralized climate management system, accounting for greenhouse gas emissions, and developing a clear strategy, we have already accomplished significant milestones on our path to becoming a sustainable company.

The results of our annual assessments by independent rating agencies, such as the EcoVadis Assessment, are a prime example of Uhlmann's progress in the area of sustainability. With a score of 69 points, in 2022, we won our first gold medal, ranking in the top 5% of all businesses evaluated by EcoVadis. We now want to build on this accomplishment and continue to actively shape the transformation. We also succeeded in raising our climate change category rating in the yearly CDP (Carbon Disclosure Project) reporting by one level.

In the following report, we provide the details of our initiatives, goals and development throughout the 2022/2023 business year. We hope you find it informative and welcome your comments.

**Prof. Dr.-Ing. Matthias Niemeyer**,  
CEO of the Uhlmann Group and  
Uhlmann Pac-Systeme

**Tobias Uhlmann**,  
Chairman of the Supervisory  
Board of the Uhlmann Group

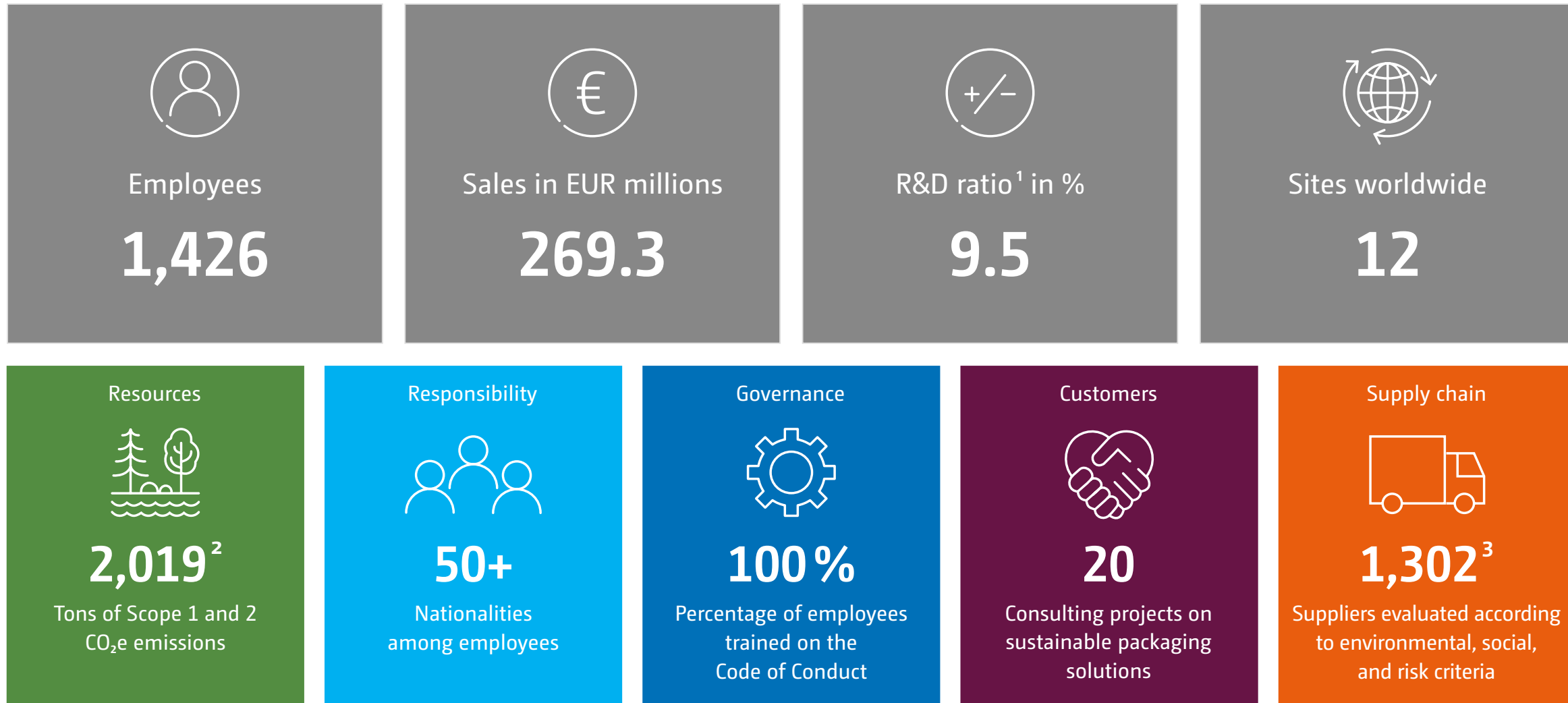
**Hedwig Uhlmann**,  
Deputy Chairman of the Supervi-  
sory Board of the Uhlmann Group



**Tobias Uhlmann**, Chairman of the Supervisory Board of the Uhlmann Group.

## Data and facts

For our corporate headquarters in Laupheim – Germany



<sup>1</sup> Research and development.

<sup>2</sup> Market-based.

<sup>3</sup> Corresponds to 100% of sales volume.

# Uhlmann at a glance

Since its foundation by Josef Uhlmann in the Upper Swabian town of Laupheim in 1948, Uhlmann Pac-Systeme GmbH & Co. KG has evolved as a family-owned company into a leading global supplier of pharmaceutical packaging solutions. With a focus on the digitalization and sustainability of production and packaging processes, our expertise extends far beyond the manufacturing of high-tech packaging machines.

Over 1,400 employees work on comprehensive, flexible packaging systems, services, and digital solutions for pharmaceutical products. The production sites in Laupheim and Singapore, as well as subsidiaries in the USA, Brazil, UK, Sweden, Spain, Switzerland, France, China, and India, are all supported by more than 40 additional representative offices around the globe. Again, in this reporting year, with the continuing rise in the R&D rate, we carried on with our work on innovative solutions that further differentiate us from the competition. We are paying particular attention to a forward-looking approach when it comes to sustainability requirements, such as resource efficiency, energy conservation and climate compatibility. At 9.5 percent, our R&D rate is well above the EU-defined Barcelona target of 3 percent.

### Technical innovations facilitate the achievement of sustainability goals

One of our most strategically important goals is to support the technological advancements made in industry and in the markets. Through our technical innovations, we help customers achieve their business goals and, at the same time, their respective sustainability targets. An example is our work on an “energy monitoring” solution for the machine portfolio, thereby meeting the prerequisite for active energy management. This solution continuously displays energy consumption during plant operation across a wide range of machine states. Also in the 2022/2023 business year, we strengthened our Packaging Competence Center and partner network. The initial focus here was on development and customer consulting with regard to PVC-free packaging processes and the holistic increase in efficiency in the use of recyclable packaging materials.



# Our values

For many companies, sustainability means a paradigm shift away from traditional growth and profit maximization to the incorporation of all-encompassing corporate responsibility. As a family-owned company, Uhlmann has successfully combined economic, social, and ecological interests for decades – letting our vision as market leader and our values guide us.

## Vision, culture, and values as the foundation of our sustainability strategy

Strong, open-minded, and reliable. These three characteristics should be precisely what our customers, partners, and employees appreciate about us. As a leading partner for sustainable packaging solutions and driving forward the transformation of the pharmaceutical value chain. Our daily

actions, operating targets, and strategic goals are all geared toward realizing this vision. In the 2022/2023 reporting year, we launched our “Intelligent Sustainability Reporting” project. This project will prepare us for the reporting requirements under the Corporate Sustainability Reporting Directive (CSRD), the EU taxonomy and the German Supply Chain Sourcing Obligations Act (LkSG).

Our culture and values are the foundations of our sustainability strategy [page 11](#). We have placed responsibility for the operating management of the key sustainability issues [page 11](#) with the respective departments. This ensures that the sustainability strategy is firmly integrated into our business practices. Our sustainability team [page 10](#) works together with the departments to continuously optimize processes.

## Binding guidelines make our principles tangible

By including binding policies and processes, we ensure that our vision, culture, and values shape Uhlmann’s business practices as well as those of our business partners. This is how we convey a concrete understanding of our corporate principles and standards of honesty and integrity to all of the stakeholders involved in our value-creation processes.




## Initiatives and partnerships support our path to sustainability

Our engagement in sustainability-oriented initiatives and partnerships demonstrates our firm belief that we can only manage and drive sustainability together, with the involvement of all internal and selected external stakeholders.

Uhlmann’s corporate headquarters in Upper Swabian Laupheim.



## Our values

<p><b>Strong</b></p> 	<p><b>Open-minded</b></p> 	<p><b>Reliable</b></p> 
<p><b>We are strong when:</b></p> <ul style="list-style-type: none"> <li>» we inspire our customers.</li> <li>» we apply strategic foresight to recognize market needs and act accordingly.</li> <li>» we have an excellent market presence and penetration.</li> <li>» our product portfolio is the benchmark in the industry.</li> <li>» our financial resources ensure our independence, give us security and allow necessary future investments.</li> </ul>	<p><b>We are open-minded when:</b></p> <ul style="list-style-type: none"> <li>» we watch out for ideas and trends and thus give the sector new inspiration.</li> <li>» constructive criticism helps us to continually improve to the benefit of our customers and employees.</li> <li>» we treat each other with respect.</li> </ul>	<p><b>We are reliable when:</b></p> <ul style="list-style-type: none"> <li>» our customers are always able to count on us.</li> <li>» we keep to our commitments.</li> <li>» we treat customers, suppliers and employees as partners in a genuine manner.</li> </ul>

## Policies and processes

To carry out our duties sustainably and successfully, we must be reliable. This is why we first require that we ourselves always act with integrity and in accordance with the law in our everyday dealings with employees, business partners, and authorities. We underscore this commitment through our Code of Conduct for Employees, our Code of Conduct for Business Partners and Supplier Handbook, and our whistleblower management system – all of which are essential components of our comprehensive compliance management system (CMS).

Our Code of Conduct [website](#) describes and explains to all employees the crucial aspects of our understanding of honesty and integrity, providing numerous examples and demonstrating the limits of permissible conduct. The Code applies equally to all companies of the Uhlmann Group. The content and focal points of the Code are reviewed on an ongoing basis and updated when necessary.

**»All employees are required to participate annually in Code of Conduct training. The participation rate in the reporting year was 100%.«**

The Code of Conduct is binding for our employees. It is also a promise to our business partners that we have made and that we live up to with respect to people, the environment, and our handling of information. It also defines the responsibilities, sanctions, and reporting channels in the event of any violations.

To structure our procurement and purchasing sustainably, we have launched a comprehensive Supplier Handbook [website](#) in addition to our Code of Conduct for Business Partners [website](#). While the Code of Conduct for Business Partners requires suppliers to comply with all of the applicable laws and regulations, respect human rights and social norms, protect the environment and to implement these standards throughout their supply chain in a legally binding manner, the Supplier Handbook seeks to build long-term, reliable and collaborative partnerships in order to jointly develop high-quality products. Both of these documents apply to all business relationships and contracts with suppliers.

During the reporting year, we enhanced our risk analysis in terms of technology and content. There is now a dashboard showing risks by relevance and organizational unit, and the risk and action owners are automatically notified before and on the expiry of due dates. We have provided

detailed information to our suppliers about the supplier program. We have also increased the number of suppliers audited and expanded the systematic collection of risk spectrum data to include a query on conflict minerals.

**»Whistleblower management is an essential and necessary process to ensure our culture and values are practised in a manner that is comprehensive and reliable.«**

We have also appointed an independent lawyer to act as a “lawyer of trust” whistleblowers can turn to. The lawyer of trust can keep the identity of the person making the report vis-à-vis Uhlmann fully anonymous if desired. The use of the lawyer of trust is voluntary.

Our audits support compliance with our Supplier Code of Conduct for Business Partners.

Via the whistleblower management system [website](#), introduced in November 2021, all employees can make a complaint or point out circumstances that indicate a violation of a law or the Code of Conduct. In the 2022/2023 reporting year, we established a complaints procedure in accordance with Section 8 LkSG [website](#). The complaints procedure enables individuals to point out human rights and environmental-related risks, as well as violations of human rights and or environmental-related obligations. Employees have the option of contacting their supervisors, the senior management, the works council, or the compliance officer (CO) responsible for their legal entity.





## Initiatives and partnerships

Uhlmann firmly believes that the sustainable development of the company, its value-adding processes, and its products are effectively supported by its cooperation with selected external stakeholders. Through our involvement in various initiatives and partnerships, we support their goals alongside the changes in the social, economic, and ecological framework required for a sustainable future.

### United Nations Global Compact (UNGC): An integral part of forward-looking corporate governance

#### WE SUPPORT



Uhlmann has been a part of this independent multi-stakeholder initiative under the umbrella of the United Nations since 2019. The UNGC promotes responsible corporate governance by actively implementing the ten universal principles within its scope of influence, making its own contribution to the achievement of the 17 Sustainable Development Goals (SDGs).

### Energy Efficiency Networks Initiative: Saving energy, reducing costs

Uhlmann is a member of the Energy Efficiency Networks Initiative sponsored by EnBW. As part of this Alb-Black Forest-Lake Constance regional network, we have a targeted, unbureaucratic exchange of experience and ideas with other experts and companies, which leads to practical measures that further improve our energy balance.

### Folding Cartons Research Association (FFPI) for the pharmaceutical industry: Driving innovation forward

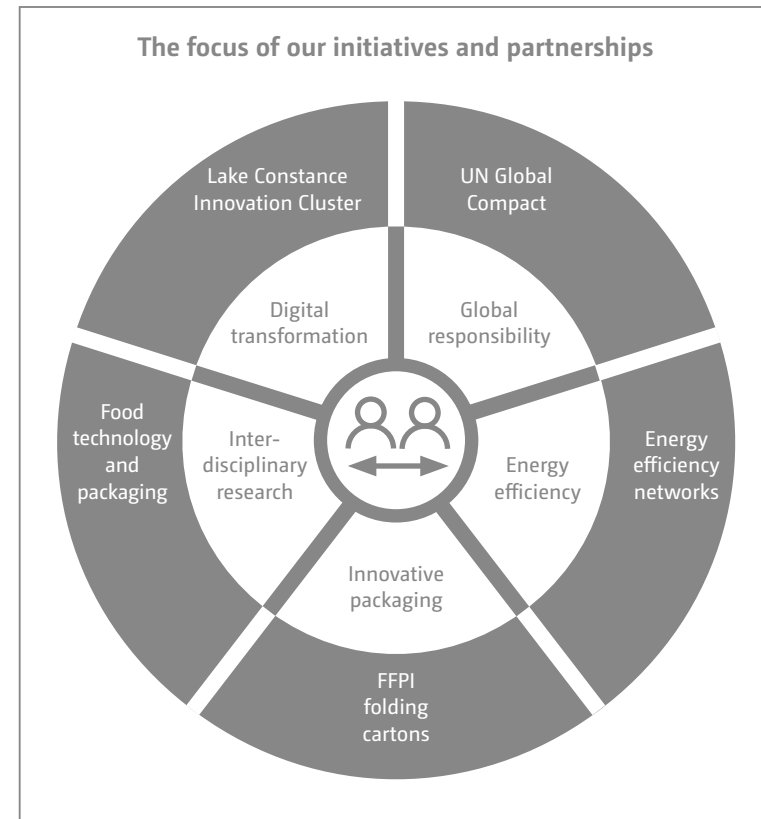
The FFPI is a voluntary association of experts from the folding carton value chain for the pharmaceutical industry. It represents manufacturers of cardboard packaging, folding cartons, and packaging machines, as well as pharmaceuticals. The aim of this research-driven association is to make pharmaceutical product packaging safer, more sustainable and more economical.

### Food Technology and Packaging Industry Association (IVLV): Interdisciplinary research

For interdisciplinary issues at the interface of the value chain, it helps to pool the expertise of companies as well as research institutions. Uhlmann is one of more than 220 members who use the IVLV to increase its innovation and secure future market opportunities. Members use external know-how to their advantage while benefiting from their cooperation with other companies, universities, colleges, and research institutions.

### Lake Constance Innovation Cluster (BIC): Digital transformation and sustainability

We have been participating in the Lake Constance Innovation Cluster (BIC), sponsored by the Zeppelin University in Friedrichshafen, Germany, since 2019. The BIC brings together the region's research institutes, technology companies, and relevant stakeholders and serves as a platform for exchange and holds regular events. It focuses on the consequences of digital transformation for the economy, society, and each individual, as well as on the fundamental topic of sustainable business models.



**Our initiatives and partnerships**



FFPI  
FORSCHUNGSVEREINIGUNG  
FÜR FALTENKARTON  
INDUSTRIE



IVLV



Initiative  
Energieeffizienz- und  
Klimaschutz-Netzwerke

Bodensee Innovationscluster | BIC    zeppelin universität | LEIZ - Leadership Excellence Institute Zeppelin  
Initiative für gelebte Werte der Carl Zeppelin Stiftung gGmbH

# Sustainability management

At Uhlmann Group, we focus our sustainability management on the issues we believe to be crucial to the company's success and to meeting today's global sustainability challenges. In view of the constant evolution in corporate sustainability management requirements, we updated our materiality analysis from the 2021/2022 business year in spring 2023.

## Sustainability strategy derived from the materiality analysis

The materiality analysis results serve as the foundation for Uhlmann's sustainability strategy [page 7](#). The analysis translates the culture and principles of Uhlmann, as well as the needs of our business partners, into a practical framework for action and management. The sustainability plan considers the requirements of several standards and frameworks. The GRI standards serve as the primary point of reference for reporting. As a signatory to the UN Global Compact, we have also pledged to follow the 10 Principles that are tied to the UN SDGs. Furthermore, we use specific standards such as ISO 9001 as a quality management standard and the Greenhouse Gas (GHG) Protocol as a framework for accounting for our greenhouse gas emissions (GHG emissions).

## Sustainability organization

We strengthened our sustainability team in the 2022/2023 business year to encourage sustainable action and make it an intrinsic part of all the day-to-day work of our employees. The core team now comprises a Head of Sustainability Management and two Sustainability Managers, who are backed by ten specialists from diverse fields. Their primary responsibilities include the strategic advancement of sustainability management and the promotion of internal networking and collaboration among the various professional areas. They work closely with the departments to exchange information on the status of sustainability-related initiatives and strategy execution. Their responsibilities also

include coordinating and writing the yearly sustainability report. The sustainability committee, comprised of the core team, ten department representatives, and one of the managing directors, is in charge of long-term planning. The sustainability committee meets quarterly and encourages depart-

mental interaction and networking. Each person in charge presents the current status of target achievement and suggests extra measures. There is also monthly communication between the CEO and the Sustainability Management department.

## Materiality analysis and sustainability strategy

To update the materiality analysis from the 2021/2022 business year, the sustainability team conducted a new stakeholder survey from February 28 to March 17, 2023. Those surveyed were previously identified by means of a stakeholder analysis. The content of the online survey was based on a list of potentially material topics updated using the GRI Topic Standards. The selection of topics submitted for evaluation was also based on the range of topics covered in the previous materiality analysis as well as the focal points of the current social sustainability debate.

»The surveys help us to examine how our business operations are perceived along our value chain, as well as how opportunities and risks for Uhlmann emerge as a result.«

### Materiality analysis 2023 – focusing on impact materiality

To assess and evaluate the impact of our business operations on key sustainable development issues, a total of 582 surveys were sent to internal and external stakeholders (management, employees, works council, customers, suppliers, authorities, and financial institutions). The surveys examined which corporate activities have actual or potential, positive or negative, short-term or long-term, intended or unintended,

and reversible or irreversible impacts. They also assessed how satisfied the respondents were with the company's performance in these areas. A total of 139 responses were received and evaluated. The results were reviewed and categorized in an internal workshop attended by all of the departments affected.

»The materiality analysis initiates a dynamic dialog with our stakeholders, ensuring that the stakeholders' perspectives and priorities are reflected in our activities.«

The impact of sustainability-related issues and developments on Uhlmann's business model and financial prospects (financial materiality) is identified and addressed within the scope of our opportunity and risk management.

### Material topics still clustered into five fields of action

Of the 19 topics on the shortlist, ten were assessed and prioritized as material. These relate to the twelve issues in the four fields of action "Resources," "Responsibility," "Integrity," and "Customers" in terms of content. The fifth field of action containing two topics "Supplier management" (13) and "Sustainable procurement" (14) was deemed as material by the Uhlmann Sustainability Committee, as the company will be subject to the Supply Chain Sourcing Obligations Act (LkSG) starting in the 2024/2025 business year.

Due to the large overlap in content with the previous year's findings, both the material topics and the clustering of the fields of action were retained in the 2022/2023 business year.

Our sustainability strategy incorporates the five fields of action, which are each supported by corresponding programs and targets. We continue to highly prioritize climate-related issues [page 15](#) and the implementation of the Supply Chain Due Diligence Act by performing a risk analysis of our supply chains [page 32](#).

1. **Managing our environmental impact** [page 14](#): Reducing energy consumption, emissions, waste, and water consumption using management systems.
2. **Caring for our employees and society** [page 18](#): Actively promoting the well-being of our employees and our region.
3. **Maintaining integrity** [page 23](#): Ensuring data privacy and information security while complying with the relevant regulations.
4. **Adding long-term customer value** [page 27](#): Providing sustainable, safe, and high quality products that enable sustainable packaging solutions
5. **Taking responsibility in our supply chain** [page 31](#): Systematically selecting suppliers based on predefined sustainability aspects and sustainable procurement.

»The review of material topics reaffirms the focus areas of our strategy.«

**Our material topics as focus areas are clustered into five strategic fields of action**



## Stakeholder engagement

Uhlmann’s employees, executives, Executive Board, and Supervisory Board regularly engage with the company’s various stakeholder groups. We place a particular emphasis on the growing demands of our customers when it comes to the sustainability of our products and processes. Important topics include the use of environmentally friendly materials, reducing packaging materials through innovative technologies, and meeting the ecological and human rights due diligence obligations in the supply chain.

### Continuous exchange and focused inquiry

We have numerous opportunities for an in-depth exchange with our stakeholders, including technical discussions, expert panels, analyses, meetings, conferences, and trade fairs. Our sales team is also in continual contact with our customers and further strengthens this exchange through regular on-site visits.

We organize supplier days on a regular basis and welcome our suppliers to Laupheim to discuss current developments. In addition to the Supplier of the Year awards, the topics of compliance, sustainability, quality, and services are addressed and actions provided to ensure long-term partnership and continued progress.

Communication with our internal stakeholders occurs through operational feedback meetings, frequent staff information events, and, most importantly, annual personnel development sessions. These sessions provide an opportunity to communicate directly with managers and the Executive Board. Our employees can participate in various committees, such as the works council. We also take part in various interest groups, industry associations, and initiatives [page 9](#) and various platforms. We use the direct exchanges we have with our stakeholders to learn about their concerns, as well as their expectations for Uhlmann, and take these on board and incorporate them into our strategic development. This continual focused and formalized interaction with our stakeholders makes it possible for us to identify and prioritize today’s and tomorrow’s strategically relevant issues and incorporate them into our decision-making process.

Stakeholder Engagement	
Material topics addressed with stakeholders	
Customers	<ul style="list-style-type: none"> <li>» Data protection and information security</li> <li>» Product safety and quality</li> <li>» Sustainable machines and services</li> <li>» Reduction in GHG emissions</li> <li>» Optimization of resource utilization</li> <li>» Eco-efficiency of existing products</li> <li>» Reduction in energy consumption</li> <li>» Reduction in waste generation</li> <li>» End-of-life management</li> </ul>
Employees	<ul style="list-style-type: none"> <li>» Fair working conditions and human rights</li> <li>» Privacy and data protection</li> <li>» Diversity and equal opportunity</li> <li>» Occupational health and safety</li> <li>» Training and education</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>» Product safety and quality</li> <li>» Labor and human rights in the supply chain</li> <li>» Environmental standards</li> <li>» Optimization of resource utilization</li> <li>» Occupational health and safety</li> <li>» Reduction in energy consumption</li> <li>» Reduction in waste generation</li> </ul>
Uhlmann family	<ul style="list-style-type: none"> <li>» Diversity and equal opportunity</li> <li>» Occupational health and safety</li> <li>» Association work and partnership</li> <li>» Charitable/voluntary initiatives</li> </ul>
Public policy and administration	<ul style="list-style-type: none"> <li>» Legal framework and guidelines</li> <li>» Fair working conditions and human rights</li> <li>» Reduction in GHG emissions</li> <li>» Labor and human rights in the supply chain</li> <li>» Occupational health and safety</li> <li>» Reduction in waste generation</li> <li>» Water management</li> </ul>
Regional neighbors	<ul style="list-style-type: none"> <li>» Environmental standards</li> <li>» Association work and partnerships</li> <li>» Demographic change</li> <li>» Local biodiversity</li> <li>» Charitable/volunteer initiatives</li> </ul>
Associations and trade unions	<ul style="list-style-type: none"> <li>» Legal framework and guidelines</li> <li>» Fair working conditions and human rights</li> <li>» Association work and partnerships</li> </ul>

# Managing our environmental impact

## Energy

10,803 MWh

Total energy consumption<sup>1</sup>

## Emissions

2,088 t CO<sub>2</sub>e

Scope 1+2<sup>1</sup>

## Waste

575 t

Total waste volume<sup>1</sup>

<sup>1</sup> Attributable to the Laupheim and Singapore sites (market-based).



**Conserving natural resources and protecting the environment: these are integral components of Uhlmann’s corporate principles and the sustainable development of our company.**

### Systematic environmental management

To reliably and transparently manage our short-, medium-, and long-term goals in the three key action areas – energy and emissions, waste, and water – our main production site in Laupheim has been ISO 14001 certified since December 2022. With ISO 14001, we are relying on a process of continuous improvement to help us accomplish the environmental goals anchored in our sustainability strategy. This system also makes it easier for us to continually monitor our environmental targets and ensure that all environmental protection regulations are complied with. Additionally in the reporting year, we established and introduced an environmental guideline that was made available to all our employees.

- We undertake the following short- to medium-term steps to support the continuous improvement process:
- » Developing and implementing a climate protection strategy with the long-term goal of climate neutrality
  - » Increasing our use of renewable energies for our energy supply
  - » Intelligently collecting and reporting our resource-related data

### Our central concern

High economic and social benefits with the lowest possible use of natural resources: A company’s reputation and “license to operate” depend on this. In line with our current sustainability strategy [page 11](#), we are focusing on the key issues of energy and emissions, waste, and water to reduce our environmental impact.



# 1. Priority: Energy savings and balancing emissions

Reducing emissions and cutting energy consumption are assigned high priority at the Uhlmann Group. Our key focus areas in the past business year were an expansion in our accounting of direct and indirect emissions and the retrospective recalculation of data.

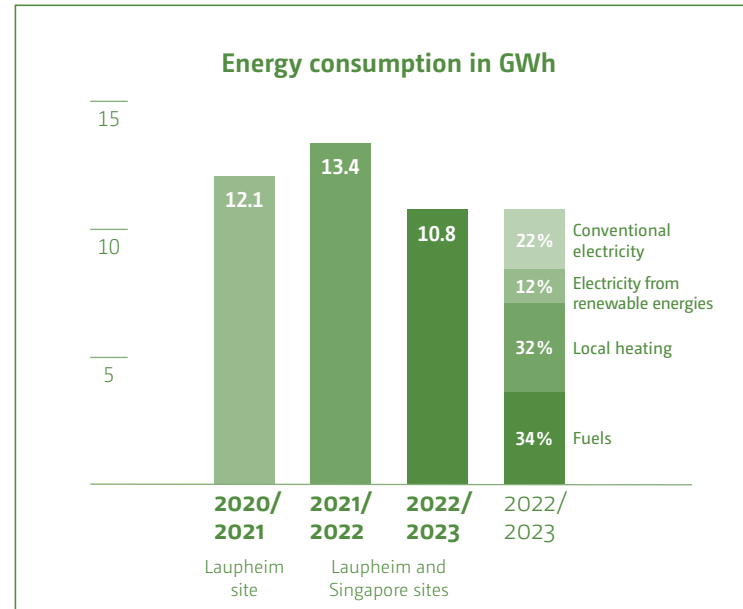
### Energy – increasing the share of renewable energies

Uhlmann focuses on long-term environmental protection through a reduction in energy consumption and increased use of renewable energies [page 35](#). All of the steps in our processes are designed to use electricity, heat, and fossil fuels as sparingly as possible. In concrete terms, we are moving forward with converting our vehicle fleet to electric drives, increasing energy efficiency in our production, converting our lighting to LEDs, and renovating our buildings. Technical measures are accompanied by training courses to raise employee awareness as to how they themselves can utilize savings opportunities.

### Accounting for Scope 1, 2 and 3

In the 2021/2022 business year, we prepared a balance sheet in accordance with the GHG Protocol covering all sites of the Uhlmann Group, in addition to the Scope 1 and 2 greenhouse gas accounting for the Laupheim and Singapore sites. We report all of our emissions data to the CDP on an annual basis.

Our calculation takes into account GHG emissions from stationary and mobile combustion processes, fugitive gases, as well as indirect sources from purchased energy. The hotspots of emission sources when looking at Scope 1 and 2 emissions include purchased electricity and heat. The base year for our GHG accounting is the 2019/2020 business year. We also carried out a recalculation of Scope 3 emissions to ensure that the emission values were suitably comparable over time.



### Diverse measures to reduce consumption

Our overall energy use decreased by about 20% in 2022–2023 compared to the previous year as a result of a number of targeted organizational, technical, and behavioral measures. Measures that had a particularly significant impact included vacating the rented building space in Ehingen, converting to LED lighting at the Laupheim site, and reducing wintertime room temperatures.

Our increase in fuel consumption, in turn, resulted from the take-over of neighboring properties (gas) and the greater fuel (diesel) requirements of the company’s vehicle fleet. The gradual conversion of our vehicle fleet to electric drives was not sufficient to compensate for the increase in fuel consumption of combustion vehicles.

<sup>1</sup> Based on the Laupheim site only.



**Focus of emissions is upstream and downstream activities**

We have accounted for Scope 3 emissions for all Uhlmann Group entities for the 2022/2023 business year and retrospectively for the 2019/2020 business year. The categories “Purchased goods and services” and “Use of sold products” have a high concentration of emissions from upstream and downstream business operations. Scope 3 emissions contribute more than 96 percent of Uhlmann’s total emissions according to a more precise calculation carried out for the 2022/2023 business year.

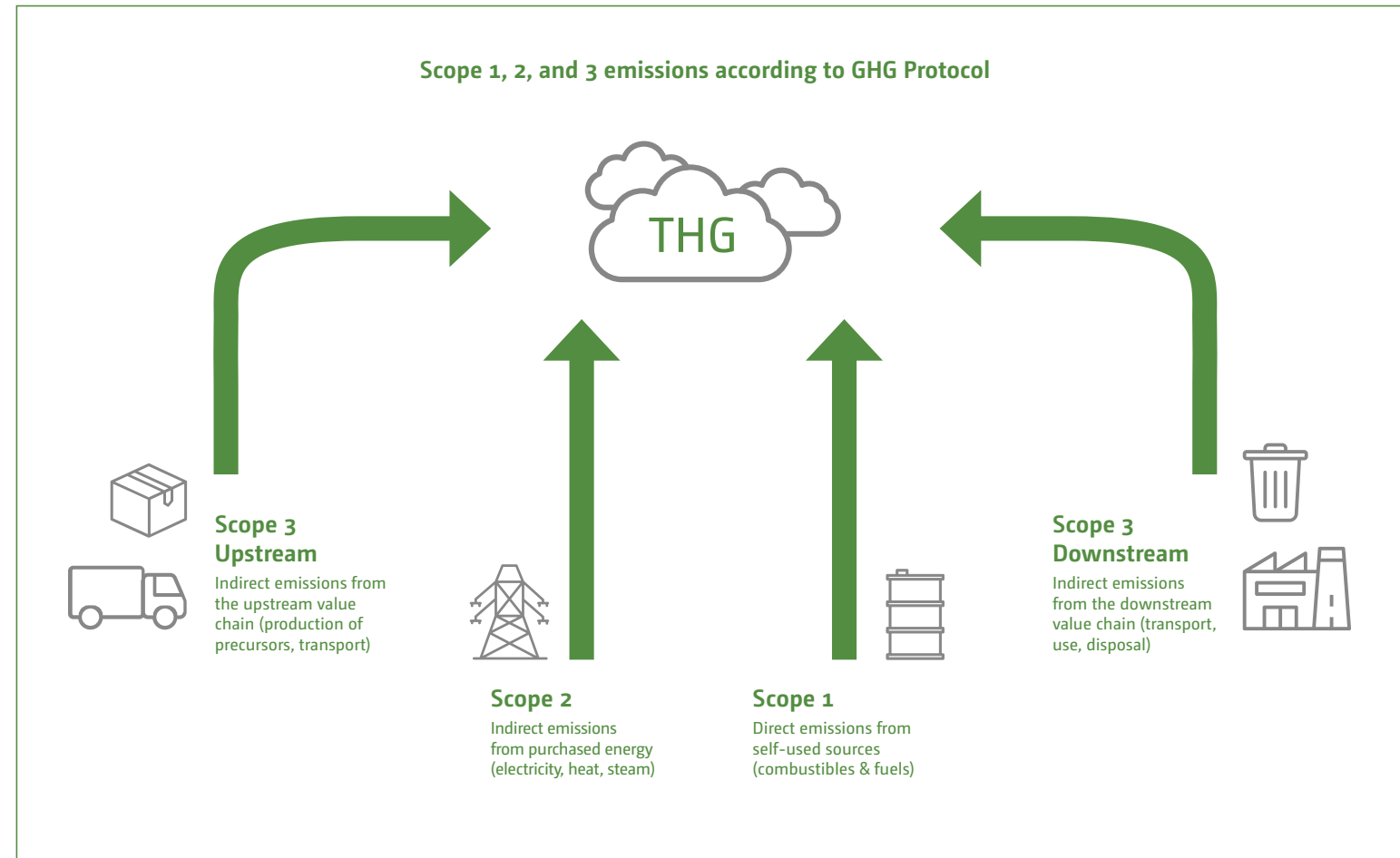
The ratio of Scope 1 and 2 emissions to Scope 3 emissions has remained largely constant despite the expansion in the scope of GHG accounting. We will increasingly use primary data in the years ahead to improve the quality of our data. The objective is to find any new hotspots, identify areas for possible savings, and establish a solid foundation for efficient reduction initiatives.

Based on our current results, we plan to build our own photovoltaic plant and convert our main site in Laupheim to 100 percent renewable energy by 2025. With regard to Scope 3 emissions, we are aiming for a 27.5 percent reduction by 2030. For Scope 1 and 2 emissions, we are targeting a reduction of 2 percent and 42 percent, respectively.

**Innovative production of materials opens up relevant GHG savings potential**

In addition to the use of fossil fuels, the production process for the materials used to build our machines also has a particularly large impact on our Scope 3 emissions. The three most important materials we purchase are aluminum, stainless steel, and plastics. We use all of these materials to manufacture our machines and the associated assemblies, components, and parts.

Primary aluminum production is based on the use of bauxite and large amounts of electrical energy. The production of stainless steel requires iron ore, coke, and coal for emissions-intensive extraction and refining



processes. Finally, the plastics we use are generally based on fossil precursors. In all three materials areas, technical innovations have already been implemented or will soon be market-ready, facilitating

a substantial savings in GHG emissions. This is where our discussions and negotiations with our most important material suppliers come in.





## Energy, waste, water – further potential for resource conservation

2.

### Waste – reducing through further measures

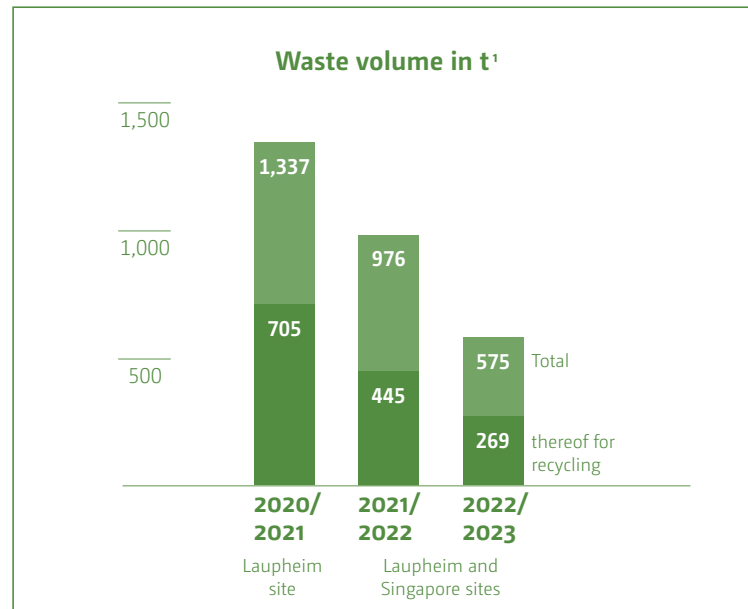
The topics of waste and recycling play a key role when it comes to our ecological footprint. In order to keep our footprint as low as possible, we choose intermediate products carefully and evaluate suppliers with a view toward the complete supply chain before approving them for purchase. By taking this approach, we minimize our impact on the air, soil, and water while avoiding waste whenever possible. Recycling has a higher priority over energy recovery. Recycling involves separately collecting and reprocessing products and product components that can no longer be used. These are then turned into recyclates, which take the place of primary raw materials as the starting materials for new products.

»We focus on innovations in production to minimize waste and close material loops.«

3.

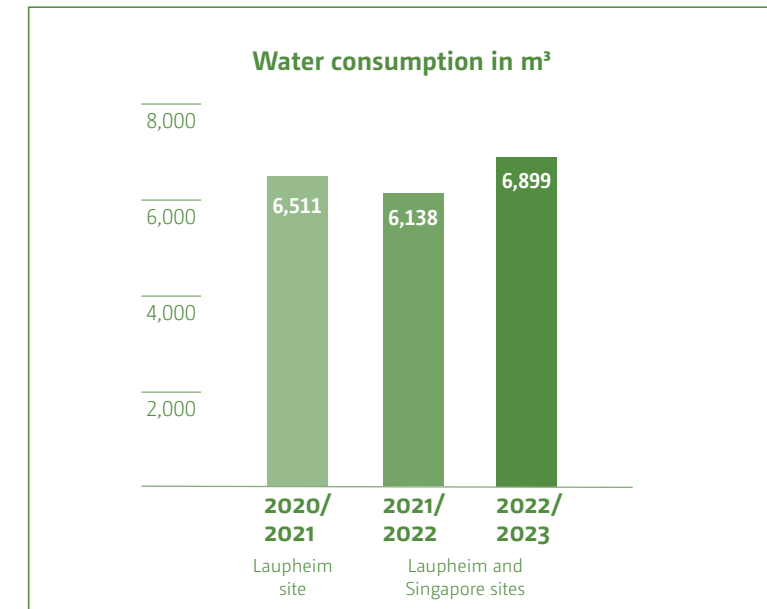
### Water – identifying savings potentials

Uhlmann’s production processes run largely without the use of water. As a result, the majority of our water requirements are concentrated at consumption points such as sanitary and kitchen areas and the company cafeteria. Despite the relatively low importance of this topic, we are already tracking potential savings and creating strategies to further reduce water use.



### Waste volume reduced through innovations in production, trial runs and shipping

The company’s current waste balance sheet shows a sharp reduction in waste volume. As this data is also directly tied to production capacity utilization, the effects are masked by the concurrent innovations implemented in production, trial runs and shipping. We will reassess the individual effects in the future and update our reduction targets. The aim in this context will be to determine the reductions achieved and the target reductions achievable in the future. This will be in relation to the use of refillable systems for cleaning agents and solvents, the introduction of yellow recycling bags to reduce household waste, the recycling of packaging materials in internal transport, and the reduction of trial run material through improved internal processes.



¹ The waste data previously reported on a calendar-year basis is now based on our business year and has been recalculated retrospectively.



# Caring for our employees and society

## Safety

3.3

Accidents with downtime per 1 million working hours<sup>1</sup>

## Training

85 %

of trainees hired<sup>1</sup>

## Diversity

50 +

nationalities among employees

<sup>1</sup> At the Laupheim site.



As a family-owned company, Uhlmann strives for a culture of togetherness characterized by an appreciation for its employees and the company's social environment.



### Our central concern

Our goal is a relationship built on trust with our workforce and the diverse communities in which we operate. We enhance national and international labor and human rights regulations with binding internal guidelines and processes [page 8](#). In many areas, our employee benefits, projects, and initiatives go far beyond the minimum legal requirements. We bear social responsibility by managing the key issues of health and safety, diversity and equal opportunities, regional and social commitment, and career, training, and development in a targeted and transparent manner, in addition to our fair employment conditions.

### Reliability through practised values and mutual trust

Mutual appreciation and trust among employees characterize the day-to-day work environment at the company:

- » A flexible workplace concept was introduced as part of our "New Work" program
- » through a collective agreement defining extensive possibilities for mobile working,
- » clear rules on cost-sharing for home office equipment, as well as
- » other regulations on mobile and staggered working help employees in various life situations to combine the demands of career and family in the best way possible.

In February 2023, we were recognized for our family friendly, life-phase and digital work options by familyNET with the award "Family-conscious company" and the addition "Excellent Digital". familyNET is a state-wide project sponsored by the Südwestmetall and Chemie Baden-Württemberg employer's associations in close cooperation with the Ministry of Economics, Labor and Tourism and the State Family Council Baden-Württemberg.

**4. Safety, good prospects, and fair conditions**

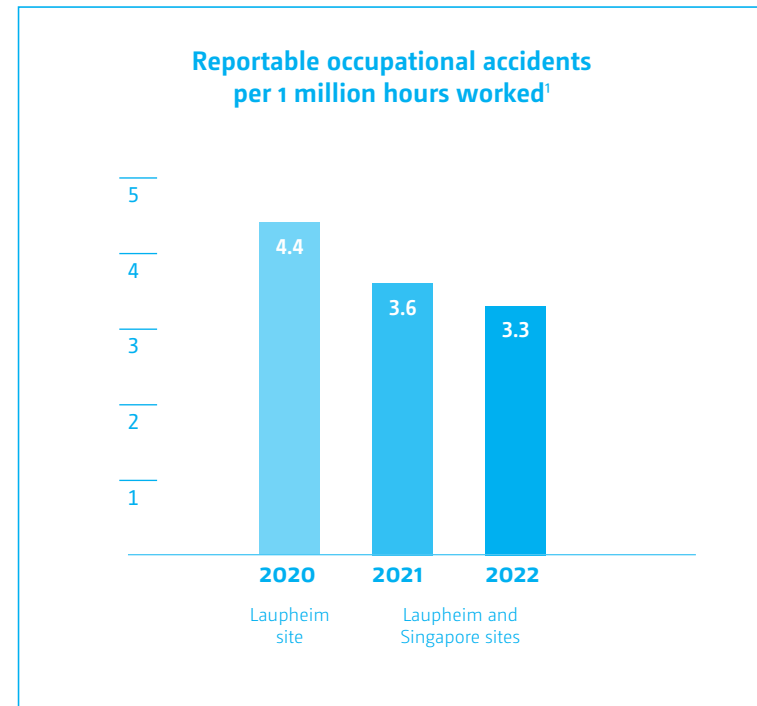
**Health and safety at work through consistent occupational health and safety**

The well-being of our employees is one of our central concerns. We therefore devote attention and energy to ensuring our employees' safety at work and maintaining their health and motivation. We focus on assessing hazards and providing targeted occupational safety training and sensitization for all employees. Uhlmann's Occupational Safety Committee (ASA) in Laupheim handles the fundamental issues on an ongoing basis and develops programs on current safety and health topics. We regularly offer our employees special occupational health examinations as part of our efforts to promote an ergonomically healthy working environment. At our Singapore site, the Health and Safety Committee takes care of occupational health and safety issues.

In addition to management representatives, the ASA for the Laupheim site includes the head of human resources and social affairs, members of the works council, the company physician, specialists for occupational safety and facility management, and representatives of the severely disabled. They optimize the individual occupational safety standards from various angles for all work areas, ranging from administration to shipping.

»We promote our employees' skills and work safety awareness through regular training and continuing education.«

At our Singapore site, two employees serve as safety specialists and oversee occupational safety and health protection in close collaboration and coordination with the site's management. The team, in cooperation with the site's safety officer, performs annual risk assessments and fire safety drills, among others.



<sup>1</sup> Key figures recorded per calendar year in accordance with official reporting obligations.



**5. Diversity and equal opportunity**

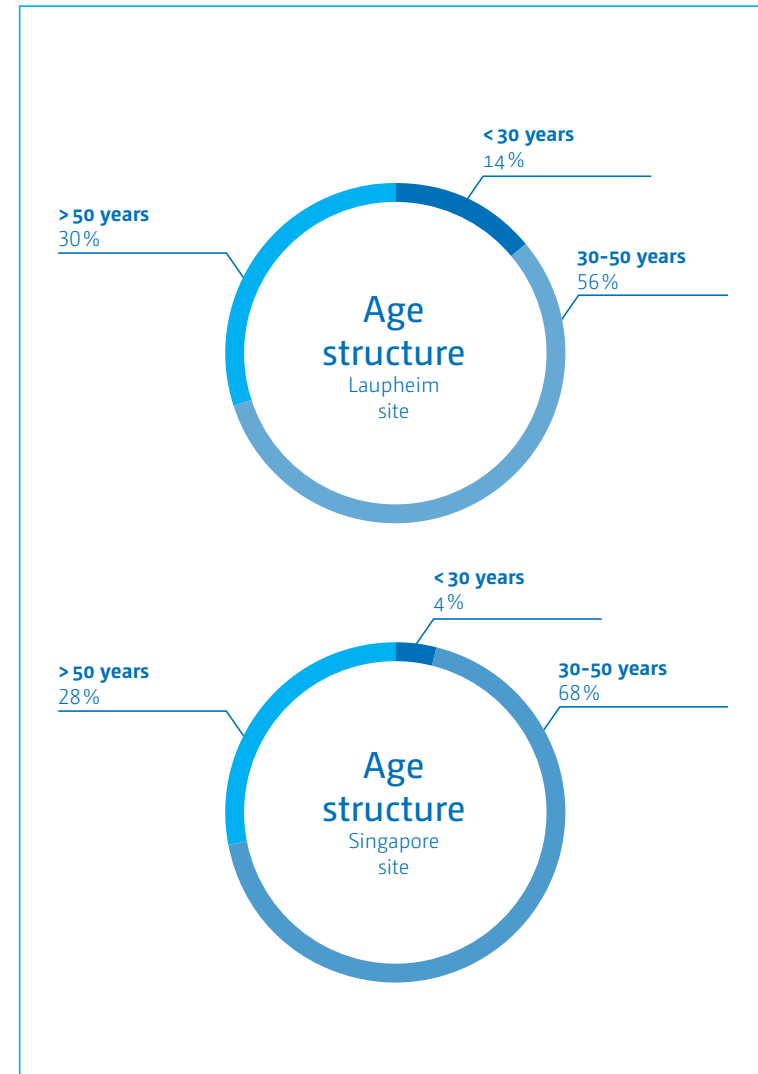
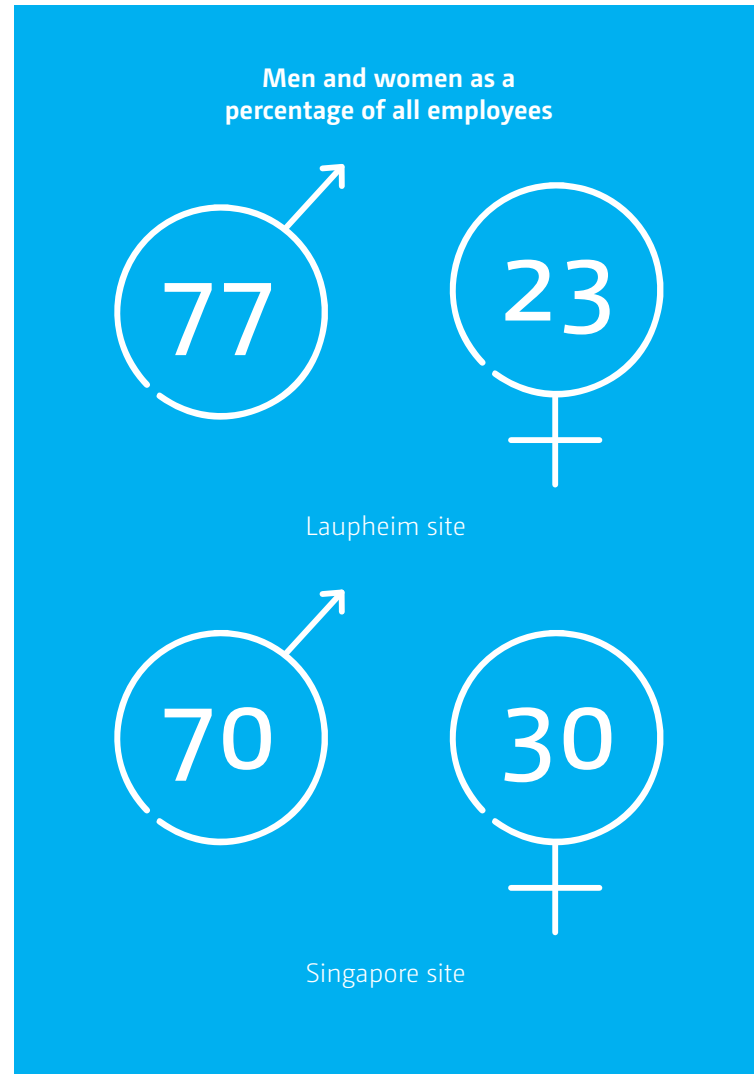
**Age structure and equal pay**

Uhlmann is a company bound by collective agreements and utilizes the collectively agreed remuneration system. Regional, industry, and nationwide benchmarks show that our remuneration is attractive and competitive and well above the statutory minimum wage, even at the lowest pay category. All employees receive task-related, performance-based compensation, with no differences in pay based on gender. We also ensure equal treatment in the remuneration of temporary employees within the framework of equal pay.

Various collective agreements ensure the best possible balance between family and career. For example, around 90 percent of male parents take advantage of parental leave. We also provide financial support to a daycare center and ensure our employees' families have access to professional childcare during all school vacations, in addition to offering parent-child offices.

The collaboration of younger and older employees with different nationalities, abilities, and lifestyles makes us strong as a team. We promote this diversity and, through our various work schedule models, create an environment that meets the different needs of our current and future employees.

»Balancing family and career is not just a catchphrase, but is actively lived throughout the company.«



6.

## Regional and social commitment

### Making the company come alive in the region

Uhlmann has its roots in Laupheim and, as a company, we are closely connected to the region and its people. We support the regional economy and community through wages and salaries, duties and taxes, donations and our purchase of products and services. We also promote a variety of other social, ecological, and cultural aspects of long-term importance in close collaboration with individuals and institutions at the local level. Our recent award from the state of Baden-Württemberg as a “Partner of the Fire Brigade” recognizes our works agreement to support employees in auxiliary services such as the fire department, the German Red Cross and the Federal Agency for Technical Relief.

In the past year, we focused our social commitment on assisting war refugees from Ukraine. In addition to considerable monetary gifts, we also provided a location for a local collecting site for in-kind donations free of charge.

»A two-week social work internship exposes our trainees to other aspects of life and fosters an understanding of social concerns.«

€ 35,000

for our regional and social commitment in our local environment

### Commitment as a benefit for society and the company

In all our activities and financial donations to people, projects and associations, we ensure that the issues are related to our business activities and that our commitment generates added value for society. Through long-term cooperation with local schools, for example, we offer students permanent internships. Together with universities in the region, students are given the opportunity to gain experience in all special areas, complete practical semesters, write theses or work as student trainees.

Apprenticeships in industrial, technical and commercial professions provide young people with job opportunities. Social internships, educational tours and exchange programs additionally impart socially significant and important values.



## 7. Career, training, and development for a promising future

### Qualification and development based on annual reviews

As a family-owned company with a tradition spanning more than 75 years, Uhlmann makes strong employee retention and long-term job security a priority. In this context, we take special care to ensure that our employees remain employable throughout their lifetime. The Employee Life Cycle requires an annual qualification meeting for all employees, in which managers and employees discuss which qualification and further training activities best facilitate the employee's further development. Uhlmann's employee development takes a proactive approach to ensure employees are qualified for future challenges. To this end, we have introduced Lean Six Sigma Black Belt training, among others, to support the topics of agile working and lean management. We also actively shape and manage transformation and change processes as part of our organization's strategic development.

### Training and continuing education for lifelong learning

We offer an extensive training program that promotes lifelong learning. A modern learning management system is in charge of the program's implementation and automatically assigns the required mandatory training to employees. Our compliance rate for mandatory training in Laupheim is 100 percent. Employees also have access to a wide range of training programs covering professional and methodological competence, as well as social competence. Programs also include content on promoting and maintaining health.

### Advancing careers through internal job opportunities

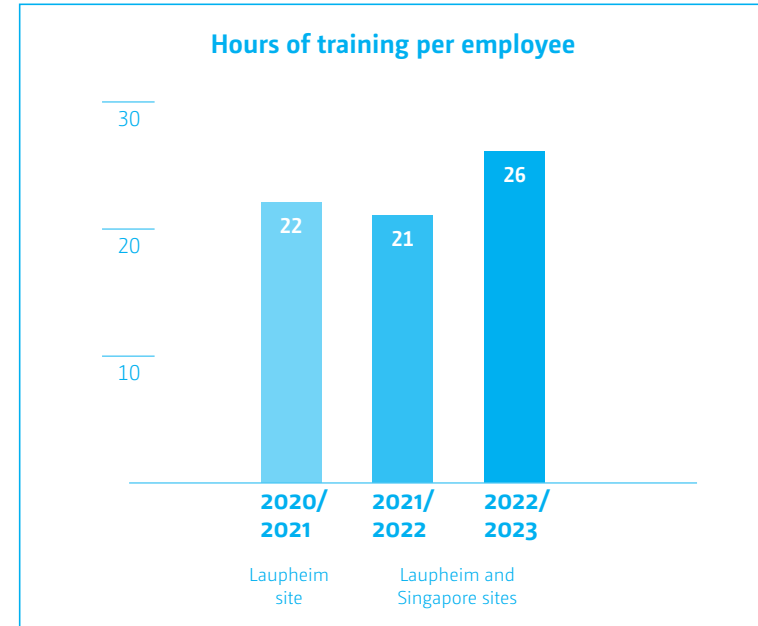
All of our vacant positions are advertised both internally and externally, which opens up the opportunity for employees to advance their careers internally. Around 40 percent of all vacancies in the past few years have been filled by internal transfers or promotions, which is also a testament to the success of our extensive qualification programs.



At our international subsidiaries, we follow a policy of filling vacant positions with specialists found locally whenever possible. Pursuing this strategy also leads to greater diversity among our managers in terms of cultural background, languages, and religions.

### Training and professional development

We have been committed to providing sound vocational training for more than 60 years. Interdisciplinary learning and the holistic teaching of social and technical skills are at the top of our agenda. Each year, we offer apprenticeships in industrial professions, as well as in technical and commercial fields, and supplement these with dual courses of study featuring a high level of practical relevance. In the reporting year, we hired 23 of 27 trainees after they completed their vocational training, providing them an opportunity to pursue a career at our company.



**85%**  
of all trainees in Laupheim were taken on as permanent employees



# Maintaining integrity

## Compliance

100%

of employees have received training in the Code of Conduct

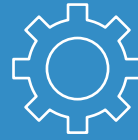
## Whistleblower management

100%

of our employees have received information about our whistleblower management system

## Data protection and information security

certified according to ISO 27001



Integrity is a strength that Uhlmann's entities, managers, and staff renew every day through their decisions and actions.



### Our central concern

Our culture and values [page 7](#) and our binding policies and processes [page 8](#). form an important basis for acting with integrity. They provide clear guidance for all employees. Nevertheless, challenging situations can arise in daily work that make it difficult to follow our shared values and convictions. Our compliance management system, whistleblower management system, and data protection and information security systems create the necessary structure to act with integrity in such situations. They support employees and other stakeholders in acting ethically and legally trustworthy.

The Uhlmann Pac-Systeme culture of integrity is a fundamental prerequisite for our successful compliance practice. Law-abiding and ethically unassailable business requires a system of rule-compliant processes. Like other companies, we are also confronted with numerous regulations and increasingly critical public scrutiny.

We do not see compliance, whistleblower management, information security, and data protection as an obligation or a burden. Instead, we recognize the strengths and competitive advantages offered by our well-organized processes and systems, which make risks visible and avert the potential damage caused by corruption, antitrust violations, and data privacy infringements. Through these preventive measures, we also avoid potential follow-on costs that come with dealing with violations or regaining trust and reputation.

As part of our engagement with stakeholders, compliance issues are regularly placed on the agendas of the various events, exchanges and media.

## 8. Compliance processes strengthen our competitive position

### Ensuring compliance through a Group-wide CMS

Uhlmann Pac-Systeme and the Uhlmann Group jointly developed a compliance management system (CMS). The implementation of the CMS began in the 2021-2022 reporting year and was completed at Uhlmann Deutschland in the current reporting year. The Chief Compliance Officer (CCO) of Uhlmann Group Holding and the Division Compliance Officer (DCO) of Uhlmann Pac-Systeme are responsible for the system's implementation and management. Compliance management is designed as a continuous improvement process. Uhlmann Germany is expected to be certified according to ISO 37301 in 2025. Going forward, we will also be integrating climate risks into our CMS as part of the risk management process. To do this, we have screened and identified the risks according to the TCFD requirements. The potential financial consequences are currently being assessed.

### Implementation and further development of the CMS

1. In addition to the Code of Conduct, the system's rules and regulations encompass all compliance-relevant guidelines and instructions, including, for example, the anti-corruption and antitrust guidelines. A new policy statement on respect for human rights was included in the reporting year [website](#).
2. Training courses are typically conducted as e-learning courses online, with on-site training also possible, depending on the needs and requirements. All target groups are required to periodically repeat the training offered.
3. Monitoring measures (checks made independent of specific events) verify whether the rules and processes are being observed.
4. Compliance risks indicated or discovered through monitoring are investigated in a structured manner (event-driven checks).
5. After an investigation is completed, a report is prepared for the management and Supervisory Board detailing the results of the investigation. The results, including the risks or compliance violations identified and sanctioned in the following step, are documented in the report.

6. If a compliance risk or violation is identified after the conclusion of the investigations, the Human Resources department shall decide on an appropriate sanction after consultation with the Corporate Legal and Compliance department.

A review is carried out to determine whether regulatory or procedural weaknesses were the cause of the risks or compliance violations discovered or whether they have facilitated their occurrence in any way. Should this be the case, the CMS is modified accordingly.

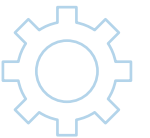
### Focus of action: Anti-corruption

Based on a risk analysis prepared with external compliance experts, relevant compliance areas and their fields of action were initially identified, followed by the definition and implementation of concrete measures. One area of focus of our CMS is anti-corruption due to our operations in regions with a higher risk of corruption and the fact that some of our business relationships are conducted through business intermediaries. The Anti-Corruption Policy is a mandatory annual part of the e-learning program for all employees who have regular business contact with third parties (customers, suppliers, authorities).



### Close involvement of the management

As part of the steering committee, the management of Uhlmann Pac-Systeme is closely involved in the CMS project. It raises awareness for current and fundamental compliance issues among managers and employees in various event formats, such as management training sessions and works meetings. As a report recipient, management is kept regularly informed of the implementation, results, events, and development requirements of the CMS.





## Management for internal whistleblowers

An important component of the Uhlmann CMS is the whistleblower management system [website](#). All stakeholders can access this system to make a complaint or point out circumstances that indicate a legal violation or infringement of internal company guidelines. Employees have the option of contacting their superiors, the management, the works council or the responsible compliance officer.

We have also appointed a lawyer of trust who whistleblowers can turn to. The lawyer of trust can keep the identity of the person making the report vis-à-vis Uhlmann fully anonymous if desired.

Following a plausibility check, if there is sufficient suspicion that the law, Code of Conduct, other internally binding regulations have been violated, the lawyer of trust then forwards the information to Uhlmann’s compliance officers.

The compliance officers conduct an investigation into the facts forwarded by the Ombudsman. The legal assessment of the facts investigated and the determination of suitable actions to take are carried out by the compliance officers in cooperation with the internally responsible departments. The lawyer of trust can also be consulted as an advisor in this process.

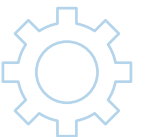
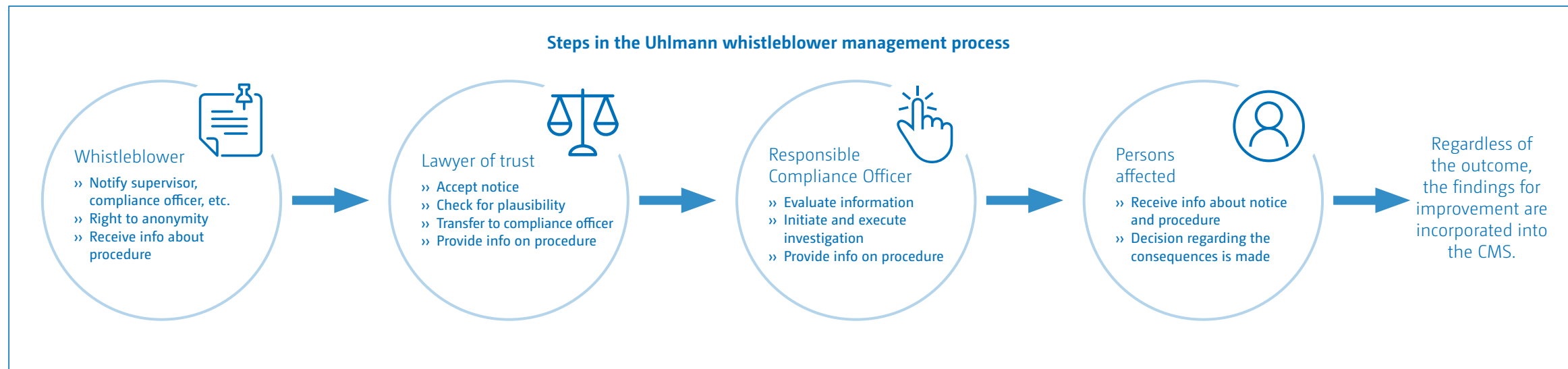
Lastly, the persons concerned are notified of the information, and a decision is made as to the consequences.

The whistleblower can contact the Ombud for Confidential Affairs at any time to inquire about the status of the case. The lawyer of trust will inform the whistleblower of the result within the legally permissible scope no later than after the completion of the process.

### Future regulations implemented with foresight

The impetus for our whistleblower management system is the Whistleblower Protection Act (HinSchG), which has been in force since July 2, 2023. The purpose of the act is to uncover and assist in remedying violations at companies, protect whistleblowers from reprisal and encourage legally compliant behavior. The basis for the national law is the EU Whistleblower Directive (WFD), which entered into force in the European Union in 2019.

We make reporting channels transparent and easily accessible. At the same time, we ensure anonymity by appointing a lawyer of trust, which also fulfills the requirement of freedom from sanctions for whistleblowers. The data storage and deletion of the entire process are also carried out in compliance with the General Data Protection Regulations (GDPR).



9.

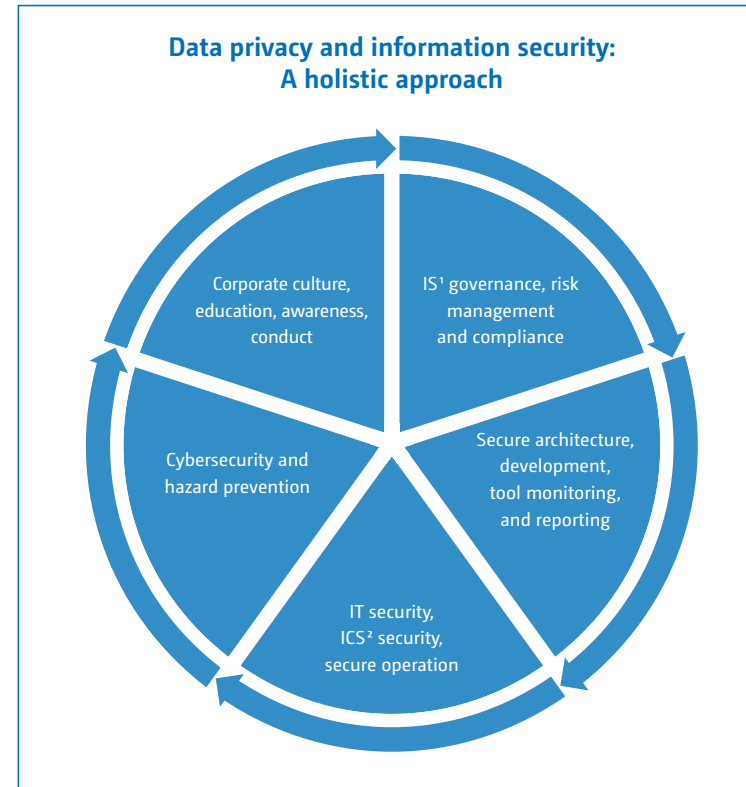
## International standards for data protection and IT security

Uhlmann takes a holistic approach to data protection and information security and is continually developing its data protection management system, which was ISO 27001-certified for the Laupheim site in the reporting year. Technical and organizational measures are also implemented on an ongoing basis to finetune the security level. The ISO 27001 certification ensures that customer data is handled securely.

Essential aspects of information security and data protection include the guarantee and assurance of integrity, confidentiality, availability and traceability of information. We, as the Uhlmann Group, have implemented technical and organizational measures to ensure this.

### Ensuring data protection and information security

The organizational structure for data protection and information security has been coordinated with the company's respective departments and approved by the management. Management and responsibility for data protection have been harmonized within the Uhlmann Group and will be centrally controlled in the future. To ensure the implementation of data protection and security rules, the internal control system (ICS) and internal audits will also be strengthened and supplemented by mandatory external independent audits. These security reviews, which are mandatory under our internal rules, are also carried out in accordance with common international standards.

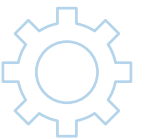


<sup>1</sup> IS: Information Security.  
<sup>2</sup> ICS: Industrial control system.

### Acting instead of reacting – employing a clear data protection and information security strategy

Uhlmann's strategy and measures are the consequence of the consistently worsening threat situation in the area of cyber security. Given the threat of downtime and the associated potential for economic damage, our customers' data protection and the information security requirements when it comes to our machines and software are growing.

We see the overall situation as a strategic opportunity and consider data privacy and information security to be future characteristics of quality. We are therefore proactively meeting the growing requirements with a holistic strategic approach and numerous technical and organizational measures. The positive effects and effectiveness of our structured approach can be measured by our continually improving level of security.



## Adding long-term customer value

### Extended equipment life cycle

20+

years of targeted service life through upgrades

### Machine upgrades

34

machines modernized, including electrical conversions to maintain machine availability

### Product quality

with

ISO 9001

quality management



We develop innovative, high quality products and offer services to make our customers' value-creation processes more sustainable and efficient. This is how Uhlmann creates lasting customer value.



### Our central concern

Our customer-focused concept for innovation includes the development of a sustainable product portfolio, the promotion of sustainable packaging solutions, and a continuous evolution of the packaging process in terms of product safety and quality. Innovations at Uhlmann Pac-Systeme are not only aimed at developing new machines and packaging solutions but also at creating solutions for modernizing existing machines. With our upgrade portfolio, we strive to extend the product life cycle of machines to over 20 years. This conserves ecological and financial resources and, at the same time, supports machine availability.

### Long-term partnerships through sustainable solutions

Our customers value us as partners who offer holistic solutions that are durable, economical and, at the same time, designed to create sustainable value. Uhlmann sees itself as a long-term, reliable partner for all aspects of pharmaceutical packaging, including consulting, project management and implementation, mechanical engineering, best-in-class services, and digital solutions.

In addition to our traditional business with new packaging machines, complete electrical rebuilds (upgrades) and the repurchase and rebuilding (rebuild) of existing machines are becoming increasingly important for extending the product life cycle. In addition to the machine and service business, providing consulting on sustainable packaging solutions continues to gain in importance. Here, the focus is on the efficient use of sustainable packaging materials while maintaining quality and pharmaceutical safety.

Digital solutions is another growth area. By providing comprehensive connectivity, we network our customers' machines and devices from different manufacturers. This is one way we support pharmaceutical companies in integrating and automating their processes by providing high data security and pharma compliance.

## 10. Sustainability through upgrades, digital solutions, and rebuilds

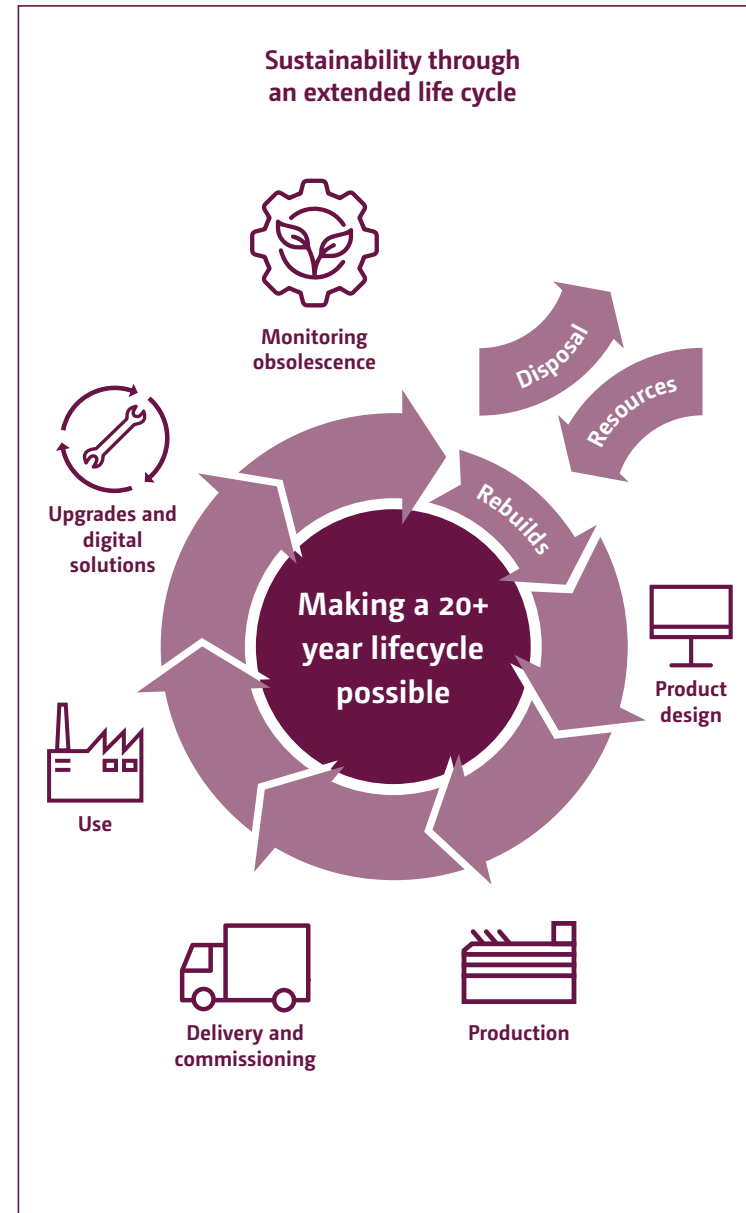
In addition to sustainable operation, our goal is to provide our customers as many Uhlmann machines as possible for a 20-year service life in a safe, reliable and cost-efficient manner. Accomplishing this depends first and foremost on having high quality machines and components, as well as a reliable maintenance and repair strategy that includes local service and spare parts supply.

### Sustainable product portfolio through complete electrical conversions and upgrades

When machines reach performance or safety limits due to age, the implementation of new regulatory requirements and the substitution of technical obsolescence become necessary. Compatible mechanical rebuilds and electrical upgrades make it possible to extend the operating life and thereby the life cycle of the existing equipment. Preconfigured assemblies, the latest machine software and components based on the newest standards, as well as lower energy consumption, extend the service life while increasing production safety, machine availability, and energy efficiency.

### Automation, connectivity, and optimized consumption through digital solutions

Through our Pexcite digital solution platform, we support pharmaceutical companies in automating all of their processes by providing high data security and pharma compliance. The special feature of this solution is its comprehensive connectivity, which makes it possible to network machines and devices from different manufacturers. The application bundles together equipment data into user-friendly dashboards and numerous analysis tools, regardless of whether for one line, one plant, or worldwide. This is the basis for efficiency gains and savings in the process and, at the same time, one of the key factors for successful sustainability practices.



### Energy monitoring for more sustainable production processes

Our Pexcite energy monitoring makes the consumption of electrical energy and compressed air visible on a user-friendly interface for whole plants to entire sites. The data collected can be compared with customer-specific performance metrics (CO<sub>2</sub>e, kWh, per hour, per blister in euros and more) using informative diagrams that enable the plant operator to make informed decisions. The tool makes it possible for the operator to reduce energy consumption and, consequently, CO<sub>2</sub> emissions, thereby improving the sustainability of the production process. A comparison with historical data gives users an indication of how to achieve further savings and further optimize their operations.

### Rebuilds for extending the machine life cycle

Sustainability also means the careful use of resources. Even if a packaging machine or line from Uhlmann has been in continuous operation for many years, it still represents a valuable resource that should be preserved for as long as possible. Lines that are no longer in use are repurchased, overhauled, and placed back on the market when possible. Within this process, wear parts and components that are no longer functional are replaced according to the latest standards, while components that are still in good condition remain in use.

Depending on the technical requirements of the rebuilt machine and the respective goals of the customer, machines can be modernized to various degrees. This includes being equipped with track & trace or connected to the Pexcite open software platform, which networks machines and equipment along the entire pharmaceutical value chain.



## 11. New packaging solutions with less impact – what lies ahead

### Sustainable product portfolio with integrated product carbon footprint

The development of sustainable products and solutions is part of the Uhlmann development guidelines. We are currently integrating the carbon footprint method into our development processes and will successively extend it to our product portfolio as of 2023. CO<sub>2</sub>e reduction potentials will then be systematically identified throughout the entire life cycle. With this step, we are creating the methodological prerequisites for defining science-based climate targets for our company and its products and taking further climate protection measures.

### Recyclable monomaterials as a step towards more sustainable packaging

Uhlmann’s sustainability strategy encompasses the continued development of the equipment portfolio for processing recyclable monomaterials. At the same time, our customers’ packaging processes should run with the accustomed quality, reliability, and efficiency. A focus is placed on recyclable monomaterials, such as mono blisters made of polypropylene or the use of cardboard trays. In June 2023, the parenteral tray center PTC 200 was launched, which is designed to process cardboard packaging. The BLU 200 blister machine was also introduced, which is now also suitable for the use of PP mono blisters. Depending on the application, these solutions represent a safe and efficient alternative to PVC. When switching from PVC-aluminum blisters to monomaterial solutions, such as mono PP, mono HDPE and mono PET, Uhlmann provides manufacturer-independent advice on which film qualities are best suited to the requirements.

### Sustainable packaging solutions based on life cycle analyses

Since the beginning of 2023, we have been bundling our consulting services in the area Packaging Competence Consulting, offering our customers advice on sustainable packaging design. Our holistic approach considers the entire value chain, from the analysis and testing phase to the incorporation in production. Next to complying with specific pharmaceutical guidelines and customer requirements, our focus is on sustainable product design and process optimization at the production sites. The aim is to reduce material use by optimizing packaging shapes and sizes, minimizing waste in the packaging process, reducing layer thickness and developing PVC-free packaging. The foundation for this is the established life cycle assessment methodology, which provides for a reliable and well-grounded analyses of the environmental impact and energy balances of new packaging solutions over their entire life cycles, right at the start of the design process.



Alternative packaging solutions, e.g., direct-in-carton

### Award-winning sustainable pharma packaging

For its project “Sustainable Pharma Packaging – NOW”, the Uhlmann Group was awarded 1st place in the German Award for Sustainability Projects 2023 in the category “Service – Consulting”. The award, which was launched in 2021, is sponsored by the German Institute for Service Quality (DISQ), the news channel ntv, and DUP magazine. A jury of experts honors projects that stand out for their degree of innovation and effectiveness, their benefits, and the project’s relevance for the company’s core business and the industry, as well as for its timeliness. The aim of the award is to promote the implementation of the 17 UN Sustainable Development Goals.



## 12. Product safety and quality

Whether machines, services or digital solutions: we offer our customers the highest quality. How we do this in practice is described in our nine quality principles website, which combined, form our quality policy [website](#).

Our management system has been certified according to DIN EN ISO 9001 since 1994 and according to DIN EN ISO 14001 since December 2022. We have been a member of the German Society for Quality (DGQ) since 2004 and take an active role in the German Engineering Federation (VDMA) to shape solutions for quality issues. We see the quality of our products as a central factor in sustainability because their longevity effectively reduces the use of resources.

Customer orientation and continuous improvement play a special role for us. With the continuous optimization of our implemented processes, we not only reduce risks but also take advantage of the opportunities offered by our innovative solutions for the diverse challenges of sustainability. Producing safe solutions for operators and set-up personnel, like service teams, is just as central to our everyday work as ensuring end users can count on pharmaceutically safe packaging produced by our machines.

»Quality is the foundation of the longevity of our products, making it also a decisive factor in sustainability.«



More sustainability and maximum flexibility with the Parenteral Tray Center (PTC) 200



Certified according to

# ISO 9001

since 1994



# Taking responsibility in our supply chain

## Suppliers

1,302

in total

## CSR review

100%

of new suppliers reviewed

## Production material

86%

originating from the DACH<sup>1</sup> region<sup>2</sup>

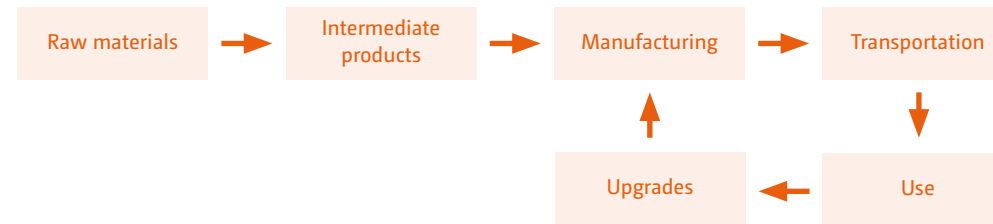
<sup>1</sup> DACH stands for the countries Germany (D), Austria (A), and Switzerland (CH) based on national vehicle license plates.

<sup>2</sup> Based on the Laupheim site.



Quality and sustainability throughout our supply chain are important foundations for our competitiveness and strategic factors in our market success.

### Value creation in our supply chain



### Supplier management and sustainable procurement

We maintain long-term business relationships with our suppliers based on fairness and trust. This is the only way to ensure our strong performance and make a meaningful contribution to our corporate success. As part of a reliable partnership, we depend first and foremost on maintaining an open dialogue and on the willingness of our business partners to cooperate when dealing with any problems or sustainability risks that may arise.

In terms of content, the collaboration with our suppliers is shaped by our values and aspirations, as well as by growing demands from our customers concerning the sustainability of our products and solutions. This demand for demonstrable compliance with environmental and human rights due diligence obligations also comes from politicians, banks, insurance companies and analysts. Transparency and a sustainable supply chain are basic prerequisites for us to be able to provide information at all times on how we ensure social and ecological standards at our own production sites, as well as at our suppliers.

### Our central concern

In addition to the economic, technical, and process-related criteria for strategic purchasing, we take great care to identify, assess and, when possible, minimize sustainability risks among our suppliers. To this end, we look at the social and ecological practices of all direct suppliers in our upstream value chain. When necessary, we introduce measures for supplier development. These measures are all derived from questionnaires and audit results, and we work on them proactively with the respective partner. This is one way we ensure that our core concerns of supplier management and sustainable procurement are addressed effectively.

13.

## Our suppliers share our commitment to sustainability

### Supplier management for the sustainable alignment of our supplier portfolio

Human rights, fair working conditions, environmental protection, and the fight against corruption – these values, together with other requirements, form the basis for every business activity undertaken at Uhlmann. We are committed to the ten principles of the United Nations Global Compact and have also integrated responsible action into our procurement processes. We therefore award business contracts not just according to economic, technical, and process-related criteria, but also in consideration of the relevant requirements for sustainable procurement. In order to consistently implement our values, requirements, and commitments, we maintain a close exchange with our suppliers.

### Suppliers as strategically important and reliable value-creation partners

Selecting new suppliers starts with a supplier self-assessment. Next to questions on general aspects, the questionnaire covers quality and technology. At the same time, we collect information on environmental risks, social and human rights aspects, as well as on the topics of cybersecurity and material compliance.

The Uhlmann procurement team reviews and evaluates the self-disclosures from potential suppliers. After they receive approval from the lead buyer responsible, a separate application for supplier approval must also be approved by the quality management, purchasing management, and global material group management departments. Following the final approval, the new supplier is established in the system. All new suppliers then undergo a compliance screening as part of our third-party management.

### Our documentation for supplier management

Every new and existing business relationship is based on the acceptance of our Code of Conduct for Business Partners [🌐 website](#). This document serves as a central component of all supply contracts. Uhlmann's general requirements for suppliers are also all contained in the Supplier Manual [🌐 website](#). These documents support the goal of establishing long-term, reliable, and cooperative partnerships and jointly creating high quality products. Finally, our business partners confirm their agreement and compliance with the requirements set out in detail in the Supplier Self-Disclosure focusing on "Sustainable Procurement".

### Supplier management as an evolving system

As regulatory requirements and the demands on sustainability continue to grow, we are continuously developing our supplier management and conducting periodic internal sustainability training for all employees in our procurement department. In addition to risk analyses, assessments, and audits, a complaint process is also available as part of our compliance management. Internal and external stakeholders can use this mechanism to report potential incidents or violations of the Uhlmann Code of Conduct. The Uhlmann Group Compliance Committee ensures that guidelines for all of the relevant compliance areas are up to date, monitors their compliance, and ensures that incidents are systematically processed should they occur.

**100%**  
of direct suppliers screened  
in 2022/2023

We have been conducting regular CSR audits since 2021 as part of our supplier management. The audits cover legal compliance, cybersecurity and environmental and social sustainability. We examine if and how suppliers safeguard against the risks in these areas (documents, training, evidence, etc.). Compliance is monitored in periodic cycles. Audits extend to executives, the levels of the management and divisional, and even to employees. We are working towards an audit cycle of approximately three years. CSR audits are to take place together with the planned ISO supplier audit and on an ad hoc basis in the event risks are identified. The results are then closely linked to the results from the risk assessment. By the end of the 2022/2023 reporting year, we had audited 100 percent of our direct suppliers using internal questionnaires within the scope of risk management. Risk analysis and CSR audits are a reliable basis for ensuring compliance with the German Supply Chain Sourcing Obligations Act (LkSG), among others.

### Stages of supplier evaluation





## 14. Sustainable procurement – sustainable supply chains in practice

Sustainable procurement practices across our entire supply chain are one of our main competitive features. In cooperation with our suppliers, we uncover new opportunities to use resources in pharmaceutical packaging processes as responsibly, environmentally friendly, and efficiently as possible. This makes sustainable procurement an important building block for our innovative, advanced packaging solutions and represents a strategic success factor for Uhlmann.

This advantage is based on our supplier management system and dealings with business partners, both of which are characterized by mutual fairness and trust. It is essential to analyze and manage sustainability risks in the supply chain with well-thought-out, regulated, and evolving business processes. Building on this, however, the innovative solutions required to meet growing sustainability requirements emerge only from practicing the fundamental principle of fostering long-term, equitable business relationships.

### Origin and conformity of raw materials and materials

In June 2021, we adopted our Statement on Conflict Minerals in the Supply Chain [website](#). Our aim is to identify existing risks and conflict areas of an increasing number of suppliers as early as possible and to support our customers in meeting the related reporting obligations. In the current reporting year, we were able to fully disclose to our customers in detail the compliance with the REACH Regulation and RoHS Directive of all the materials we use. The material master system checks 100 percent of the materials for their compliance with the REACH Regulation and RoHS Directive. Only compliant materials and components are imported. All currently used components and materials comply with the REACH Regulation and the RoHS Directive. This ensures that no substances hazardous to health are used with Uhlmann machines.

### Short distances for reduced emissions

Long-term business relationships with local supply partners have been a part of Uhlmann's operating policy since it was founded. At our Laupheim site, we choose suppliers from the region whenever possible. In the 2022/2023 reporting year, we sourced 86 percent of our production materials from the DACH economic region, of which 94 percent originated from Germany. We received a further 9 percent of materials from Europe and only 5 percent from North America and Asia. [page 39](#).

Through short transport distances, we contribute to reducing the climate emissions of our upstream supply chain while ensuring the highest quality, which is verifiable at all times.

### Waste prevention through recyclable packaging materials

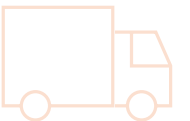
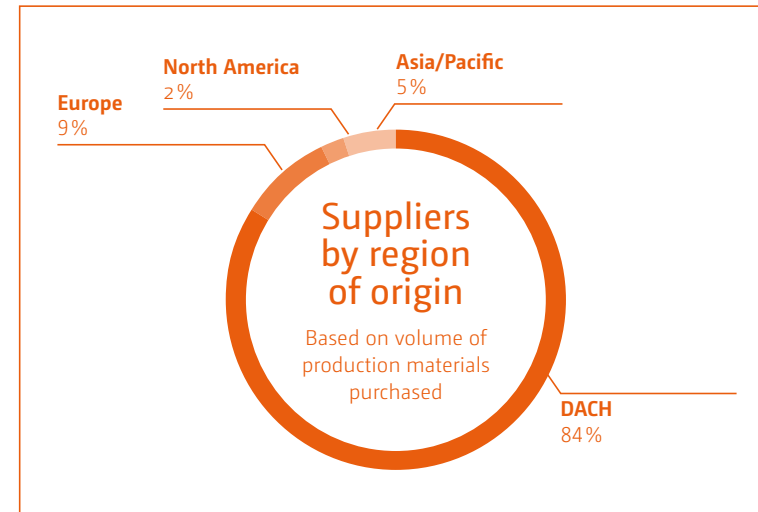
We receive our goods primarily on Euro pallets; packaging materials must be able to be separated directly and by type. We only accept cardboard boxes and corrugated cardboard with a recycling guarantee. Films such as PET and PP must be labeled, and wooden packaging must be untreated or non-toxically protected against pests. For fillers, we only allow recyclable materials. These rules for goods deliveries help to avoid waste by using recyclable packaging materials.

### Less traffic through optimized transport logistics

Even though many materials have comparatively short transport distances, we are still working to further optimize our transport logistics. By optimizing batch sizes and avoiding multiple deliveries, we are able to lower traffic loads and the emissions associated with goods transportation.

### Scope 3 accounting as a basis for action

In the 2021/2022 reporting year, we estimated the GHG emissions in our supply chain for the first time using the baseline year of 2019/2020. For the 2022/2023 reporting year, we further incorporated the Scope 3 values at the supplier and product levels, identified hotspots and accounted for them in accordance with the GHG Protocol. Based on this latest calculation, around 96 percent of total emissions occur in our upstream and downstream supply chains. A significant proportion of the identified Scope 3 emissions are attributable to the category "Purchased goods and services". On this basis, we have determined a Scope 3 reduction target of 27.5% by 2030 and submitted this to SBTi for verification. In cooperation with our suppliers, we will adopt the programs and measures necessary to reduce Scope 3 emissions.



# About this report

## Scope of report

All of the information, facts, and figures disclosed in this report refer exclusively to Uhlmann Pac-Systeme GmbH & Co. KG unless otherwise stated. The collection of key figures included the headquarters in Laupheim and our production site in Singapore. The non-financial key figures collected for Singapore in this reporting period do not yet cover the complete set of key figures we are aiming for. The sites to which the data relate are noted in each case.

This sustainability report was prepared in accordance with the standards of the Global Reporting Initiative (GRI) (GRI 2021). We have paid particular attention to the GRI Principles of Reporting to ensure the reliability of the information and high quality reporting.

## Report content

Uhlmann Pac-Systeme GmbH & Co. KG continuously and systematically addresses all issues that are or could be relevant to the company's sustainable development. The material topics were identified within the scope of a materiality analysis and weighted with the input of our stakeholders [page 13](#). A new materiality analysis was performed in the 2022/2023 reporting period.

The results of the materiality analysis showed no significant changes to the spectrum of material topics. We therefore continue to pursue Uhlmann's sustainability strategy unchanged [page 11](#). The report contents are again structured along our five strategic fields of action and 14 material topics.

## Reporting period

The Uhlmann Pac-Systeme GmbH & Co. KG business year runs from April 1 to March 31 of the following year. The report encompasses the period from April 1, 2022 to March 31, 2023. In some cases, key figures were collected on the basis of statutory requirements per calendar year. In such cases, this is indicated in the tables in the appendix.

Prior business and calendar years have been shown for easier comparison and understanding of the development of the key figures over a longer period of time.

## Reporting cycle

Uhlmann Pac-Systeme GmbH & Co. KG publishes a sustainability report each business year. The binding German version of the Sustainability Report for the 2022/2023 business year was published on October 12, 2023. The English version was published on November 29, 2023.

## Data quality – Improvements

Deviations in data of +/-5 percent may occur in some cases. When calculating energy values and direct energy-related CO<sub>2</sub>e emissions, we apply generally accepted conversion factors. The Scope 3 estimate for the 2019/2020 baseline year as well as subsequent years was recalculated on the basis of current emissions data. This resulted in deviations compared to the prior year's report. Waste indicators continue to be recorded per calendar year due to regulatory reporting requirements but are now, for the first time, reported per business year. To ensure comparability with previous reports, we have recalculated the waste data for the 2020/2021 and 2021/2022 business years. The aim of the change is to make it easier to compare the correlations between waste volumes and other key figures.

## Further information

The report has not been subjected to an external audit. If you would like further information on individual topics covered in this report, or if you have any questions or suggestions, please contact the following address: [sustainability@uhlmann.de](mailto:sustainability@uhlmann.de).

# Data appendix

Emissions <sup>1</sup> in t CO <sub>2</sub> e	Laupheim		Laupheim and Singapore	
	2019/2020 <sup>2</sup>	2020/2021	2021/2022	2022/2023
Scope 1	680.74	777.56	921.20	790.50
Scope 2	2,885.16	2,720.49	3,076.56	1,994.51
Gross volume, market-based	2,256.83	2,304.29	2,446.67	1,297.70
<b>Total Scope 1 + 2 emissions<sup>3</sup></b>	<b>2,937.57</b>	<b>3,081.85</b>	<b>3,367.87</b>	<b>2,088.20</b>
Scope 3 <sup>4</sup>	119,577.89	–	–	69,848.43
thereof upstream	61,586.00	–	–	39,583.00
thereof downstream	57,991.89	–	–	30,265.43
Biogenic CO <sub>2</sub> emissions	0	0	0	0
<b>Total Scope 1 – 3<sup>4</sup> emissions</b>	<b>123,143.79</b>	<b>–</b>	<b>–</b>	<b>71,867.72</b>
Scope of reduction	–	–67.84	–	–1,212.75
Scope of reduction in GHG emissions after initiatives	–	–	–	302.94
Intensity ratio of market-based Scope 1 and 2 emissions (t CO <sub>2</sub> e/FTE)	–	–	–	1.52

<sup>1</sup> Based on GHG according to GHG Protocol: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, FKW, PFKW, SF<sub>6</sub>, NF<sub>3</sub>.

<sup>2</sup> Baseline year.

<sup>3</sup> Calculation with market-based Scope 2 emissions.

<sup>4</sup> Laupheim only.

Water in m <sup>3</sup>	Laupheim	Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
<b>Water withdrawal</b>			
Third-party water	6,511.08	6,137.58	6,899.20

Energy in MWh	Laupheim	Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
<b>Energy consumed</b>			
Electricity	4,804.14	4,923.92	3,703.97
Heat	3,803.76	4,209.92	3,461.02
Cooling	0	0	0
Steam	0	0	0
Total fuels	3,530.09	4,343.22	3,637.96
<b>Total energy consumption</b>	<b>12,137.99</b>	<b>13,477.05</b>	<b>10,802.95</b>
thereof renewable sources	1,488.25	1,627.94	2,342.90
Share of renewable energy sources	12.26%	12.08%	21.69%
thereof non-renewable sources	10,649.74	11,849.11	8,460.04
Reduction in energy consumption directly resulting from initiatives	–	–	53.12
<b>Energy demand</b>			
Local CHP	7,277.25	8,031.30	7,295.09
CHP share of energy consumption	59.95%	59.59%	67.53%
Share of energy expenditures in total	–	1.00%	1.82%
<b>Value added</b>			
Employees	9.75 MWh/FTE	9.35 MWh/FTE	7.86 MWh/FTE

Waste <sup>1</sup> in t	Laupheim	Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
<b>Hazardous waste</b>			
Total amount	272.48	60.86	2.46
for recycling	272.38	60.69	2.28
for materials recovery	0.02	0.05	0.02
for energy recovery	0.07	0.08	0.16
for disposal	0.01	0.04	0.00
<b>Non-hazardous waste</b>			
Total amount	974.02	828.85	572.72
for recycling	367.29	332.74	267.15
for energy recovery	600.40	455.56	305.57
for disposal	6.33	7.81	0.00
<b>Total amount of waste</b>	<b>1,246.50</b>	<b>889.71</b>	<b>575.18</b>

<sup>1</sup> Recalculation necessary due to disclosure for the business year instead of the calendar year.

Health and Safety	Laupheim <sup>1</sup>	Laupheim and Singapore <sup>2</sup>	
	2020	2021/2022	2022/2023
Total number of working hours	2,051,127	2,040,474	1,909,292
Number of documented work-related injuries	9	7	6
Work-related injury rate with lost time: LTI frequency rate (per 1 million hours worked)	4.4	3.43	3.14
Lost time injury rate (LTI)	0.04	0.03	0.04
Number of fatalities from work-related injuries (FAT)	0	0	0
Number of work-related injuries with serious consequences	0	0	0

<sup>1</sup> Due to regulatory reporting requirements, the key indicators on occupational safety were collected per calendar year and not per business year.

<sup>2</sup> Recalculation necessary due to disclosure for the business year instead of the calendar year.

Diversity and Equal Opportunity	Laupheim	Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
<b>Total number of employees</b>	<b>1,476<sup>1</sup></b>	<b>1,442</b>	<b>1,472</b>
Men	1,211	1,148	1,134
Share of total	82.00%	79.61%	77%
Women	265	294	338
Share of total	18.00%	20.39%	22.96%
Minorities (severely disabled)	–	58	70
Share of total	–	4.02%	4.76%
Total new employees	–	–	70.00
Fluctuation rate	2.20%	2.22%	5.57%
<b>Number of executive members in the highest governing body</b>	–	–	<b>4</b>
Number of women	–	–	0
Number of men	–	–	4
<b>Employees in management positions</b>	–	<b>154</b>	<b>162</b>
Share of total	–	10.68%	11.01%
Women in management positions	–	11	14
Share of total	–	7.14%	8.64%
Minority groups in management positions	–	5	6
Share of total	–	3.25%	3.70%
<b>Employees in governing bodies</b>	–	<b>6</b>	<b>6</b>
Men	–	5	4
Women	–	1	2
< 30 years	–	0	0
30 – 50 years	–	1	1
> 50 years	–	5	5
<b>Senior management employees</b>	–	<b>13</b>	<b>14</b>
Men	–	11	13
Women	–	2	1
< 30 years	–	0	0
30 – 50 years	–	8	6
> 50 years	–	5	8

<sup>1</sup> Number of all employees of Uhlmann Pac-Systeme & Holding (available, inactive and not available), excluding apprentices.

Diversity and Equal Opportunity	Laupheim		Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023	
<b>Middle management employees</b>	–	<b>137</b>	<b>148</b>	
Men	–	124	135	
Women	–	13	13	
< 30 years	–	0	0	
30 – 50 years	–	77	85	
> 50 years	–	43	63	
Employees on the Employee and Management Work Safety-Committee	–	1,442	1,472	
Share of total	–	100%	100%	
Employees covered by formal collective agreements on working conditions	–	1,442	1,468	
Share of total	–	97%	97%	
Employees represented by officially elected employee representatives	1,476	1,396	1,423	
Share of total	100.00%	96.81%	96.67%	
Employees in permanent positions	–	1,393	1,354	
Share of total	–	96.60%	91.98%	
Part-time employees	147	150	190	
Share of total	10%	10.40%	12.91%	
Non-salaried employees (e.g., temporary workers)	–	–	22	
Number of trainees	19	16	27	
Trainees hired	24	19	23	
Total employees on parental leave	–	81	112	
Women	–	5	34	
Men	–	76	78	
Returning from parental leave	–	97	112	

Qualification	Laupheim		Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023	
Share of employees receiving regular performance appraisals and plans for further development	100%	100%	95%	
Percentage of employees in senior management who receive regular appraisals of their performance and professional development	–	–	100%	
Men	–	–	100%	
Women	–	–	100%	
Share of employees in middle management receiving routine appraisals of their performance and professional development	–	–	100%	
Men	–	–	100%	
Women	–	–	100%	
Employees receiving qualification-related training	1476	1,437	1,392	
Share of total	100%	99.65%	94.57%	
Employees receiving training on discrimination and human rights	1,461	1,442	1,396	
Share of total	98.98%	100%	94.83%	
Employees receiving training on modern slavery <sup>1</sup>	–	–	1,283	
Share of total	–	–	87.16	
Employees receiving training on environmental topics	1,461	1,442	1,396	
Share of total	98.98%	100%	94.83%	
Employees trained in business ethics	1,461	1,371	1,433	
Share of total	98.98%	95.08%	97.35%	
Average number of hours for education and training per year and employee (total)	22.00	20.81	25.56	

<sup>1</sup> Information not available for Singapore.

**Corporate governance and compliance**

	Laupheim	Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
<b>Production sites</b>	<b>2</b>	<b>2</b>	<b>2</b>
Share of all operating sites assessed for their environmental impact	–	–	100%
Share of sites certified to ISO 14001, EMAS or other environmental management standards	–	–	50%
Share of all operating sites analyzed for health and safety risks	–	100%	100%
Share of sites with a quality management system	100%	100%	100%
Share of all operating sites with an information security management system (ISMS), certified according to ISO 27000 or similar standard	100%	100%	100%
Share of all operating sites assessed for internal audit/risks in relation to business ethics	100%	100%	100%
Share of all operating sites with a certified anti-corruption management system	0%	0%	0%
Share of all operating sites audited for corruption risks	–	100%	100%
Share of all sites that have undergone human rights reviews or human rights impact assessments	–	0%	50%
Share of managers who have participated in anti-corruption training and communication formats	–	–	100%
Share of employees made aware of anti-corruption policies	–	–	100%
Share of employees receiving anti-corruption training	–	–	100%

**Supplier management**

	Laupheim	Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
<b>Total number of suppliers</b>	<b>1,459</b>	<b>1,613</b>	<b>1,449</b>
thereof new suppliers	11	5	4
<b>Suppliers</b>			
Suppliers with information about conflict minerals	–	186	715
Share of total	–	11.53%	49.34%
Suppliers who have signed the Code of Conduct	–	1,495	1,375
Share of total	–	90.45%	94.89%
Suppliers who have signed contracts with environmental, labor and human rights requirements	–	1,459	1,302
Share of total	–	90.45%	89.86%
Suppliers who underwent a CSR assessment	43	186	1,375
Share of total	3.00%	11.53%	94.89%
Suppliers who underwent an on-site CSR audit	–	46	70
Share of total	–	24.73%	5.09%
Suppliers who carry out corrective measures or capacity building	–	–	0
Share of total	–	–	0%
<b>Environmental criteria</b>			
Suppliers evaluated according to environmental criteria	–	186	1,302
Share of total	–	11.53%	91.10%
New suppliers evaluated according to environmental criteria	–	5	4
Share of new suppliers	–	100%	100%
Suppliers screened for their negative environmental impacts	–	186	1,302
Share of total	–	12%	91.10%

Supplier management	Laupheim	Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
Suppliers with actual negative environmental impacts	–	0	0
Share of total	–	0%	0%
thereof with agreements for improvements	–	0	0
Share of total	–	0%	0%
thereof where business relationship was terminated	–	0	0
Share of total	–	0%	0%
<b>Social criteria</b>			
Suppliers evaluated according to social criteria	–	186	1,302
Share of total	–	11.53%	91.10%
New suppliers evaluated according to social criteria	–	–	4
Share of new suppliers	–	–	100%
Suppliers screened for negative social impacts	–	186	1,302
Share of total	–	11.53%	91.10%
Suppliers with actual negative social impacts	–	0	0
Share of total	–	0%	0%
thereof with agreements for improvements	–	0	0
Share of total	–	0%	0%
thereof where business relationship was terminated	–	0	0
Share of total	–	0%	0%

Sustainable procurement	Laupheim	Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
<b>Regions of origin of our suppliers according to purchasing volume of production materials <sup>1</sup></b>			
DACH share of total	82%	82%	86%
Europe share of total	11%	11%	9%
North America share of total	3%	3%	2%
Asia/Pacific share of total	4%	4%	3%
Share of purchasers trained in sustainable procurement	100%	–	100%

<sup>1</sup> Laupheim only.

Finances	Standort Laupheim	Standorte Laupheim and Singapore	
	2020/2021	2021/2022	2022/2023
Economic value generated directly	EUR millions 271	EUR millions 303.9	EUR millions 277.6
Share of investments in R&D	7.6%	7.9%	9.2%
Donations	EUR 49,000	EUR 33,000	EUR 35,000

# GRI index



GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
<b>1 Foundation 2021</b>		Uhlmann Pac-Systeme GmbH & Co. KG has prepared the information given in this GRI index for the period from April 1, 2022 to March 31, 2023 in accordance with the with the GRI standards.		
<b>2 General Disclosures 2021</b>				
2-1	Organizational details	6		
2-2	Entities included in the organization's sustainability reporting	34		
2-3	Reporting period, frequency and contact point	34		
2-4	Restatements of information	34		
		The accounting period for the waste figures was changed from calendar year to business year and recalculated retrospectively. The Scope 3 calculations were recalculated for the 2019/2020 baseline year in order to obtain a presentation consistent with the Scope 3 calculation for 2022/2023.		
2-5	External assurance	This report was not subjected to an external audit.		
	<b>Activities and workers</b>			
2-6	Activities, value chain and other business relationships	6, 31-33		
2-7	Employees	36, 37		
2-8	Workers who are not employees	In 2022/2023, 22 temporary employees were employed in different areas of responsibility without management functions. These included production employees, engineers, business people, etc.		

GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
2-9	Governance structure and composition	4, 10, 24		
2-10	Nomination and selection of the highest governance body	The Uhlmann Pac-Systeme GmbH & Co. KG is a company owned by the Uhlmann family. Tobias Uhlmann is the chairman of the Supervisory Board of the Uhlmann Group.		
2-11	Chair of the highest governance body	The chair of the Supervisory Board is not actively involved in the management of the company.		
2-12	Role of the highest governance body in overseeing the management of impacts	10		
2-13	Delegation of responsibility for managing impacts	10		
2-14	Role of the highest governance body in sustainability reporting	The responsibilities of the Sustainability Team of Uhlmann Pac-Systeme include sustainability reporting. Approval is granted by the Executive Board of Uhlmann Pac-Systems.		
2-15	Conflicts of interest	Does not apply to Uhlmann Pac-Systeme as a GmbH & Co.		
2-16	Communication of critical concerns	Critical information is communicated to the Supervisory Board and Executive Board on an ad hoc basis.		
2-17	Collective knowledge of the highest governance body	10		
2-18	Evaluation of the performance of the highest governance body	This item is subject to confidentiality. The Uhlmann Pac-Systeme GmbH & Co. KG is a company owned by the Uhlmann family.		
2-19	Remuneration policies	This item is subject to confidentiality. The Uhlmann Pac-Systeme GmbH & Co. KG is a company owned by the Uhlmann family.		



GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
2-20	Process to determine remuneration	This information is not available. Uhlmann Pac-Systeme does not collect this key indicator because we generally structure our compensation in a task-based, performance-oriented and competitive manner.		
2-21	Annual total compensation ratio	This information is not available. Uhlmann Pac-Systeme does not collect this key indicator. Collective bargaining agreements and orientation towards position-, market- and performance-based characteristics shape the remuneration policy oriented towards fairness and balance.		
<b>Strategy, policies and practices</b>				
2-22	Statement on sustainable development strategy	3, 4		
2-23	Policy commitments	7, 8, 10, 24, 32	10	
2-24	Embedding policy commitments	8, 24, 32, 37, 38		
2-25	Processes to remediate negative impacts	25	Uhlmann Pac-Systeme GmbH & Co. KG has assigned this task to the lawyer of trust Dr. Carsten Thiel von Herff, LL.M.	
2-26	Mechanisms for seeking advice and raising concerns	25	Uhlmann Pac-Systeme GmbH & Co. KG has assigned this task to the lawyer of trust Dr. Carsten Thiel von Herff, LL.M.	
2-27	Compliance with laws and regulations	In the reporting period, no significant fines or non-monetary sanctions were imposed on Uhlmann Pac-Systeme GmbH & Co. KG.		
2-28	Membership associations	9		
<b>Stakeholder engagement</b>				
2-29	Approach to stakeholder engagement	13		
2-30	Collective bargaining agreements	20, 37	3	8.8

GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
<b>3 Material Topics 2021</b>				
3-1	Guidance to determine material topics	11		
3-2	List of material topics	12		
<b>201 Economic Performance 2016</b>				
201-1	Direct economic value generated and distributed	21		Data on profits and returns are not reported for competitive reasons. Donations to charitable initiatives active mainly in the Laupheim region amounted to approximately EUR 35,000.
<b>204 Procurement Practices 2016</b>				
204-1	Proportion of spending on local suppliers	6, 33		
<b>205 Anti-corruption 2016</b>				
205-1	Operations assessed for risks related to corruption	24		
205-2	Communication and training about anti-corruption policies and procedures	23, 38		
205-3	Confirmed incidents of corruption and actions taken			Data are not reported for competitive reasons.

GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
<b>Energy and Emissions (FA 1)</b>				
3	Material Topics 2021			
3-3	Management of material topics	14		
<b>302</b>	<b>Energy 2016</b>	<b>15</b>		
302-1	Energy consumption within the organization	15, 35	7, 8	8.4, 12.2, 13.1
302-4	Reduction of energy consumption	15, 35		
<b>Water (FA 1)</b>				
3	Material Topics 2021			
3-3	Management of material topics	14, 17		
<b>303</b>	<b>Water and Effluents 2018</b>	<b>17</b>		
303-3	Water withdrawal	17, 35	8	8.4, 12.2
<b>304</b>	<b>Biodiversity 2016</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			On the basis of a radius analysis of up to 25 km, biodiversity-sensitive areas ("Key Biodiversity Areas"; Natura 2000 protected areas and UNESCO protected areas) in the vicinity of our production site were examined for potential hazards and threats to protected species (Red List species according to IUCN). As part of this analysis, it was determined that Uhlmann does not pose a threat to these areas.

GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
<b>Energy and Emissions (FA 1)</b>				
3	Material Topics 2021	14-16		
3-3	Management of material topics	14-16		
<b>305</b>	<b>Emissions 2016</b>	<b>14-16, 35</b>		
305-1	Direct (Scope 1) GHG emissions	14-16, 35	7, 8	3.9, 12.4, 13.1
305-2	Energy indirect (Scope 2) GHG emissions	14-16, 35	7, 8	3.9, 12.4, 13.1
305-3	Other indirect (Scope 3) GHG emissions		7, 8	3.9, 9.4, 12.4, 13.1
305-5	Reduction of GHG emissions	16, 35	8, 9	9.4, 13.1
<b>Waste (FA 1)</b>				
3	Material Topics 2021			
3-3	Management of material topics	14, 17, 33		
<b>306</b>	<b>Waste 2020</b>	<b>17</b>		
306-1	Waste generation and significant waste-related impacts	17, 33, 36		
306-2	Management of significant waste-related impacts	17, 33, 36		
306-3	Waste generated	17, 36	8	3.9, 12.4
306-5	Waste directed to disposal	36	8	

GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
<b>Sustainable Procurement (FA 5)</b>				
3	Material Topics 2021			
3-3	Management of material topics	31-33		
<b>308</b>	<b>Supplier Environmental Assessment 2016</b>	<b>31-33</b>		
308-1	New suppliers that were screened using environmental criteria	38		
308-2	Negative environmental impacts in the supply chain and actions	39		
<b>401 Employment 2016</b>				
401-1	New employee hires and employee turnover	36	6	8.5, 8.6
401-3	Parental leave	20, 37		
<b>402 Labor/Management Relations 2016</b>				
402-1	Minimum notice periods regarding operational changes			The notification period is a minimum of 12 weeks. The information requirements are regulated by law. Compliance with the law is monitored by the employee representatives.
<b>Health and Safety (FA 2)</b>				
3	Material Topics 2021			
3-3	Management of material topics	18, 19		
<b>403</b>	<b>Occupational Health and Safety 2018</b>	<b>18, 19</b>		
403-1	Occupational health and safety management system	19		8.8
403-2	Hazard identification, risk assessment, and incident investigation	19		3.3, 3.9, 8.8

GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
403-3	Occupational health services	19		3.3, 3.9, 8.8
403-4	Worker participation, consultation, and communication on occupational health and safety	19		8.8
403-5	Worker training on occupational health and safety	19		
403-6	Promotion of worker health	19		
403-9	Work-related injuries	19		
<b>Career, Training, Development (FA 2)</b>				
3	Material Topics 2021			
3-3	Management of material topics	18, 22		
<b>404</b>	<b>Training and Education 2016</b>	<b>18, 22</b>		
404-1	Average hours of training per year per employee	22	6	8.2, 8.5
404-2	Programs for upgrading employee skills and transition assistance programs	22		8.2, 8.5
404-3	Percentage of employees receiving regular performance and career development reviews	22, 37		

GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
<b>Diversity and Equal Opportunity (FA 2)</b>				
3	Material Topics 2021			
3-3	Management of material topics	18, 20		
<b>405</b>	<b>Diversity and Equal Opportunity 2016</b>	<b>18, 20</b>		
405-1	Diversity of governance bodies and employees	36	6	8.5
405-2	Ratio of basic salary and remuneration of women to men	All employees receive task- and performance-related remuneration; no difference is made between genders regarding remuneration.		
<b>406</b>	<b>Non-discrimination 2016</b>			
406-1	Incidents of discrimination and corrective actions taken	Uhlmann Pac-Systeme does not collect this key figure. In the event of discrimination, we have implemented remedial measures within the company.		8

GRI Standards and Disclosures	Page	Comment	UNGC Principles	UN SDGs
<b>Sustainable Procurement (FA 5)</b>				
3	Material Topics 2021			
3-3	Management of material topics	31-33		
<b>414</b>	<b>Supplier Social Assessment 2016</b>	<b>31-33</b>		
414-1	New suppliers that were screened using social criteria	38, 39	2 (4, 5)	8.8
414-2	Negative social impacts in the supply chain and actions taken	38, 39		

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3-3	Management of material topics	21	
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Own indicator	Certification according to ISO 27001	23, 26	
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3-3	Management of material topics	27-29	
Own indicator	Number of product upgrades	27	
Own indicator	Number of consulting projects on sustainable packaging solutions	5, 29	

GRI Standards and Own Indicators		Page	Comment
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3	Material Topics 2021		
3-3	Management of material topics	30	
Own indicator	Certification according to ISO 9001	30	
<b>LSupplier Management (FA 5)</b>			
3	Material Topics 2021		
3-3	Management of material topics	31, 32	
Own indicator	Share of suppliers with completed CSR audit	31, 32	
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