wieland

Corporate Sustainability Environmental Statement 2015

Global Compact Report
Wieland Division

Bamberg and Sokolov locations

▲ Sales Center in Bamberg

▲ Company headquarters in Bamberg

▲ STOCKO main plant in Wuppertal

wieland group

automation

building

electronics

ACTIVE WORLDWIDE

The Wieland Group employs more than 2,000 people all around the globe. With currently 15 locations and subsidiaries, and sales partners in more than 70 countries, Wieland Holding is present in nearly all important key markets worldwide. Always with a clear commitment to the German location where most of the products are still manufactured.

The group makes us strong

Wieland Holding is based in Bamberg, Bavaria, and comprises two independently acting subsidiaries: Wieland Electric and STOCKO Contact.

Groundbreaking innovations made Wieland Electric one of the leading suppliers of electrical connection technology. This company, founded in Bamberg in 1910, is the largest subsidiary of Wieland Holding.

STOCKO Contact is based in Wuppertal and joined the Wieland Group in 2001. Stocko has also more than 100 years of company history to its credit and is one of the largest manufacturers of connector systems and crimp contacts.

Contents

Global Compact at Wieland

Contact
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Statement of support
from the Board

Wieland Electric GmbH celebrated its centenary in 2010. From its early beginnings right up to now as a medium-sized global player, the company has held true to the Wieland commercial principle of providing customers with safe and innovative products for building installation and industrial automation.

Alongside the achievement of economic objectives, a responsible approach to people and the environment is an ever-present within the company philosophy. As a company that operates worldwide, we acknowledge our ecological and social responsibilities. The introduction of an environmental management system according to ISO 14001 and EMAS back in 1997 and its ongoing improvement underline the high level of importance we attach to these endeavors.

We base our actions on the environmental policy developed and published by the management and on the manner in which it is implemented in all areas of the company. The selection of ecologically harmless raw materials, the planning and introduction of energy-saving and environmentally friendly production processes, and the recyclability of our products are the result of these efforts.

We firmly believe that the working conditions, training opportunities, and motivation of our staff contribute decisively to the company's success and help to secure its future.

This belief is reflected in both our training concept and our support for numerous community projects and social institutions.

As a clear sign of our conviction, we joined the United Nations Global Compact back in 2008 and support the **ten principles** of this initiative in our entrepreneurial activities:

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

This progress report represents the first time we have collated all our activities in relation to our corporate social responsibility in one report. We have prepared this report for our shareholders, customers, employees, and interested members of the general public as a way of transparently setting out the correlations between the principles of the Global Compact, our company guidelines and the resulting objectives, projects, and activities.

Managing Directors

◄ Dr. Oliver Eitrich

Dr. Ulrich Schaarschmidt ►

The Wieland Group
A winning structure

Wieland Group

Wieland Division

Wieland Electric GmbH

- Sales Center
- Development
- Plastics production
- Metal production
- Electro-plating
- Assembly
- Cable assembly
- Electronics production
- Technical training center

Wieland Electric International

- Wieland Electric Inc. Oakville, Ontario, Canada
- Wieland Electric Ltd. Guildford/Surrey, U.K.
- Wieland Electric SARL. Cergy-Pontoise Cedex, France
- Wieland Electric S.r.l. Settimo Milanese, Italy
- Wieland Electric S.L. Barcelona, Spain
- Wieland Electric Sp. Zo.o. Swadzim, Poland
- ATEM-Wieland Electric NV Willebroek, Belgium
- Wieland Electric A/S Køge, Denmark
- Wieland Electric AG Winterthur, Switzerland
- Wieland Electric Trading Soho City, Shanghai, China
- Wieland Electric Co, Ltd. Yokohama, Japan

Wieland Electric GmbH ▶
VMC

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Wieland Electric GmbH ▶
Plant II

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D-96052 Bamberg

Wieland Electric GmbH
Plant III

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Wieland Electric s.r.o. ▶
Production

Nádražní 1557
356 01 Sokolov
Czech Republic

Established in industries

Control cabinet engineering, industrial automation, building system technology – our large product portfolio provides solutions for all kinds of applications.

From innovative interface and network technology to terminal blocks to "*safety first*" – with modular system solutions and safety components. With Wieland products in your control cabinet, you are always on the safe side.

Energy bus systems for distributed automation or indoor and outdoor field bus components – Wieland technology can be found everywhere, and in all kinds of applications.

In building system technology, Wieland Electric is the world market leader in pluggable eletrical installation.

There are good reasons why our system solutions can be found in the most spectacular building projects worldwide. When it comes to electronic networking, Wieland leads the way to the “smart home”.

Welcome Future

Wieland Electric is 100 years young, and full of innovative energy. And our commitment for the future is not only to find constantly new system solutions for our customers but also social responsibility.

Environmentally friendly high-tech products, manufactured to the latest production standards, an audited environmental management system and substantial investments in our locations are all part to this concept.

Global commitment and sustainable regional action – Wieland Electric is fit for the future: Contacts are green.

Corporate sustainability
Company guideline

Wieland's philosophy underpins our actions.

It is our aspiration and our yardstick for

dealing with employees, customers and other

business partners.

Identity:

We are a financially independent family business with a clear commitment to our head office in Bamberg. Since the company was founded in 1910 we have been a pioneer in safe electrical connection.

Values:

We are happy to assume responsibility, with an entrepreneurial mindset and a customer-focused attitude in everything we do. Team spirit, dependability, mutual trust, and appreciation shape our interaction with one another. Open communication fosters motivation and personal initiative. We create space for new ideas and continuously strive for improvement.

Culture:

We foster honesty and fairness within the company and in our relationships with our business partners. We value the diversity of different cultures. We open up horizons for our staff and provide them with opportunities to develop. An open feedback culture helps everyone to achieve agreed targets.

Responsibility:

We assume responsibility for sustainable growth and a reasonable profit situation over the long term. This will secure the independence and future of our company. A responsible attitude toward people and the environment is a feature of everything we do. It goes without saying that we comply with legal regulations and guidelines. We assume social responsibility, commit ourselves to social and humanitarian causes, and promote culture, education and sport.

Corporate sustainability
Commitment to safety and society

We foster honesty and fairness within the company and in our relationships with our business partners. We value the diversity of different cultures. We open up horizons for our staff and provide them with opportunities to develop. An open feedback culture helps everyone to achieve agreed targets

Occupational safety and health promotion

Through various health projects and measures we demonstrate the responsibility we feel toward our staff and raise awareness of the supreme value of all our health.

For example, we regularly conduct campaigns to promote healthy eating, such as a Fruit Day with free fruit. It goes without saying that company physicians also offer advice on vaccinations, trips abroad, and other health issues. In the interests of having a positive, long-term influence on staff health, we also offer courses to help our employees and their partners quit smoking. We have also incorporated diagnostic back scans, „back fit“ events, and in-house massages. Running groups and walking courses complement our program. Wieland teams at the World Heritage Run or the Indoor Football Cup provide enjoyment and a positive group dynamic.

Our apprentices also address health issues; this year, for instance, they are looking at creating a „rest island“ with fruit trees on a green area of the site.

To tackle the alarming number of mental health issues affecting employees at the moment in a proactive manner, we, with the support of our association, vbm bayme, regularly organize workshops for middle and senior management, to make them aware of impending burnout and other illnesses so they can react early, where applicable, to danger signals within themselves and their staff.

We dedicate ourselves to the issue of occupational safety by regularly instructing our employees about safety in the workplace and by implementing detailed accident analyses and prevention measures. Our goal is for there to be no occupational accidents whatsoever so that our staff go home in the evening as healthy as they were when they started their

work in the morning. Admittedly, our heightened appreciation for, and deeper commitment to, health management at Wieland can also be attributed to demographic change and the potential for a shortage of skilled personnel. Looking consistently to the future, we are committed to preserving and promoting the health of our employees, partly through a systematic company reintegration management policy. We are devoting a great deal of attention to this, as is required. This approach is intended to make our entire workforce feel healthier and appreciated, irrespective of the individual's age or stage of career.

Social engagements

Our engagement in this area is evident in the social, cultural, and sporting domain. Wieland considers itself to be a strong partner in the region, with a clear commitment to Bamberg as the home of its headquarters.

Since 2011, for example, we have offered children or dependent family members the opportunity to take advantage of the „Plattform Betreuung" (care platform) should they require short-term assistance, through our association vbm bayme. Through our funding of the „Bamberger Ferienabenteuer" (Bamberg vacation adventure), we have been offering employees for several years the chance to secure attractive offers for organizing vacation time for their children on special early-bird terms.

What is more, every two years Wieland sponsors the World Heritage Run and enters the event with its own running team. We also impress at the annual Bamberg inter-company indoor football tournament, both with our financial commitment and with a strong Wieland side.

The fact that Wieland also has a warm heart for people with a disability is evident in our commitment to the association „Lebenshilfe e. V.". Together we organize an annual painting contest for the Wieland Christmas card and fund the school Christmas party for Bertold-Scharfenberg-Schule.

As for our cultural engagements, Wieland sponsors the world-famous Bamberg Symphony Orchestra, which represents the home of our headquarters as a musical ambassador all over the world, as well as the Bamberg University Association. Collaborating with universities is very important to us generally as a way of fulfilling our social and educational responsibility as a large company. Our managers regularly teach at universities and institutions of higher education in order to bridge the gap between academia/theory and business/practice. Wieland employees also do voluntary work, as labor court judges, for example, or as volunteers with the voluntary fire department or with social and charitable associations. Wieland supports these activities both financially and by allowing time off work.

We are very keen to demonstrate social and cultural commitment as a dependable partner. When in doubt, we always place quality before quantity, and we are ready and willing to promote selected projects.

Corporate sustainability
Responsibility for the future

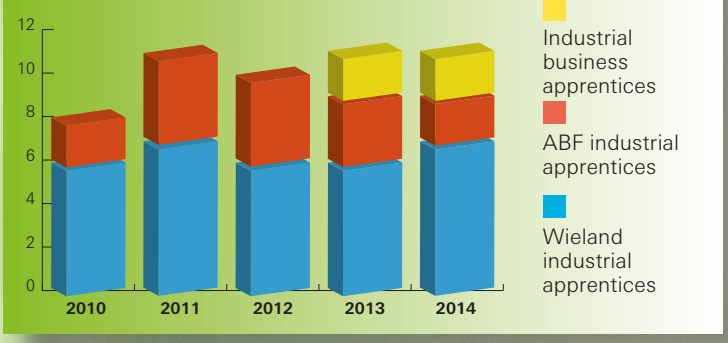
The professional qualifications successfully attained by our apprentices, who also regularly receive special distinctions from the Chamber of Commerce and internal awards, are ample evidence of the very high quality and popularity of the industrial training that is provided at Wieland.

Training and education

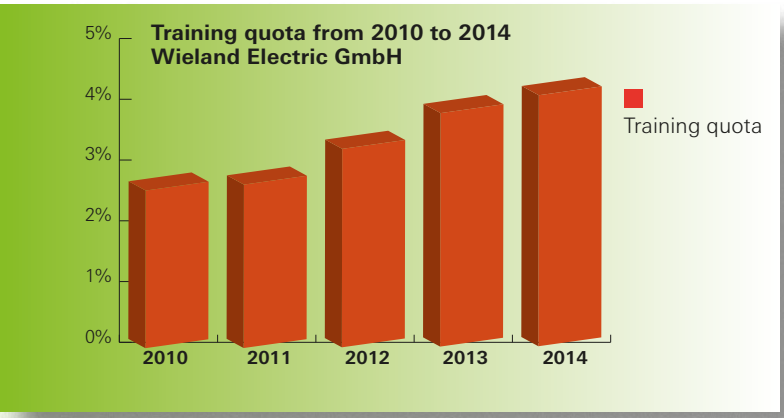
Since the fall of 2013 we have also been taking on apprentices with a background in European industrial business management, who we train at roughly 2-year intervals. We greatly value their in-depth language training, which is an excellent match for Wieland's strategic internationalization objectives. The share of apprentices who complete their training and immediately go on to become employees of Wieland lies at almost 100 percent.

Wieland's social commitment is also demonstrated by the fact that with every intake of apprentices we provide a few places for apprentices from the ABF (Forchheim Training Alliance) Initiative. This gives young people whose school careers have not gone all that smoothly the chance to benefit from good, sound professional training.

Appointment of apprentices from 2010 to 2014 at Wieland Electric GmbH



We also give our apprentices access to attractive additional offers while they are learning, such as apprenticeship projects dealing with current topics



(e.g. apprenticeship film, apprenticeship blog, health project) or involvement in training fairs aimed at giving students and other interested parties a better understanding of their career profile, the training required, and what it means to belong to a future-oriented corporate group. Our European apprentices are also given the opportunity, in the very first year of their apprenticeship, to take part in a three-week visit to Spain as part of the Erasmus program, which will involve language lessons, excursions to experience the local history and culture, and a one-week internship at Wieland Barcelona.

It obviously goes without saying that we prepare our apprentices well for the final Chamber of Commerce examinations. The professional qualifications successfully attained by our apprentices, who also regularly receive special distinctions from the Chamber of Commerce and internal awards, speak for themselves. Our company trainers also work as voluntary examiners on examination committees.

The quality of the vocational education available from Wieland can also be seen: this does not involve subject-specific qualification opportunities as enjoyed by our industrial workers. Employees working within all areas of the company can book attractive seminars on the basis of the Wieland educational program in order to continue their education in languages, IT, soft skills and management tools, for example, through to leadership techniques.

For young junior managers and aspiring specialists there is the option of completing a personalized sponsorship program through Wieland's own talent management scheme. This follows a further education concept over several years and prepares these high potentials for special duties within the company.

There is also a large project, up and running since 2013 under the title „Führungskräfte-Werkstatt" (managers' workshop), which includes not only further education measures for managers and their deputies but also get-togethers and workshops aimed at improving the corporate culture as well as realigning and implementing strategy – including vision, mission, and philosophy.

All these employee-related activities have been and continue to be refined constantly and purposefully on the basis of Wieland's own vision, mission and philosophy statements.

We are happy to assume responsibility, with an entrepreneurial mindset and a customer-focused attitude in everything we do. Team spirit, dependability, mutual trust, and appreciation shape our interaction with one another. Open communication fosters motivation and personal initiative.

Environmental management
Clear policy – preserve values

Our actions are based on the environmental policy developed and published by the management.

Environmentally responsible conduct at every stage of the value creation process

The parameters for evaluating our environmental performance include not just the consumption figures for our production and operating materials and the data for the energy and resources we use, but also the results of the internal environmental audits that enable us to assess the effectiveness of our environmental management system.

Environmental management
Clear guidance for our actions

Environmental policy

1. Protection of the environment is an important mission for our company.
2. All employees are obliged to act in a way that protects the environment. We provide training and information to motivate staff to behave in an eco-friendly manner.
3. Compliance with official and legal requirements as well as our company guidelines underpins our environmental protection measures.
4. We conduct regular reviews to improve our management system continuously and to document our achievements. The defined environmental and energy targets are our benchmark.
5. In the event of deviations from our environmental policy, we intervene with appropriate corrective measures.
6. We plan, set up, operate, and develop our plant technology according to the latest technological advancements with a view to “improving energy efficiency”.
7. We fully utilize technical and economic possibilities in order to avoid waste and emissions and to reduce energy consumption. Where waste is nevertheless produced, we examine recycling and recovery options for these substances. Non-recyclable waste is disposed of in an eco-friendly way.
8. We select, transport, store, use, and dispose of operating and auxiliary materials in line with environmental considerations. If we employ third parties for these purposes, we validate their technical know-how and reliability.
9. We use raw materials and energy in a manner that is as economical and as eco-friendly as possible. We pursue this goal from the development to the disposal of our products.
10. In all matters of environmental protection we cooperate with the public authorities, associations, and other technical institutions. We provide open and objective information on matters of internal environmental protection.
11. We provide our customers with appropriate information on environmental aspects relating to our products.
12. We pursue the target of involving our contract partners in improving our environmental performance.

Environmental management

Sustainable technologies – wind power plants

Our products are widely used in the context of “green”, sustainable forms of energy (solar and wind power).

Wind power plants

Spaces inside wind power plants have to be fully illuminated in compliance with standards in order to ensure that service personnel can climb up the tower safely, including in an emergency.

With its pluggable energy bus solution ***podis***® Wieland Electric offers a system that is not only cheaper and quicker to install, but can be adapted very flexibly to individual tower models because of its modular structure. The components have international approval and are particularly suitable for use in the industrial environment worldwide.

The energy bus system is installed using a flat cable system that has already been partly pre-assembled at the factory. This is delivered to the tower builder as required for the project and then assembled and pre-installed in segments. Upon the erection of the tower, the system is simply connected using connectors.

Environmental management

Sustainable technologies – Heating, air conditioning, ventilation.

Technology for the environment & future

The start of the 21st century heralded a change of thinking. The challenge of countering global warming is becoming huge. One of the main tasks that must be fulfilled is to counteract the global increase in energy requirements.

Energy generation from fossil fuels is currently the main pillar of energy production. Given that the combustion of fossil fuels releases CO_2 which is harmful to the environment, it is important that the energy produced is used more efficiently and conserved. What is more, the fossil fuels available in the future will not be sufficient to cover the increasing energy requirements. For this reason, measures aimed at regenerative energy production are being promoted and extended worldwide.

No other industry already works with such an efficient mix of different energies as the heating industry. In ventilation and air conditioning, buildings are air conditioned using holistic approaches that avoid the loss of valuable heat to the outside.

Wieland has been one of the main suppliers in these sectors for decades. Offering a large number of specific solutions and innovative product developments, as well as intensive support, e.g. with changing requirements due to new equipment concepts or industry-specific standards, Wieland Electric is a strong parter.

To the benefit of all of us. For a green future.

Environmental management
smart installation – building installation

The environmental aspect of the Wieland product range is most visible when it comes to the certification of buildings by different companies. Wieland products, especially the systems, contribute to many of the ratings.

Example: Who is certified, and how?

Green building certification is voluntary, unlike compliance with the EnEV and issue of the energy pass. The project is certified by the respective organization. Generally, construction and renovation projects are already monitored by the organization, which ensures that the targeted certification level is reached. The actual certification is then performed using point systems with checklists.

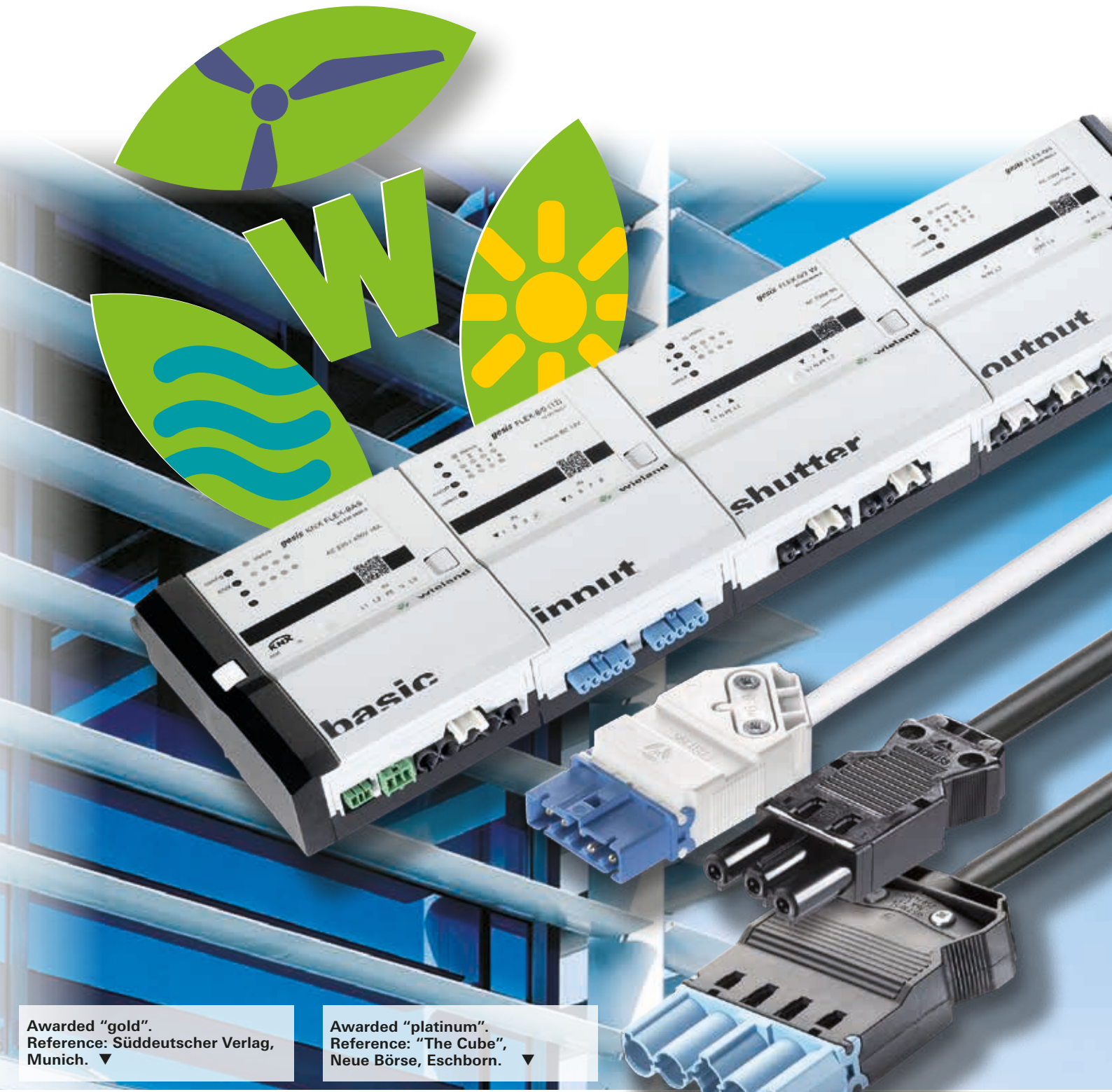
The *smart* installation concept excels here. From simple electrical connection to room automation with presence detectors and room thermostats, Wieland helps to create sustainable buildings. The pluggable electrical installation scores well in all areas, from planning, execution, and operation all the way through to renovation and demolition.

Flat cable systems and distributed automation reduce wiring expenses considerably. Besides being pluggable, the electrical installation also remains flexible during operation.

The use of room automation devices, especially presence detectors and room thermostats, plays an active role in helping to save energy. The most recent studies by Biberach Technical University produced potential savings in electrical energy of over 30% and in thermal energy of over 50% thanks to room automation. These values were calculated using seminar rooms at the university over two years during ongoing operation – without any structural measures!

DGNB®
Deutsche Gesellschaft für Nachhaltiges Bauen e.V.
German Sustainable Building Council

Awarded "platinum".
Reference: "An den Brücken", Munich. ▶



Awarded “gold”.
Reference: Süddeutscher Verlag, Munich. ▼

Awarded “platinum”.
Reference: “The Cube”, Neue Börse, Eschborn. ▼

Environmental management

Sustainable technologies – Lighting technology

Across all areas of industrial applications, prefabrication and standardized interfaces reduce the effort involved in the initial installation and offer the flexibility needed for later changes.

Safe installation – quick and easy with a cohesive concept

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

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

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

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

Environmental management

Sustainable technologies – Mechanical engineering

New harmonized standards, such as

EN ISO 13849, are placing new demands

on mechanical engineers.

They are also creating opportunities.

Efficiency and safety

Globalization and the competition this has generated continue to place increasing demands on cost efficiency and time savings. At the same time, statutory health protection requirements have to be met. Wieland Electric can help you here.

Wieland Electric is not just one of the leading suppliers of safety engineering and connection technology, but also a trend-setting innovator and industry expert. With its in-house mechanical engineering operation and production lines at home and abroad, Wieland has accumulated know-how and a high degree of industry expertise over many decades.

Wieland has identified and resolved typical problems in the market. These include the many technical details that significantly improve the availability of a machine. Aside from this, the fulfilment of logistical needs and wholly individual customer requirements also makes Wieland Electric a strong and proficient partner in mechanical engineering.

From advice to component

Safety is becoming more and more of an issue for the mechanical engineer, partly driven by an increasing sense of responsibility in all of us. Legal regulations, such as machinery directives and the Ordinance on Industrial Safety and Health, have to be fulfilled.

Environmental management
Eco-friendly manufacturing processes

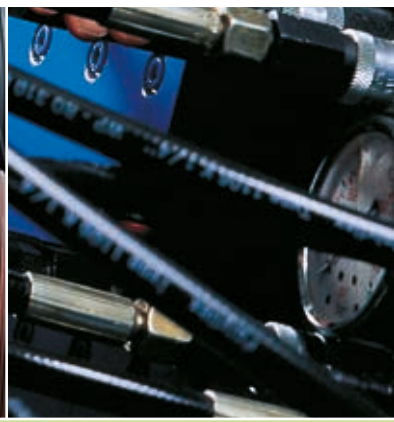
All aspects of environmental protection and health & safety are considered right from the start with the selection of the copper, steel, and aluminum alloys used.

Metalworking

We manufacture our metal components in very close proximity to residential areas, nature, and water, so we bear special responsibility for providing protection against noise as well as for keeping water, air, and soil clean.

The cutting and non-cutting production technologies we use, such as stamping, stamp-bending, drilling, milling, and turning, are reviewed and optimized continuously to minimize their impact on the environment and on health & safety. Electricity and compressed air are used efficiently; oil-based coolants are treated and recycled.

The filings and punching scrap accrued are all sorted, de-oiled, and recycled as raw materials.



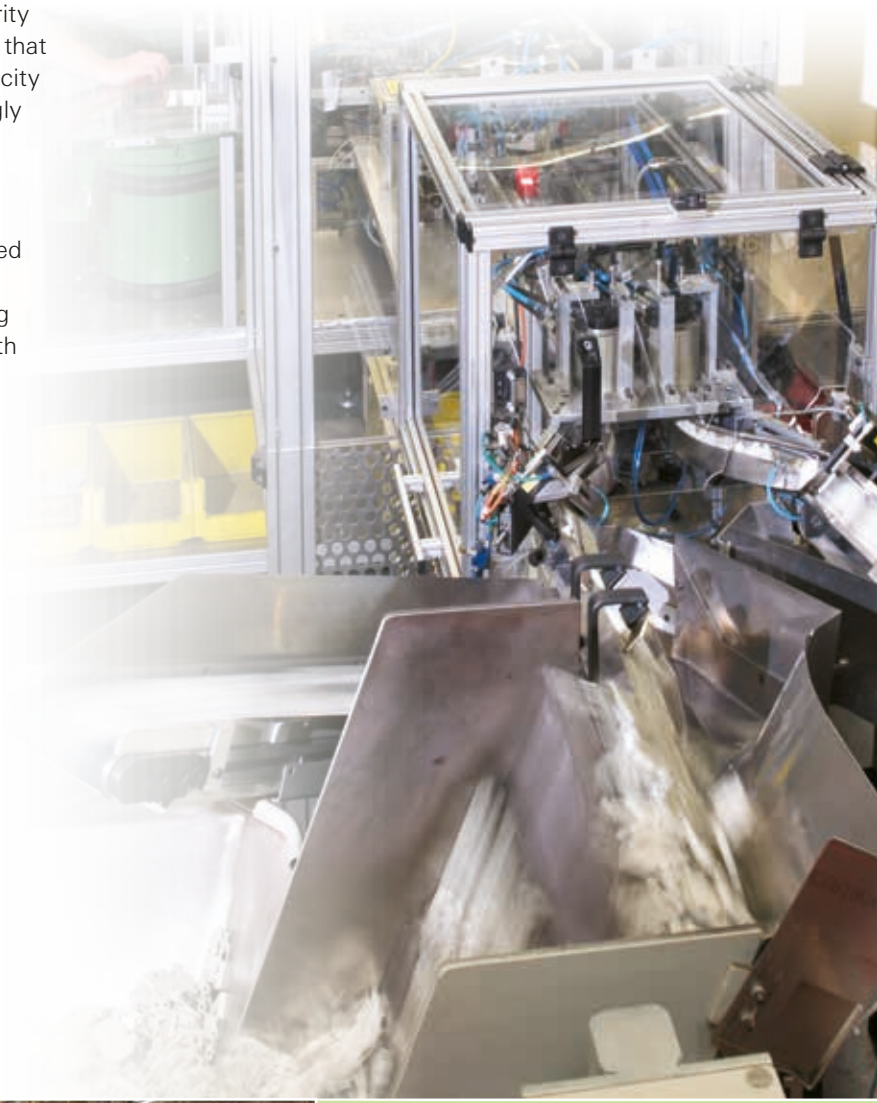
Plastics production

Thermoplastics are processed on fully automated injection molding machines.

Mechanical, electrical, and fire-protection properties are taken into account when selecting the plastics used, as are all environmental aspects. The priority is given to halogen-free flame-retardant plastics that exhibit an extremely low smoke density and toxicity during a fire. This aspect is becoming increasingly important.

The heat generated while processing plastics is extracted via plate heat exchangers and cooling towers. Energy input is minimized by using closed cooling systems to cool both the tools and the machines. This measure means that refrigerating units to cool the machines can be dispensed with all year round.

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



Environmental management
Eco-friendly manufacturing processes

Electro-plating

In 2004, a new electroplating process to state-of-the art production and environmental technology was deployed. Tin, zinc, copper, nickel and silver surfaces are applied on 6 bath lines.

The waste water treatment facility that was also commissioned in 2004 processes all the waste water generated from electro-plating in streams using electrolytic cells, heavy metal precipitation, and ion exchangers. The galvanic sludge accrued is recycled.

Average concentration of the constituents of processed waste water from the waste water treatment facility

Constituent	Unit	Measurement	Limit
pH value		8.1	6.5 – 10
AOX	[mg/l]	0.66	1
COD	[mg/l]	899	750
Chlorides	[mg/l]	0	100,000
Sulfates (external*)	[mg/l]	2,970	2,500
Sulfates (internal)	[mg/l]	1,747	2,500
Cyanide (free)	[mg/l]	0.05	0.2
Copper	[mg/l]	0.16	0.5
Nickel	[mg/l]	0.14	0.5
Chromium	[mg/l]	0.15	0.5
Silver	[mg/l]	0.06	0.1
Zinc	[mg/l]	0.16	2
Tin	[mg/l]	0.13	2

* Measurement by the city of Bamberg; a waste water charge is levied if the guide value is exceeded.

Source: Annual Waste Water Report 2014 TBO

Electronics production

Modules are made in electronics production from PCB assembly through to final device assembly.

Right from the development of new products as well as the implementation of production processes, attention is paid to the use of eco-friendly, RoHS-compliant components and resource-efficient plant technology. Ever since January 2005, all welding processes have been switched to lead-free filler materials.

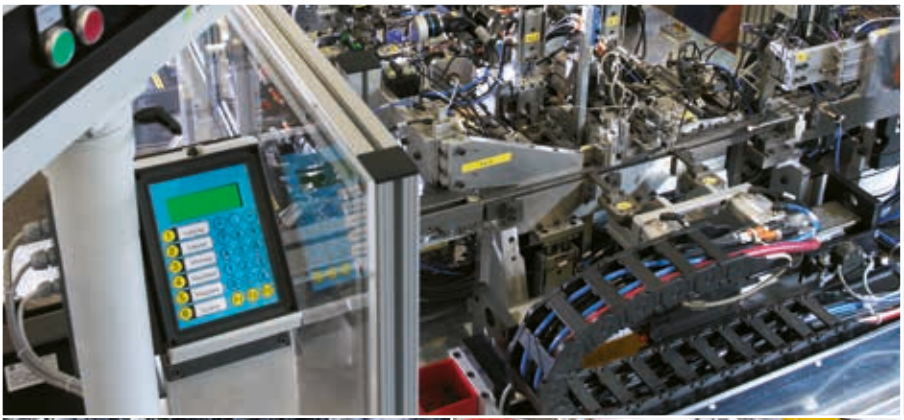
Energy-saving potentials are identified and realized; for example, the waste heat generated by equipment is fed back into the heating system.

Final assembly

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

Wherever possible, production waste is sorted and recycled.

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



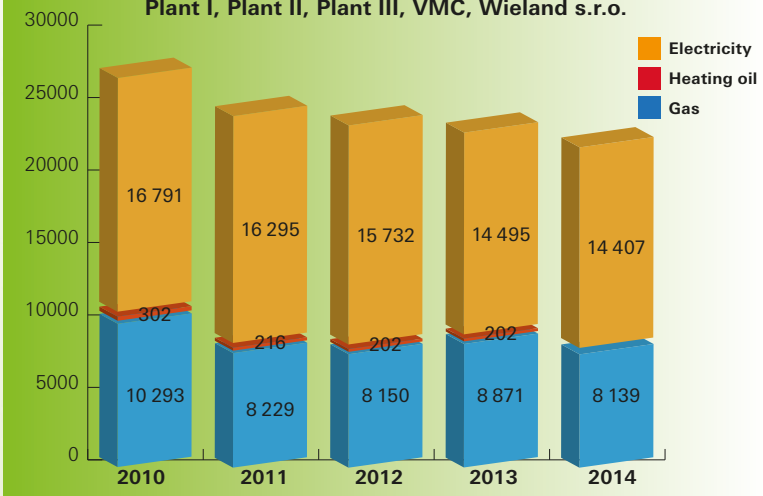
Indicators
Energy input

Energy consumption in 2013 by plant

Total energy	Plant I	Plant II	Plant III	VMC	Wieland s.r.o.	Total
Electricity (MWh)	2,815	9,468	518	205	1,401	14,407
Gas (MWh)	1,771	3,938	449	752	1,228	8,139
Total (MWh)	4,586	13,407	967	958	2,629	**22,546**

Total energy consumption (MWh) 2010 – 2014

Plant I, Plant II, Plant III, VMC, Wieland s.r.o.



Energy

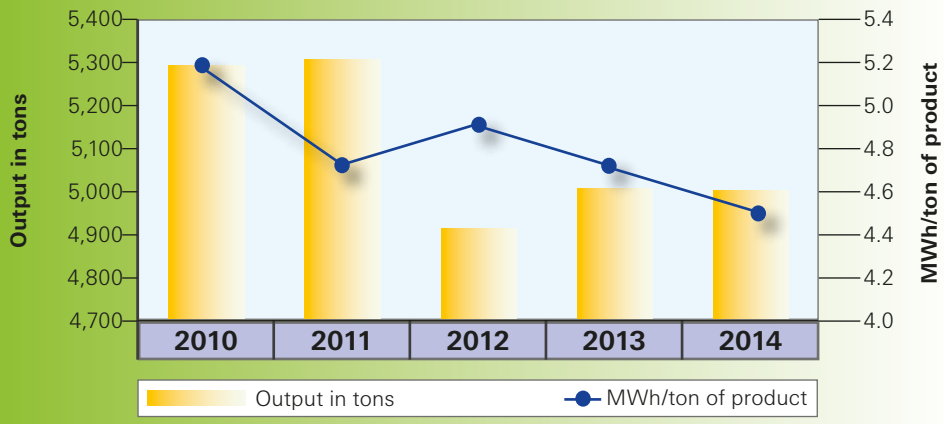
As a company with energy-intensive production processes, energy saving has become a top priority at Wieland, as also reflected in our environmental targets and program.

We exploit existing savings potentials by investing purposefully in energy-saving operating and production technology. Since absolute consumption quantities depend heavily on the utilization of production capacity and on climatic fluctuations, the indicator for energy consumption/manufactured product was introduced so the current values do not necessarily represent the savings in this area.

Aspects
Energy
Emissions

Indicator for energy consumption 2010 – 2014

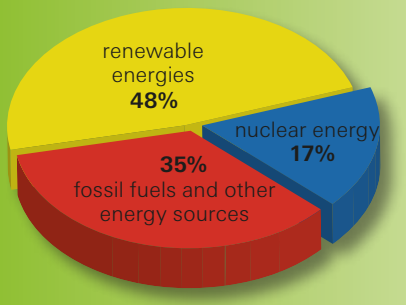
Plant I, Plant II, Plant III, VMC, Wieland s.r.o.



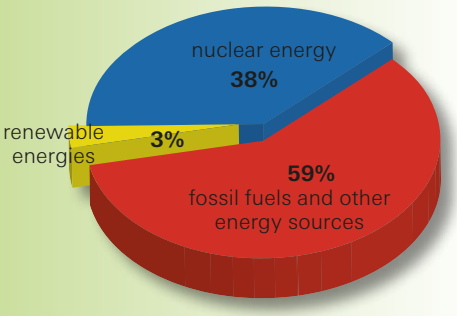
The energy consumption indicator shows the relationship between the total consumption of the individual energy sources (electricity, natural gas, heating oil) and the total product output.

Energy source mix and environmental impacts
Electricity consumption in 2014

Bamberg location



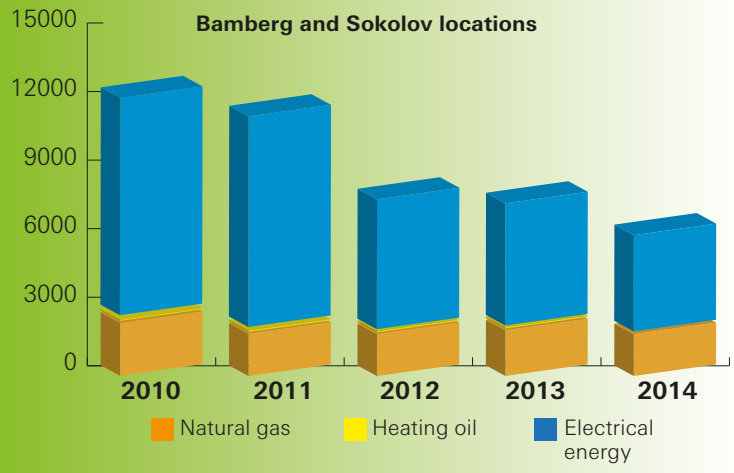
Sokolov location



Year 2014	CO_2 emissions (g/kWh)	Radioactive waste (g/kWh)	Source
Bamberg	284	0.0005	STWB
Sokolov	490	0.0009	CEZ

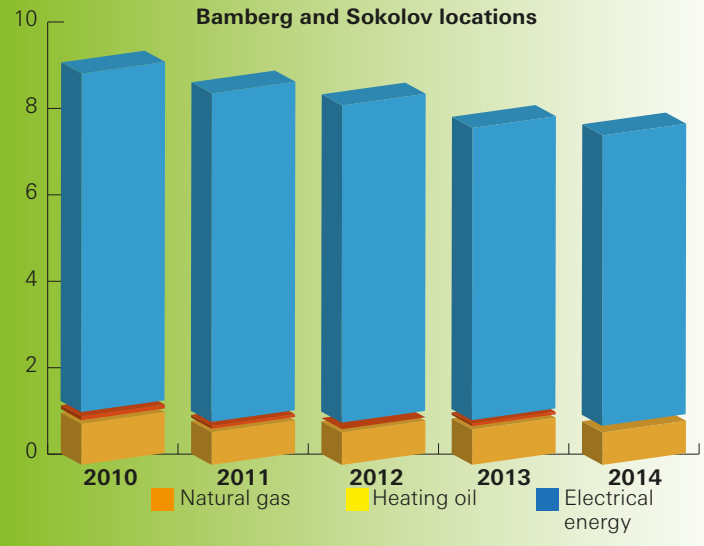
Indicators
Emissions

Emissions of carbon dioxide CO_2 (t) 2010 – 2014



By switching to a provider with a higher share of electricity from renewable sources in 2012, CO_2 emissions at Bamberg have been reduced by 40% based on the amount of electricity consumed.

Total emissions of SO_2 NO_x dust (t) 2010 – 2014



Greenhouse gases

Of the greenhouse gases (CO_2, CH_4, N_2O, HFC, PFC, SF_6) only the CO_2 emissions from the consumption of electricity and thermal energy (natural gas, heating oil) are regarded as having significant environmental impacts.

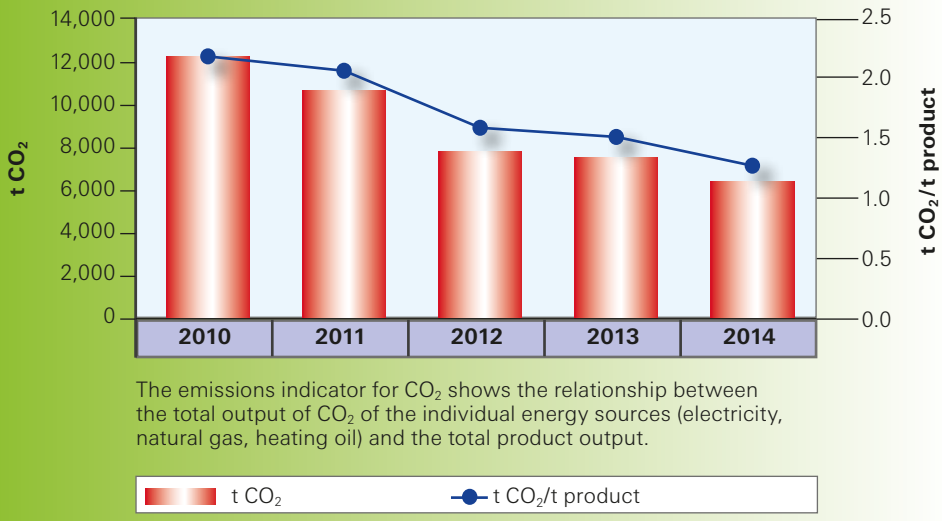
The other greenhouse gases are also created during the combustion of fossil fuels, but the characteristic emission values are not known or are not measured and involve negligible quantities compared to CO_2. There are no direct greenhouse gas emissions or other emissions from our production processes.

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

Aspects
Energy
Emissions

Emissions indicator for CO_2 2010 – 2014

Bamberg and Sokolov locations

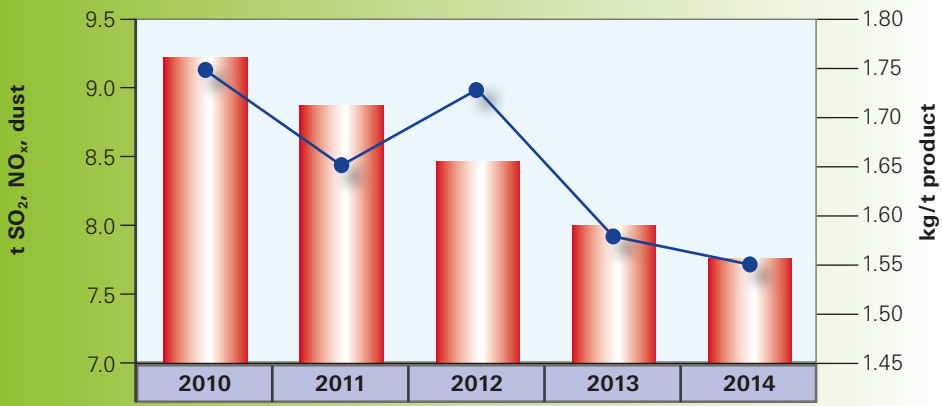


The emissions indicator for CO_2 shows the relationship between the total output of CO_2 of the individual energy sources (electricity, natural gas, heating oil) and the total product output.

t CO_2 — t CO_2/t product

Emissions indicator ∑ for SO_2, NO_x, dust 2010 – 2014

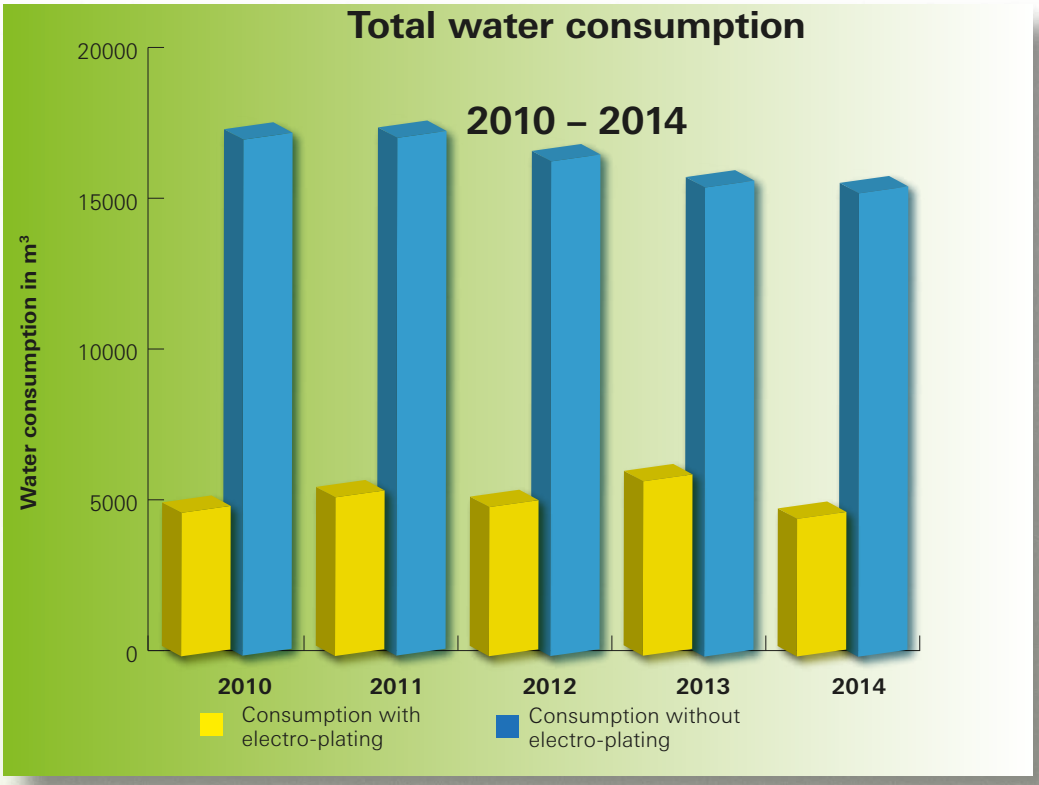
Bamberg and Sokolov locations



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

t SO_2, NO_x, dust — kg/t product

Indicators
Water

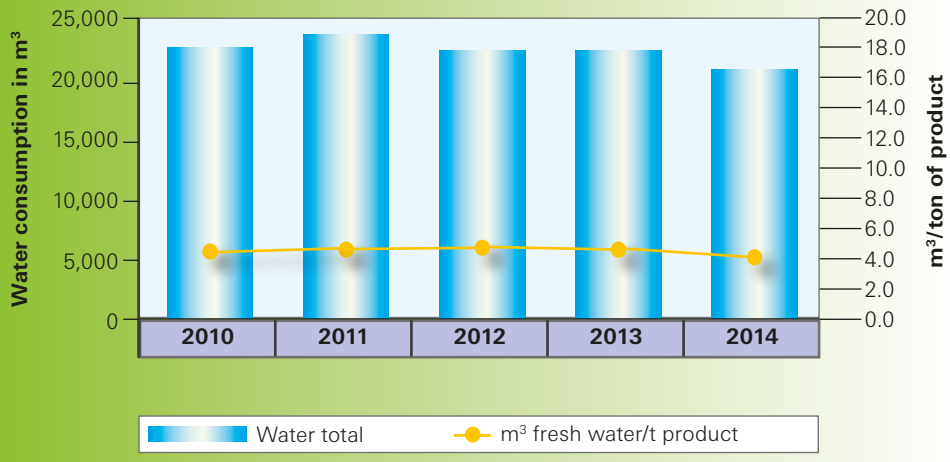


Aspects

Water

Indicator for water 2010 – 2014

Bamberg and Sokolov locations



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

Water

We feel obliged to use the resource water in a sustainable manner. We have therefore put a halt to the consumption of water for cooling purposes by switching to closed circulation cooling systems. As a consequence of this measure, water consumption has been in decline for years now at Wieland.

The process water needed in electro-plating is processed in separate streams in the waste water treatment facility commissioned in 2004 using the very latest waste water technology and fed into the sewer system, but only once the contents have been analyzed.

Indicators
Land use

Areal Data 2014

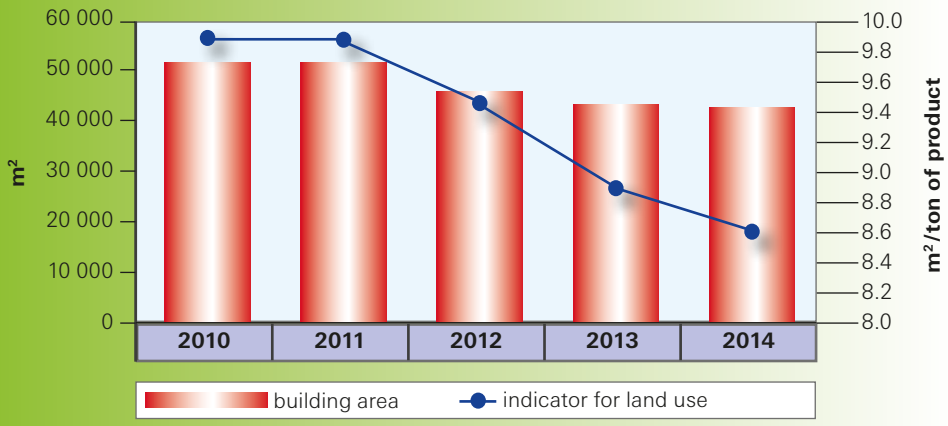
Plant I Administration Assembly Dispatch	Plant II Plastics production Metal production Surface finishing	Plant III Cable assembly Technical training center	VMC Sales	Wieland s.r.o. Solokov Cable assembly	Wieland s.r.o. Lomnice Warehouse	Total
39,700	40,860	8,229	6,718	7,040	1,436	Size of site 103,983 m²
17,400	16,315	3,900	1,930	2,979	880	Built-over area 43,404 m²
25,500	18,725	7,700	2,751	4,061	556	Fortified area 59,293 m²
176,900	163,830	27,800	23,425	n. a.	n. a.	Structure volume 391,955 m³

Aspects

Land use

Indicator for land use 2010 – 2014

Bamberg and Sokolov locations



The land use indicator shows the relationship between the built-over area and the total output of products. In 2013, the performance figure improved considerably due to the reduction of the storage area.

Buildings and infrastructure

Required traffic areas and car parks are not fully sealed but covered with grass pavers and paving with gaps to keep as much falling rainwater in the natural water cycle as possible.

All the facilities for handling water-pollutant substances are equipped with suitable impermeable floors and restraint systems and monitored regularly by internal inspectors and external experts.

Through investment in modern heating systems and renovation measures, the thermal energy consumption of the location has not risen in recent years despite significant sales growth and an increase in the production area.

Indicators
Waste

Waste 2010 – 2014

Hazardous waste (t)	(AVV) code	∑ 2010	∑ 2011	∑ 2012	∑ 2013 Bamberg + Wsro	∑ 2014 Bamberg + Wsro
Galvanic sludge, moist	110109	23.5	47.0	43.9	34.6	45.2
Paint shop waste	080117 080111	0.0	0.8	0.2	0.0	0.0
Erosion sludge filters	150202	4.4	1.1	0.4	0.1	1.9
Waste oils, emulsions, cold cleaners	130205 130802 120109 140603 130208	47.9	58.1	41.5	24.1	33.9
Operating materials containing oil, oil filters	150202 160 107	0.1	0.3	0.0	0,3	6.2
Dry-cell batteries/ accumulators	200 133	0.2	0.0	0.0	0.2	0.3
Small-quantity disposal	160 506	0.3	0.0	0.0	0.5	0.0
Aerosols, emptied	160 504	1.0	1.0	0.0	0.0	1.0
Solvents	140 603	0.6	0.0	1.2	2.0	0.0
Fluorescent tubes	200 121	0.0	0.2	0.0	0.0	0.0
Electro-plating filter paper	150 202	0.9	7.4	5.8	5.7	1.1
Packaging with residues	150110	1.1	2.5	2.4	3.0	2.1
Ion-exchange resin	110199	–	–	0.8	0.0	1.6
Other	160506	0.0	2.0	0.0	0.0	0.0
Total		**80.0**	**120.4**	**96.2**	**70.5**	**93.3**

Waste

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

Recycling and disposal are carried out exclusively by service providers who are able to produce a specialist waste disposal operation certificate or who have introduced an environmental management system. The criteria for selecting waste disposal companies also include references and the findings of our own evaluations.

The indicator for quantity of waste/manufactured product was introduced to enable an objective evaluation of the trend for this environmental aspect. The trend reveals a clear reduction in the share of waste as a result of rigorous avoidance strategies in product development and production.

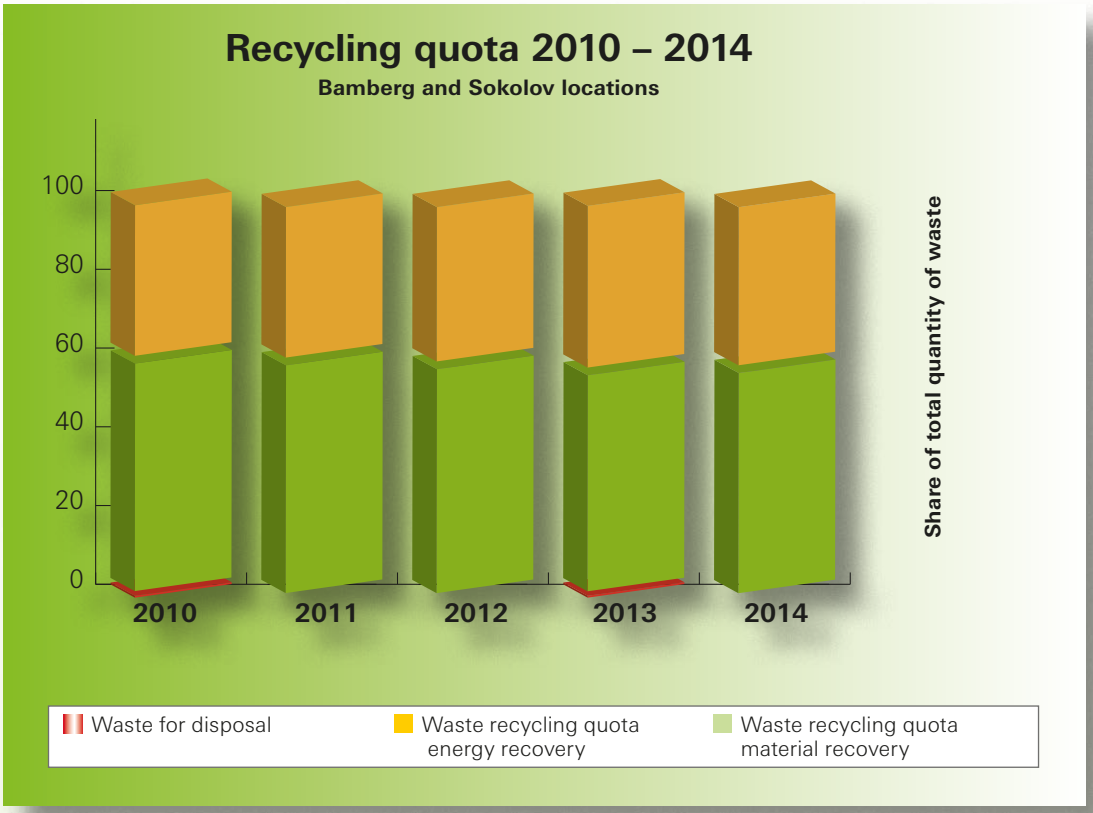
Aspects

Waste

Waste 2010 – 2014

Non-hazardous waste (t)	AVV code	∑ 2010	∑ 2011	∑ 2012	∑ 2013 Bamberg + Wsro	∑ 2014 Bamberg + Wsro
Granulate sacks	150 105	8.0	0.0	0.0	0.0	2.8
Waste paper	150 101 200101	181.0	107.5	119.5	110.2	92.4
Scrap metal	170401 170402 170405 170 407 160104	56.0	53.8	55.8	35.3	24.7
Cable scrap	170 411	97.0	119.3	57.6	54.4	66.6
Assembly waste/ electrical and electronic waste	160 214 160 213 200135 200136	55.0	59.2	32.5	26.6	24.3
Commercial waste	see consignment note 200301	208.0	182.0	197.6	173.3	192.9
Burr waste to suppliers	120 103	923.0	825.8	771.5	706.4	741.9
Punch waste to suppliers	120 101 120 103	676.0	674.0	679.6	317.1	515.0
Plastic regranulates	200 139	16.0	13.1	3.1	0.0	0.0
Compostable waste	200 201	7.0	1.0	7.3	7.8	0.1
Natural wood waste	150 103	22.0	12.2	9.9	10.3	11.6
PE films	150 102	11.0	4.9	12.0	9.7	7.3
PVC cable sheath sleeves	200 139	17.0	14.5	0.0	11.2	17.8
Plastic waste	070213	15.0	20.6	40.8	46.1	20.5
Mixed packaging	150106	11.0	1.3	0.0	0.0	0.0
Food residue	200 108	6.0	6.4	6.2	7.6	7.2
Fat separator contents	020 204	0.0	0.0	3.0	6.0	4.0
Construction materials	170802 160304 101208	–	–	9.9	0.4	5.9
Non-ferrous scrap	191203	–	–	1.0	0.0	0.0
Construction and demolition waste wood	170201	–	–	6.4	3.1	0.8
Total		**2308**	**2096**	**2014**	**1525**	**1736**
Total non-hazardous waste without metal recycling		**709**	**596**	**563**	**502**	**479**
Total waste		**2388**	**2216**	**2110**	**1596**	**1829**
Total waste [t] (without metal recycling component)		**789**	**716**	**659**	**572**	**572**

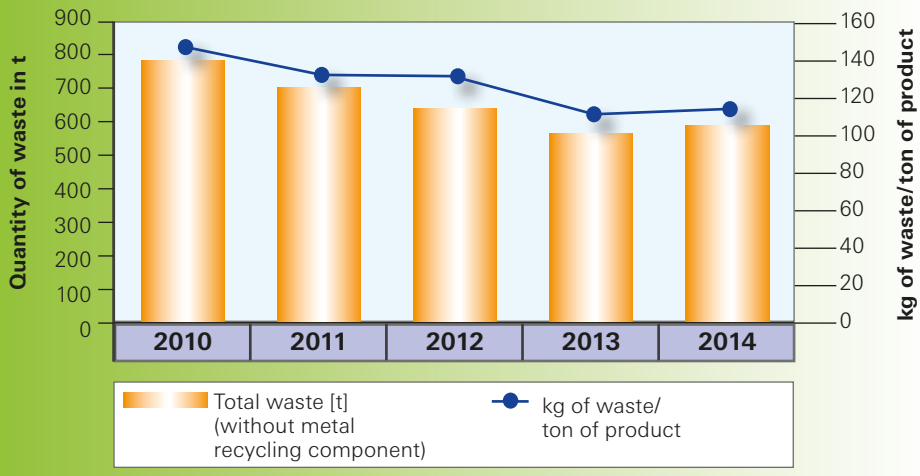
Indicators
Waste



Aspects

Waste

Waste indicator 2010 – 2014



Waste indicator for hazardous waste 2010 – 2014

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

Reporting and targets

Environmental targets 2010 – 2014

Environmental aspect/target	Measures	Planned effect	Status	Implementation deadline
Energy saving, CO_2 reduction	Analysis of energy cost and consumption structure	Identification of potential to optimize energy costs	Completed	2011
	Upgrading of VMC heating control system	Saving of thermal energy	Completed	2010
	Construction of Plant I bicycle park	Motivation for staff to leave cars at home	Completed	2011
	Optimization of Plant II heat supply Heat recovery for Plant II electro-plating, (refrigerating plant for bath cooling,compressed air)	Emissions reduction of 800 t CO_2 p.a. 50% reduction in energy costs Saving of € 950,000 over a term of 10 years	Concept Use of CHP waste heat via heat exchanger.	Open-ended
	Plant II CHP		Completed	Commissioning May 2014
	Replacement of lighting (switch of 1100 T8 to T5 tubes, use of LED technology).	Approx. 35% energy saving	Implementation ongoing	Ongoing with each replacement as well as with conversion of areas
	Installation of 20 presence detectors in sanitary rooms	80% reduction in electricity consumption	of Plant I/ITB and II/BA1 completed	Systematic implementation with every conversion
	Intelligent lighting for Plant II storage area	80 % reduction in electricity consumption	Completed	2013
	Plant I roof renovation as per Energy Saving Ordinance – EnEV (thermal insulation)	80 % reduction in electricity consumption Saving of thermal energy	Completed	2014
	Consumption-dependent compressed air production in Plant III by speed-controlled compressors	Saving of electrical energy	Completed	2014
	Fire alarm system in Plant I production areas	Full and quick evacuation of buildings on basis of fire alarm and other events	Completed	2012
	Relocation of Gerach plant to Bamberg	Reduction in CO_2 emissions by 5t/a by reducing transport Heating energy saving of approximately 200 000 kWh/a	Completed	2014
Fire protection	Fire alarm system in Plant II production areas/ BA 2	Full and quick evacuation of buildings on basis of fire alarm and other events	Completed	2014
Reduction in CFCs	Switch from R22 refrigeration systems	Replacement of 120 kg of R22	Completed	2014

Reporting and targets
Environmental targets 2015 – 2017

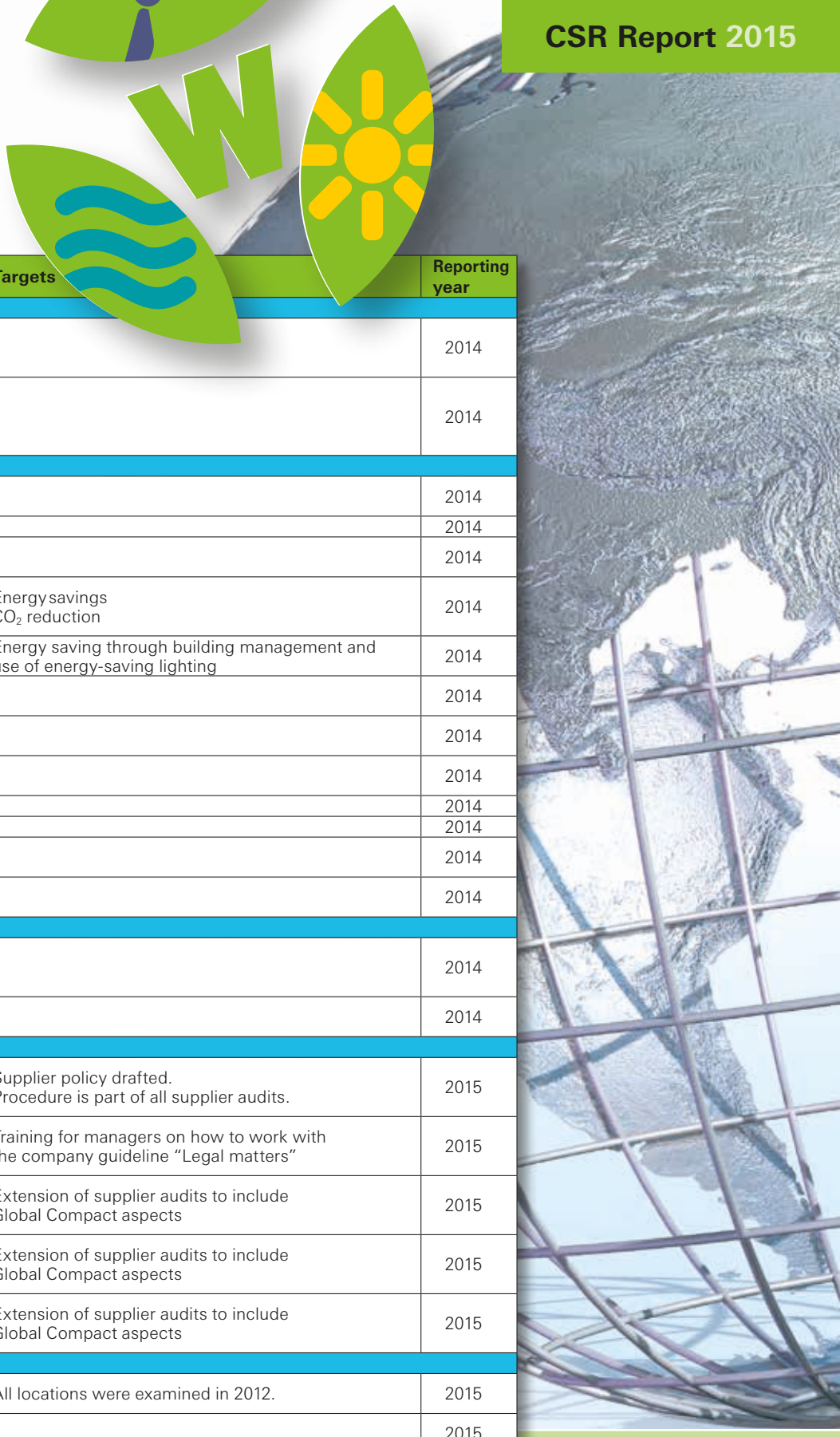
Targets 2010 – 2017

Environmental aspect/target	Measures	Planned effect	Status	Implementation deadline
Energy saving, CO_2 reduction	Upgrading of VMC heating system	Approx. 25% energy saving	Implementation ongoing	2015
	Introduction of LED lighting technology in plastics engineering	Reduction in energy consumption	Implementation ongoing	2015
	Replacement of T8 luminaires excl. ballast with LED technology during every renovation or change of use	Increase in service life from approx. 6-8000 h to 50000 h	Concept	2015 ff
	Adjustment of compressed air production in Plant I to requirements	Saving of electrical energy	Concept	2015
	Further reduction in compressed air consumption in all plants at Bamberg	Reduction in energy consumption by 5 – 10%	Concept	2015 ff
	Renovation of building envelopes (façades, roofs)	Reduction in Plant I heating energy consumption	Concept	2015 ff
	Reduction in Sokolov plant compressed air consumption	Saving of electrical energy	Implementation ongoing	2015
Waste avoidance	Reduction in the consumption of chemical operating materials and lubricants at Sokolov plant	Reduction in hazardous waste by 5% on 2014	Implementation ongoing	2015
	Reduction in commercial waste at Sokolov plant	Reduction by 2/3 through introduction of hand dryers	Implementation ongoing	2015
Fire protection	Automatic fire alarm system in the industrial connectors production area and in Q+P (connection to existing fire alarm system)	Full and quick evacuation of buildings on basis of fire alarm and other events	Implementation ongoing	2015
Health promotion	Reduction in Sokolov plant solvent consumption	Reduction in VOCs	Implementation ongoing	2015
	Creation of green spaces in Plant II	Relaxation room for employees	Implementation ongoing	2015
Environmental management	Auditing of suppliers to Wieland Electric s.r.o.	Compliance with legal regulations	Implementation ongoing	2015

Reporting and targets

Status table with reference to the 10 principles

GRI indicator	Description	Covered by CSR report	Answer/reference to report
	Economic performance indicators		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change	Partially	Page 17 – 21
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation	Partially	The management of each international location is made up solely of people of the nationality concerned; the employees come almost exclusively from the local area.
	Environmental performance indicators		
EN1	Materials used by weight or volume	Comprehensively	Internal report
EN2	Percentage of materials used that are recycled input materials	Comprehensively	Internal report
EN3	Direct energy consumption by primary energy source	Comprehensively	Page 29
EN6	Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result of these initiatives	Partially	Page 41
EN7	Initiatives to reduce indirect energy consumption and reductions achieved	Partially	Page 41
EN8	Total water withdrawal by source	Comprehensively	Page 33
EN16	Total direct and indirect greenhouse gas emissions by weight	Comprehensively	Page 31
EN20	NOx, SOx, and other significant air emissions by type and weight	Comprehensively	Page 31
EN21	Total water discharge by quality and destination	Partially	Internal report
EN22	Total weight of waste by type and disposal method	Comprehensively	Page 37
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	Partially	Page 37 – 39
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	Comprehensively	No reclaiming of packaging, participation in VfW's Dual System
	Labor practices and decent work		
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	Partially	Page 11
LA12	Percentage of employees receiving regular performance and career development reviews	Partially	100% at the Bamberg location
	Human rights		
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken	Internal report	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Internal report	Annual management training on issues, such as equality
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights	Internal report	
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	Internal report	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	Internal report	
	Society		
SO2	Percentage and total number of business units analyzed for risks related to corruption	Internal report	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	Partially	Annual management training
SO4	Actions taken in response to incidents of corruption	Partially	No incidents in 2014
	Product responsibility		
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction	Partially	Monthly analysis of incoming customers' assessments by the head of Quality & Testing



Explanation	Targets	Reporting year
New products for use in the generation of “green” energy and in energy management inside buildings		2014
		2014
All indicators relate to the unit “ton of product“.		2014
Recycling quota for Cu alloys approx. 50 %.		2014
Energy consumption by energy source for the Bamberg and Sokolov locations		2014
Environmental targets	Energy savings CO_2 reduction	2014
Environmental targets	Energy saving through building management and use of energy-saving lighting	2014
Water consumption of the Bamberg and Sokolov locations		2014
Indicators of the Bamberg and Sokolov locations		2014
Indicators of the Bamberg and Sokolov locations		2014
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Indicators of the Bamberg and Sokolov locations		2014
Avoidance of prohibited and restricted substances		2014
		2014
		2014
		2014
	Supplier policy drafted. Procedure is part of all supplier audits.	2015
	Training for managers on how to work with the company guideline “Legal matters”	2015
	Extension of supplier audits to include Global Compact aspects	2015
	Extension of supplier audits to include Global Compact aspects	2015
	Extension of supplier audits to include Global Compact aspects	2015
	All locations were examined in 2012.	2015
		2015
		2015
		2015

Environmental management
Environmental reporting according to EMAS

Wieland Electric is working to create uniform environmental management standards at all its locations.

Certification of the Sokolov location according to ISO 14001 in 2011

The Sokolov location is now Wieland's largest production site. The relocation of production processes has been accompanied by the relocation of existing environmental aspects. The aspects that are relevant in Sokolov – waste, water, emissions, handling of hazardous substances, emergency management, and energy consumption – are subject to statutory regulations similar to EU requirements, though with partly divergent implementing rules.

In June 2011, the Wieland Sokolov location passed an audit by DQS according to ISO 14001 and was issued with a certificate. As a responsible company that takes its obligation of prudent environmental management seriously in the interests of future generations, we are delighted about this recent success at our Czech location. This also sends out an important signal to all employees and customers about the value that is placed on environmental protection and health & safety within our company.

Material efficiency

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

Environmental performance indicators

The total output volume is recorded and managed as a quantity. To satisfy the requirements of EMAS III, Wieland Electric has calculated and published the required indicators based on the total production volume in tons, beginning with the Environmental Statement for 2011.

Compliance with legal regulations

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

Review of compliance
Compliance with legal regulations is reviewed via the regular internal audits and environmental inspections. The auditors used have the necessary expertise and qualifications.

The measurements, operating tests, and function checks for our electro-plating waste water treatment facility, as required under the Self-Monitoring Ordinance, are carried out by qualified staff. In addition, regular measurements are taken by an accredited environmental laboratory commissioned by the company as well as by the relevant environment agencies.

Gültigkeitserklärung
CC 832-15

der

Umwelterklärung

nach der

EG-Öko-Audit-Verordnung / EMAS

für die

Wieland Electric GmbH
Standort Bamberg

wieland

www.wieland-electric.com

Erklärung des Umweltgutachters zu den Begutachtungs- und Validierungstätigkeiten

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

Mit der Unterzeichnung dieser Erklärung wird bestätigt, dass

- die Begutachtung und Validierung in voller Übereinstimmung mit den Anforderungen der Verordnung (EG) Nr. 1221/2009 durchgeführt wurde,
- das Ergebnis der Begutachtung und Validierung bestätigt, dass keine Belege für die Nichteinhaltung der geltenden Umweltvorschriften vorliegen,
- die Daten und Angaben der Umwelterklärung der Wieland Electric GmbH am Standort Bamberg ein verlässliches, glaubhaftes und wahrheitsgetreues Bild sämtlicher Tätigkeiten der Wieland Electric GmbH innerhalb des in der Umwelterklärung angegebenen Bereichs geben.

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

Jährlich werden aktualisierte Umwelterklärungen veröffentlicht.
Die nächste konsolidierte Umwelterklärung wird im Juli 2018 veröffentlicht.

Ulm, Bamberg den 2. Juli 2015

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

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