



**2020 Progress Report**

# Communications on Progress (CoP) For the United Nations Global Compact

## Declaration of support for the UN Global Compact



### **Sustainability and corporate responsibility at SEEBURGER**

SEEBURGER AG joined the United Nations' Global Compact (GC) network in June 2010 and is committed to recognizing and promoting its ten principles in the areas of human rights, labor standards, anti-corruption and environmental standards as principles of conduct for its own company.

As a member of the Global Compact, we are committed to communicate the progress towards the implementation of the ten principles ("Communications on Progress"). Because the vision of operating economically successful, ecologically responsible and socially fair has become a strategic task for SEEBURGER.

As a global company and provider of business software, SEEBURGER develops products and trend-setting software solutions that make business processes more controlled, transparent and sustainable, enable innovations worldwide and create added value: For SEEBURGER, our customers and their business partners from a wide variety of industries around the world.

We offer a solution suite that not only integrates and improves our own business processes, but especially those of our customers. Worldwide – across company boundaries, SEEBURGER supports companies in – making their supplier and supply chain management more efficient, connecting business partners and integrating business processes. We are creating the conditions for sustainable ecological development and successful growth.

SEEBURGER shows commitment in international R&D projects and is active in various research projects funded by the Federal Ministry of Economics such as software clusters, Trusted Cloud / PeerEnergyCloud, " Der Intelligente Container " and THESEUS.

Management explicitly commits to the goals of the Global Compact, which are published below for the 2020 reporting period.

The principles of the Global Compact were introduced to our employees at all levels of our organization in a variety of informal and formal information channels such as corporate principles, website, intranet, sales meetings, regular meetings with managers of the specialist departments, etc.

A handwritten signature in blue ink, appearing to read 'A. Otto', written in a cursive style.

Axel Otto (Chief Financial Officer)

Bretten, December 2020

## The 10 principles of the Global Compact

### Human Rights

- Principle 1: Companies should support and respect the protection of international human rights within their reach and
- Principle 2: ensure that they are not complicit in human rights violations.

### Labour Standards

- Principle 3: Businesses should uphold freedom of association and effective approval of the right to collective bargaining, as well as
- Principle 4: the elimination of all forms of forced labor,
- Principle 5: the abolition of child labor and
- Principle 6: the elimination of discrimination in hiring and employment.

### Environmentalism

- Principle 7: Companies should support a precautionary approach when dealing with environmental problems.
- Principle 8: Take initiatives to create a greater sense of responsibility for the environment.
- Principle 9: Promote the development and distribution of environmentally friendly technologies.

### Anti-Corruption

- Principle 10: Businesses should fight all forms of corruption, including blackmail and bribery.



## Goals of the Global Compact for SEEBURGER

### Human Rights

1. SEEBURGER respects the internationally recognized human rights as they result in particular from the United Nations General Declaration of Human Rights of December 10, 1948, the European Social Charter of October 18, 1961 and the constitutional law of the Federal Republic of Germany.
2. SEEBURGER supports the protection of human rights and ensures that our business partners also comply with them. SEEBURGER promotes the guarding of health and job guarantee at work.

### Labor Standards

3. SEEBURGER works with employees and partners in trust, fairness and mutual respect together in order to promote constructive interaction and civil courage in the daily 'cooperation'.
4. SEEBURGER condemns all forms of forced labor. This also applies to treatments that are suitable for impacting people's dignity.
5. SEEBURGER condemns all forms of child labor.
6. SEEBURGER is committed to offering employees challenging and interesting opportunities for personal and professional development and professionalism, regardless of their origin, religion or belief, age, gender or disability.

### Environmentalism

7. SEEBURGER is committed to environmental protection. The aim is to conserve existing resources by taking preventive measures to protect future generations. We support responsible and environmentally conscious actions by our employees.
8. SEEBURGER supports initiatives to improve environmental protection both within the company and by promoting or participating in external measures.
9. SEEBURGER promotes the development and distribution of environmentally friendly technologies by its employees and the use of these technologies to conserve resources.

### Corruption

10. SEEBURGER is against all forms of corruption and will do its utmost to prevent corruption as part of its business activities. We expect our employees and business partners to behave with integrity and the appropriate civil courage to act against corruption.

# SEEBURGER measures of the UN Global Compact in the reporting period 2020

## Human Rights (Principles 1 and 2)

As a medium-sized company, the opportunities to influence our value chain are manageable. SEEBURGER wants to integrate sustainability principles into its value chain in the future. We want to work more closely with business partners who are committed to corporate responsibility and the protection of human rights.

SEEBURGER supports cooperative behavior and civil courage in the workplace.

We take initiatives, take responsibility and are honest with our colleagues and with ourselves. We look outside the box of our area of responsibility. Because only together can we be successful: "We are SEEBURGER". These principles were laid down in 2013 by the company founder and former CEO Bernd Seeburger in the guideline "SEEBURGER: Values, principles, goals, rules & organization" for all employees and apply in all activities and everyday dealings with each other.

## Labor Standards (Principles 3-6)

### • Staff

In 2020, forty-five (45) positions were filled at the company's headquarters in Bretten, and an additional five (5) in Trier and two (2) in Köthen.

The own training of "young professionals" is very important in personnel policy. SEEBURGER employs thirteen (13) IHK trainees and twenty-one (21) DHBW students in IT, business informatics and marketing management courses. The in-house recruiting and youth development program for "high potentials", which was launched in 2011, continued to be successfully in 2020.

Within the framework of this program, a "high potential" was provided with in-service training to become a business economist and graduate in business administration and five others were offered in-service undergraduate studies.

## Environmentalism (Principle 7 - 9)

### • SEEBURGER AG promotes the development and distribution of environmentally friendly technology

SEEBURGERAG is committed to developing environmentally friendly software through continuous improvement of the technologies and implemented processes used in software development. Due to the ongoing climate debate, the topic of green IT remains particularly relevant to the public.

With the development of environmentally friendly technology, SEEBURGER makes a significant contribution to the implementation of "Green IT". Because it is becoming increasingly important to reduce expenses, save energy and at the same time protect the environment. SEEBURGER promotes this through the targeted selection of supplier who e.g. support concepts such as "Green Packaging and Shipping" and contribute to protecting the environment through creative packaging design, innovative materials and ecological logistics.

### • Saving electricity through virtualization

By virtualizing its own infrastructure, SEEBURGER makes an active contribution to saving and conserving resources. Systems for customers and partners that are operated in the "Managed Service" division are also virtualized and operated in professional data centers, which work on the principle of free cooling, especially in the cooler seasons, to save energy. Thanks to the continuous consolidation of the existing IT infrastructure, important functionalities could be merged and the number of active systems reduced again.

### • Consolidation of isolated solutions

The consolidation of individual stand-alone solutions enabled numerous servers to be switched off despite the company's growth, thereby reducing energy consumption.

### • Recycling of materials through professional disposal

By optimizing the SEEBURGER material disposal process and working with a professional waste disposal company, SEEBURGER makes an active contribution to preserve resources and climate protection.

SEEBURGER collects and sorts its own IT scrap. The professional disposal and recovery of the raw materials ensures a safe return to the production process.

• **Efficient data centers are important for climate protection**

A key starting point for reducing energy consumption in data centers is the optimization of IT hardware and software. Every watt of power that is saved on the IT side does not need to be cooled or secured by an uninterruptible power supply (UPS). In some cases there is no need for active cooling. With the use of environmentally friendly technologies and software, efficiency in terms of Green IT can be improved.

• **Energy efficient IT desktop equipment**

Across the company, old devices are being replaced by new energy-saving systems that both meet the Energy Star® 5.2 specification and are EPEAT registered. Through this SEEBURGER makes an active contribution to minimizing energy costs and avoiding negative effects on the environment.

• **IT remarketing at AfB**

AfB specializes in re-marketing as many devices as possible. For many years we have achieved a remarketing rate of at least 65%. In terms of the circular economy, remarketing and reuse of IT hardware are best for the environment and the climate. "Green IT" made in Europe!

• **Refurbishment**

Every useful piece of hardware is recycled in order to conserve natural resources:

- Repair and reconditioning
- Further marketing
- Dismantling of the hardware
- Professional recycling

• **KPIs/Guidelines:**

**(Measurement Methodology: CMMI Standard)**

Benchmark tests that are carried out during the development process and before the clearance of a new software release at SEEBURGER show that the number of processes processed per unit of time increases. As a result, the power required to process a constant number of processes per unit of time is reduced with each release.

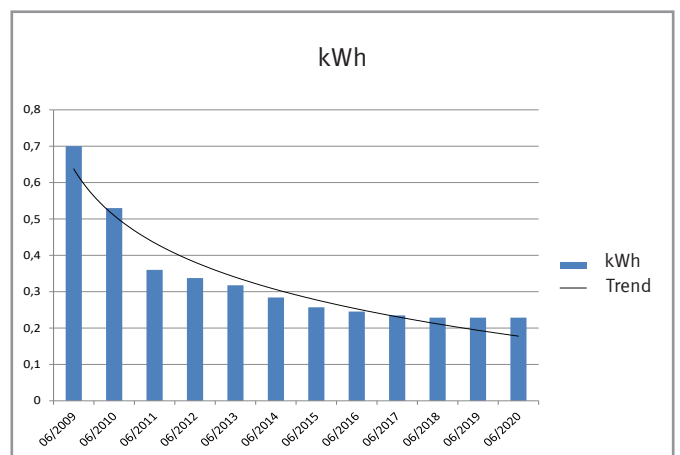
In 2009, a server with two redundant 500W power supplies and an average total system load of 70% consumed 0.7kWh when processing 27,000 processes (see figure below).

• **Current scenario / results 2020:**

SEEBURGER continuously worked on optimizing the processing process in the reporting period. Thanks to the innovative active-active concept, i.e. parallel and synchronized data processing on several active instances of the SEEBURGER Business Integration Server, the efficiency of data processing was increased significantly in 2017, as in previous years. In 2017, the power consumption drops to 0.23 kWh in the same scenario, which corresponds to a power and electricity saving of > 50%.

Since 2017 (and still ongoing) SEEBURGER AG becomes more and more efficient through constant improvement measures in our product development.

Publisher: SEEBURGER AG, June 2020  
processing of 27,000 processes  
at 70% utilization



• **Energy savings**

In order to make a sustainable contribution to energy savings, SEEBURGER, together with a total of 50 companies nationwide, participated in the pilot project “Marie Mach’s richtig: Energieeffizient!“. This was a project aimed at accelerating energy efficiency and reducing CO2 in SMEs. The initiative came from the responsible IHK. The monitoring, inventory and update for this stretched across the period 2014 to 2016.

The following measures were implemented as a result of this project:

- When expanding the company car park, the new, energy-saving LED technology was used for lighting. Based on the positive experience, the existing parking spaces were also retrofitted in 2020.
- The existing air conditioning and refrigeration systems were replaced by more energy-saving systems.

In 2018, the refrigerators in the floor kitchens (Edison 1) (4 in number) were replaced with devices that have an energy efficiency class of A++. In 2020, the coffee machines for the employees (12 in number) were replaced with devices which are more economic based on a newer technology.

In our fleet we started to change the present cars to vehicles with a more economic hybrid or electric system (1 electric car in 2019, 9 hybrid cars in 2020 and ordered another 3 hybrid and 3 electric).

**Corruption (Principle 10)**

Employees at SEEBURGER are responsible for observing the established corporate guidelines for battling against corruption in day-to-day business and for reporting any violations to the management. SEEBURGER has further specified the current codes of conduct with regard to the battle against corruption and, among other things, in the form of a corporationwide guideline. Internal information and events are offered and expanded in particular for corporation executives. The Code of Conduct and the Anti-Bribery and Anti-Corruption Guidelines are revised and kept up to date continuously and published across the corporation. Furthermore, the role of a compliance officer was defined and filled.

The Group subsidiaries are continuously checked throughout the further strengthening of internal controlling and the expansion of the area of responsibility to include an active internal audit. For this purpose, the staff number working in this area was increased and a test concept was developed. As part of this concept, the administrative processes are continuously checked for risks and measures for standardization and optimization are taken. These measures are regularly checked for effectiveness.



