

# United Nations Global Compact

## Communication on Progress (CoP) Reporting year 2020



This is our **Communication on Progress**  
in implementing the principles of the  
United Nations Global Compact.

We welcome feedback on its contents.

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Germany

## **Communication on Progress (CoP)** **Reporting Year 2020**

Dear Reader,

for Fritz Winter, one of the most difficult years in the company's history has come to an end; the year 2020 was marked by deep cuts for all of us - both in our professional and private lives. However, due to various elaborated and initiated measures that hit us all hard, Fritz Winter has survived the crisis year 2020. Although the pandemic is ongoing, the measures introduced are effective, which is why many fears have not materialized. Fritz Winter anticipates a positive development in 2021, and we look to the future with confidence based on the current order situation.

More important than responding to a temporary crisis, Fritz Winter is gearing up for the fundamental transformation of the automotive industry. This transformation is the real challenge, which has already been on the horizon since 2019 and is a key reason why tonnages like those of previous years cannot be achieved in the foreseeable future. The transformation of the automotive industry is in full swing. Fritz Winter is just one of many companies affected by this. For example, the diesel crisis caused the overall market for passenger car cylinder blocks to collapse several years ago. Due to electromobility, it is certain that the market will not return to the old level.

Due to this environment, Fritz Winter must continue to take measures to improve its competitiveness. At the same time, Fritz Winter is forced to identify and exploit opportunities for better and more efficient organization of production and administration.

We have been a member of the UN Global Compact for 14 years now, and since joining in 2007 we have been working continuously to live the 10 principles in our corporate strategy and operational activities. The Fritz Winter Eisengießerei GmbH & Co. KG expressly declares its support for the 10 principles of the Global Compact and is committed to further promoting their implementation.

We actively support the UN's goals and thematic complexes expressed in the Sustainable Development Goals and align our business activities and strategies with the ten universally accepted principles in the areas of human rights, labor standards, the environment protection and corruption prevention.

As one of the largest companies in the foundry industry, we are aware that we have a special responsibility towards our employees, society and our environment. We see it as our task and obligation to play an active role in shaping society and to assume our social and societal responsibility.

With this Sustainability Report 2020, we would like to provide information on the measures and management systems with which we have implemented the principles of the Global Compact in 2020, the results we have been able to achieve in the reporting period, and provide information on the most important activities with which we fulfill our economic, ecological, and social responsibility.

**Fritz Winter Eisengießerei GmbH & Co. KG**



Jörg Rumikewitz  
CEO



## **Measures in the reporting period**

### **Energy management**

The 50001:2011 monitoring audit have been passed for all Germany-wide sites in the fall of 2020. The energy management system has also been significantly expanded for this purpose. Activities to adapt the energy management system to the revised DIN EN ISO 50001:2018 standard are being implemented, so that Fritz Winter is very well positioned for the future.

In order to make our energy monitoring system even more independent of people, a large number of processes have been worked out and documented, and subsequently have been made transparent and deepened for our employees in training courses.

With the help of the installed extensive measuring technology, Fritz Winter can fall back on comprehensive data, in order to be able to recognize complex energy consumption in a structured way. Due to the data transparency, savings potentials are thus easier to recognize.

In order to be able to meet the legally required reporting obligations on time and to the prescribed extent, we have continued to update and improve our energy software in this reporting year. Some reports are automatically reported from our database to appropriate regulatory authorities.

By adjusting iron logistics and implementing various process adjustments to reduce peak loads, we were able to realize significant electricity savings.

Continuing education to raise employee awareness of energy conservation is a focus of energy management in each year. Despite the Corona-related reduction in training courses, the internal targets have been achieved, and energy management have been improved in significant stages.

### **Environmental management**

Despite pandemic-related restrictions, the integration of the site was able to undergo the revised certification in August 2020. The internal audits, however, were successfully carried out and a certification according to DIN EN ISO 14001:2015 was prepared and scheduled for June 2021.

### **Environmental protection**

In 2020, the SC-SU/U (environmental protection) department was integrated into the SC-PM (production resource planning) department. This holistic approach to central planning has enabled operational processes to be optimized. As a result, regulatory and legal requirements can not only be met, but also taken into account in depth as early as the planning phase.

Two major environmental protection projects were planned and implemented.

1. the afterburning of organic waste gases as a pilot project and blueprint for similar plant areas.
2. the implementation of the Eco Cast process for a further product group. This leads to the closing of material cycles including the extensive reduction of waste and the conservation of natural resources. The single-material systems lead to the avoidance or significant reduction of fugitive emissions.

The noise abatement project developed in accordance with the 2019 report was implemented at the headquarters in Stadtallendorf in order to secure the site's long-term future.

In 2020, product-related CO<sub>2</sub> balances were also drawn up with the aim of developing a plan that will lead to a sustainable reduction or avoidance of CO<sub>2</sub> emissions.

## Human Resources

Fritz Winter Eisengießerei GmbH employed an average of 3,527 people in fiscal 2020 (fiscal 2019: 3,844 employees). This includes 127 trainees in the commercial and technical areas. There were 3,266 employees at the Stadtallendorf site during this period. On December 31, 2020, the company had 3,331 employees in Germany (previous year: 3,542). This represents a decrease of 6%. Despite a weakening economy, this reduction was mainly achieved by not filling vacant positions and retirements. In addition to the domestic workforce, an average of 214 employees are to be mentioned for the Franklin locations abroad; for the Jinan location in the People's Republic of China, another 5 employees.

One of the key tasks of the Human Resources Service Center is to present the company to the public, position it as an employer, and further raise its profile. In recent years, this has been achieved regularly through a wide range of different activities and personnel marketing measures, in particular the "Training Day" and the "Night of the Foundry Trades". Unfortunately, the Corona pandemic meant that none of these tried-and-tested events could be held last year.

Of supra-regional importance is the cooperation with technical universities as well as the many cooperations and contacts of the company with local schools. These, too, had to be reduced to a minimum last year, particularly because the institutions, for their part, were unable to hold all their usual events. In the end, the key staff at the Human Resources Service Center maintained contact with teachers and young people mainly through the use of technical media. However, in order to continue our personnel marketing activities as well as our cooperation with schools and universities of applied sciences, we have switched numerous activities to an online presence. The priority in this context is our participation in the job and career fair at the Freiberg University of Mining and Technology.

As we have always been regarded as an extremely sought-after and reliable employer both nationally and regionally, we again succeeded in filling numerous apprenticeship



positions last year. Despite the adverse conditions, we were able to welcome our new trainees with an alternative program at our local plants instead of our traditional familiarization trip and familiarize them more closely with our company.

In addition to the Corona pandemic already mentioned, we were forced to introduce short-time working in the company from the end of March 2020. Against this background, it was unfortunately not possible to carry out the otherwise extensive further training of our employees and managers. Our important company-wide personnel development program, the "Talent Pool", in which we identify talent and provide targeted long-term support, was at least able to continue in the first quarter.

Finally, the low level of staff turnover compared with the rest of the sector from the company's point of view illustrates the particularly close ties between employees and the company. In 2020, the average length of service was 19 years and the average age was 45. Particularly noteworthy is the fact that in the year under review, 33 employees can look back on 40 years of service with Fritz Winter.

## **Occupational health and safety**

### **Occupational Medicine - Occupational Safety - Health Management**

Protecting the health of all employees is the central goal for the work of these three departments. Based on many years of existing legislation, this is a field of activity that is also subject to change and modernization, but is nevertheless a familiar one.

However, the emergence of the pandemic at the beginning of 2020 has fundamentally changed the focus of occupational safety, occupational medicine and health management.

As early as February 2020, attention was drawn to the potential risk of corona infection for Fritz Winter employees in connection with foreign travel to China at the Jinan site, and work began on adapting the existing pandemic plan to the specifics of COVID-19.

As the growing challenges became apparent, an interdisciplinary "Pandemic Working Group" was set up shortly afterwards with representatives from occupational safety, health protection, occupational medicine, human resources, materials procurement and employee representatives under the leadership of the management.

At the end of March came the nationwide lockdown with production shutdown until the end of April. Even during this phase, the Pandemic Working Group successively developed the structures and action plans for the restart under Corona conditions. This included redesigning the workplaces, procuring materials such as partitions, disinfectants and PPE, drawing up regulations for meetings, services and visits, creating hygiene plans, notices, posters and instruction templates and, last but not least, setting up a Corona intranet site as an information platform for all employees.

Even during the subsequent short-time work phase, the measures for proportional and behavioral prevention were reviewed and refined in coordination with the production and administration departments and adapted to the legal requirements and the information provided by the employers' liability insurance association.

The first positive corona cases and quarantine orders at Fritz Winter already occurred in April 2020, so that a recording and documentation system was introduced in order to recognize clusters at an early stage and to be able to counteract them with further measures. Already in the following months, indication-related rapid antigen tests have been carried out for suspected medical cases in accordance with the recommendation of the RKI.

In implementing the guidelines of the "SARS-CoV-2- Occupational Health and Safety Rule", all those involved at Fritz Winter worked closely together with the state authorities (health offices, occupational health and safety department at the Gießen regional council and the responsible employers' liability insurance association). The improvements to the Corona protection measures suggested by these authorities have been implemented consistently and at short notice by the end of the year, in addition to the resolutions of the Pandemic Working Group.

## **Compliance**

As a globally active company with a long tradition, we bear social responsibility towards our customers, employees, investors, and the public. This social responsibility includes ensuring that Fritz Winter complies with applicable laws at all times and in all places, respects fundamental ethical values, and acts sustainably.

The management has set itself the task of promoting a corporate culture in which compliance with applicable law and, beyond that, consideration of ethical principles is understood by every employee as a matter of course and as part of his or her job. For us, compliance is a fundamental component of integrity and the basis of sustainable corporate management.

Binding ethical requirements for all employees, managers and all corporate bodies as well as for third parties, i.e. for every contractual partner who supplies Fritz Winter with goods, materials or services, are our "Codes of Conduct" for employees as well as for suppliers and other external contractual partners. They are the basis for a legally compliant, open, transparent and value-oriented corporate culture. Together with the principles of the United Nations Global Compact, these codes of conduct form the foundation of all business activities at Fritz Winter. Violations can lead to measures under labor law, civil and criminal proceedings, and even termination of the respective contractual relationship. The current version of the codes can be viewed on Fritz Winter's intranet site and for suppliers and other external contractual partners also on our homepage (<http://www.fritzwinter.de/einkauf/downloads>).

Ongoing, the Compliance Committee, which includes representatives from all areas of the company and supports the work of the Chief Compliance Officer, actively supports the work of the Compliance Officer through suggestions, requests and criticism.

The continuous improvement of the compliance organization is the consequence of a high standard of integrity. Accordingly, management attaches great importance to this issue. Legal and internal regulations, as well as voluntary commitments and ethical principles, are integral components of our corporate culture, and at the same time guide management decisions. Compliance is therefore not only the basis for our



conformity with standards, but also part of strategic, performance-oriented management.

The regulations and processes for compliance with statutory and internal requirements often start with individual employees. In the reporting year, we therefore continued to offer target-group-specific compliance training in the areas of "Basic training in compliance / Code of Conduct," "Product liability," "Avoiding corruption," and "Legal issues in projects" as part of the continuing education and training program open to all employees, in order to inform employees about the aspects relevant to them. The participants ranged from newly hired employees to employees in direct and indirect areas, as well as junior managers and members of senior management. If required, ad-hoc training courses on specific legal topics can also be offered at any time.

The employees of the Compliance unit are available to all employees as contacts for any legal questions. Contact details are provided to all employees when they join the company and can be accessed on the intranet and training materials at any time.

Stadtallendorf, 21. Mai 2021

Fritz Winter Eisengießerei GmbH & Co. KG



i.A. Arndt Bäuml

Head of Occupational Safety



ppa. Andreas Fiedler

Head of Human Resources



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Compliance Officer



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i.A. Eike Theis

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## **Introduction**

Fritz Winter North America LP (FW-NA), located in Franklin, KY, is a relatively young operation. And like its parent company, Fritz Winter Eisengießerei GmbH & Co. KG (FW-DE) which is located in Stadtallendorf, Germany, fully supports the 10 principles of the UN Global Compact. FW-DE has been a strong supporter of the Global Compact for 13 years. And now Fritz Winter North America is proud to officially join this effort.

FW-NA eagerly commits with the utmost respect to be a socially responsible company. We actively subscribe to the universally proclaimed elements of protecting human rights, following labor principles, promoting environmental stewardship, and fighting corruption in all forms.

Under the guidance and direction from its parent company, FW-NA has implemented policies and procedures to meet or exceed the UN Global Compact principles. FW-NA fully understands the importance of these principles and the critical role they play at all levels – from our local community and on to our global community.

Fritz Winter North America has a robust Management System which clearly defines how we will conduct our business. Starting with our Management Manual and then rolling out through our Policies and Procedures, we describe the general and introduced controls and systems to fulfill all services, requirements and regulations, and legal obligations. Many Policies and Procedures within our management system specifically address and support the 10 principles of the UN Global Compact. The FW-NA Employee Handbook further explains some of these expectations. In the "Code of Business Standards" section there are detailed policies including "Code of Conduct" and "Environmental Protection, Health and Safety". In the Handbook's Equal Employment Opportunity" section, we clarify our commitment to following U.S. law and universally accepted labor principles. Our commitment to adherence is mandatory for all employees of the company. Adhering to legal and official regulations, as well as recognized standards, is a fundamental part of our functioning QMS. Fritz Winter North America is committed to doing things right; we place a high value in going above and beyond what is legally required. In



this spirit, we have developed various metrics which we work to and monitor; these are reported out in various methods and frequencies.

## **HUMAN RIGHTS:**

### **Principles 1 & 2**

Fritz Winter North America LP is governed by U.S. law that prohibits the violations of a person's human rights or the abuse of human rights. Although these laws have been in effect in the U.S. for many years, FW-NA has taken an approach in its original policy and procedures development to provide company specific guidelines that define how the company will manage the business in the U.S. to our customers, team members and the community in which we operate. Fritz Winter North America is committed to fully support and respect the protection of internationally proclaimed human rights, and is additionally committed to ensuring it is not complicit in human rights abuses.

## **LABOR:**

### **Principles 3, 4, 5, & 6 –**

Fritz Winter North America is subject to numerous employment laws and regulations that provide a fundamental guidance to what the company must do to be compliant with the laws of the U.S.

- The National Labor Relations Act – provides the right for team members to form unions.
- Age Discrimination Act – prohibits discrimination regarding age.
- Child Labor Laws – defines work restrictions to applicants of a certain age.
- Fair Labor Standards Act – equal pay protections.
- American With Disabilities Act – prohibits discrimination of individuals with disabilities.
- Title VII (Civil Rights Act) – prohibits discrimination of protected individuals.

These are just a few of the employment laws FW-NA is subject to. Although we are subject to these laws, Fritz Winter North America wants to be viewed

by others in the community and by our workforce as an employer that not only follows the legal requirements but also as one who invests time to our team members to help them achieve personal and professional growth and



one that respects team members as an important resource that will help the organization succeed. At FW-NA, we have developed legally compliant policies and procedures that meet or exceed all employment law requirements governing collective bargaining, discrimination, child labor, and equal pay.

Citing from the “Code of Business Standards” section in our FW-NA Employee Handbook,

*“This Code of Conduct is aimed at facilitating respect, tolerance, honesty and openness as well as showing integrity towards co-workers and customers, and accepting social responsibility. The guidelines detailed in this Code apply to all company divisions and employees regardless of hierarchical level. The Code of Conduct’s fundamental principle is that all business will be conducted by meeting the highest moral and ethical standard and must comply with all laws and regulations pertaining to our business and operations. Its primary elements concern facilitating the preservation of human rights, equality, transparency and taking a stand in the fight against discrimination, dishonesty and corruption.”*

Fritz Winter North America is fully committed to be the employer of choice, a company that people are proud to be a part of, and as such we are continually looking for ways to improve.

## **ENVIRONMENT**

### **Principles 7, 8, & 9 –**

The U.S. has legal regulations/acts that have been implemented to drive certain organizational behaviors that protect the environment. Fritz Winter North America LP has principles that align with these regulations to protect our team members and the local community where we live. FW-NA has a legal and ethical obligation to comply with the status of these acts. FW-NA and other organizations operating in the U.S. are governed by the following acts/regulations;

- Clean Air Act
- Clean Water Act
- Toxic Substance Control Act
- Occupational Safety/Health Act

FW-NA must demonstrate by policies, procedures, and organizational principles and standards that the company is complying with these and all other federal, state and local environment and safety regulations. Government agencies annually audit FW-NA on site. This affords Fritz Winter North America LP the opportunity to work alongside agency officials to continuously improve our environmental awareness, training and performance. FW-NA utilizes the most current technology to electronically monitor its collection units to ensure peak performance at all times. We regularly sample the runoff storm water, take observations for any air emissions and monitor all waste for reuse or responsible disposal. These actions and audits ensure Fritz Winter North America LP is actively protecting our environmental heritage. FW-NA has a specific department whose only job is to continuously monitor the safety and environmental impacts. This department reports directly to the CEO of FW-NA, and advises senior leadership regarding the status of all requirements that must be met plus any other metrics we have self-imposed which go beyond legal requirements. In 2021, FWNA's operation will undergo an extensive audit to ensure our policies and programs meet all the requirements to achieve the ISO 14001:2015 certification. Much work has been done to achieve this certification. This will be a significant achievement to show Fritz Winter's commitment to our environment and demonstrate that our systems are effective and functioning properly.

## **ANTI-CORRUPTION**

### **Principle 10 –**

All organizations should have financial systems and practices which limit the company's possible exposure to internal or external corruption, bribery, or extortion. This protocol is critical to gaining the trust of its employees, customers, vendors and stakeholders. The negative image and impacts an organization would likely suffer if there were to be corrupt business practices might never go away. FWNA has implemented rigorous internal and external checks and balances that protect the integrity of our financial reporting. We work closely with our parent company to ensure that our financial systems meet or exceed all applicable standards. We also utilize an external auditor to confirm the systems are in place, they are functioning properly, and there is compliance to those systems.





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## **CONCLUSION**

Fritz Winter North America is fully committed to doing things right. FW-NA supports the 10 principles of the Global Compact. We will continually strive to ensure our company is aligned with the universally accepted principles in the areas of human rights, labor standards, environmental stewardship and anti-corruption. Fritz Winter North America recognizes that we have an important responsibility to our employees, our community, our society, and our environment.

Franklin, 19. Mai 2021

Fritz Winter North America LP

Darryl Konsler  
CEO