

Communication on Progress

Sustainability Report 2021



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01. Preface



1. Preface



Walter Kurz



Peter Kurz

For more than 120 years, LEONHARD KURZ has been developing decoration products and solutions for its customers that make surfaces unique. Since 1899, we have been writing a continuous success story. If we look at our history, we see that an important constant has been change - coating technology has been professionalized, fields of expertise expanded, and the portfolio diversified. The aspiration to constantly improve ourselves and the industry standard has always distinguished LEONHARD KURZ.

A look into the future makes it clear what this claim will mean for our family business: The willingness to change ensures that we will represent our industry at the forefront of innovation and sustainability. We are providing new answers to exciting questions about the future and will not stop at constantly putting the status quo to the test. We are at the beginning of this development.

This is precisely where KURZ's past and future meet - sustainability has always been part of our DNA and has also always been the driving force behind innovation. In view of the major challenges facing society today, it is therefore all the more important that we become even more aware of our responsibility and do everything we can to be the driving force ourselves, on the road to a greener future.

Our participation in the UN Global Compact Network and the ensuing report are part of this vision of the future. In it, we provide transparent insights into our measures, ambitions, and potential. We allow ourselves to be measured against the ambitious goals we have set ourselves and, in this way, continue to supply our customers worldwide with high-quality products, protect the environment and conserve resources, and be a reliable employer for our employees.

Walter Kurz, Peter Kurz, and the entire Executive Board
January 2022

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02. The KURZ mission statement



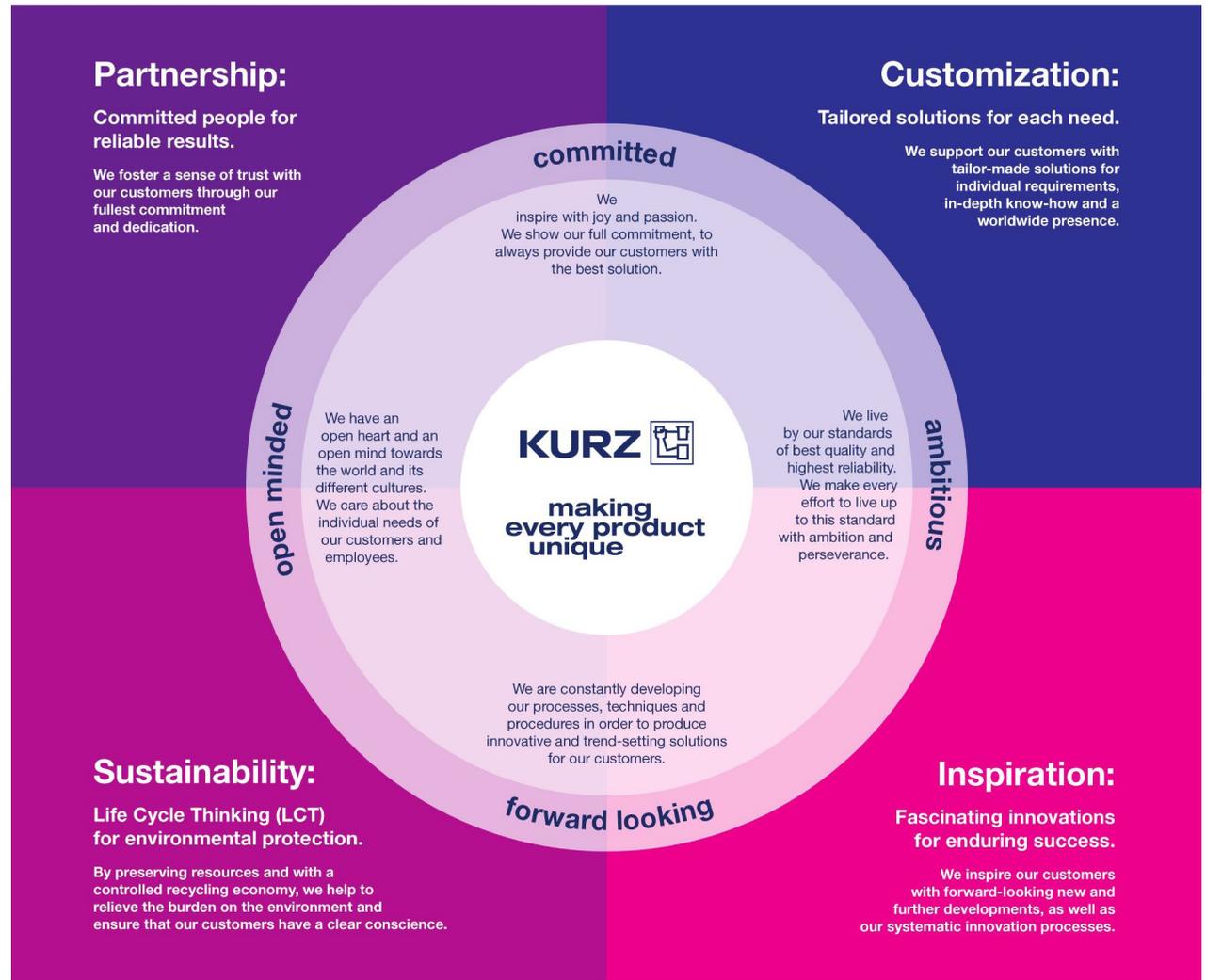
2.1 Our internal sense of purpose

We offer every customer the best solutions for enhancing their products.

This is what we are striving for, doing so with passion and ambition. We think and operate in a groundbreaking way, and we act in an open manner. For 120 years. From Fürth. For the global market.

#WeAreKURZ.

2.2 Our mission statement



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03. Company profile



3.1 Top quality coating technologies



30

sites worldwide

KURZ is a leading international company in thin-film technology and a market leader in the hot stamping field. With more than 5,500 employees, the surface specialist develops and produces wafer-thin decorative and functional coatings to visually and functionally enhance a wide range of products.

Surface decorations from KURZ can be found on car parts, smartphones, laptops, furniture, packaging, books, textiles, labels, and bank cards, to name but a few applications. KURZ transfer products are used in different ways to decorate a wide variety of products. As surface finishing, they enhance brands. And as adhesive seals, paper, or plastic labels, they identify goods. Transfer products from the KURZ Group protect surfaces and prevent counterfeiting. Combining visual elements with digital functionalities, they provide product protection, ensure product safety, and create a virtual brand experience. From unique design to intelligent features, KURZ offers complete solutions for surfaces – from project consulting and machine and tool technology through to sustainable finishing solutions with KURZ Recycling.

The KURZ Group operates more than **30 sites worldwide** and produces under standardized quality and environmental standards in Europe, Asia, and the USA. With a global network of subsidiaries, representatives, and sales offices, the surface specialist ensures short paths, reliable delivery, and individual on-site support.

3.2 Tradition and progress

Tradition and progress are not contradictory at KURZ, but rather company philosophy. While boasting the expertise and experience stemming from its 100-plus-year history, KURZ sprints into the future with ongoing product innovation. With a steady spirit of innovation, KURZ has grown into a major partner for business, government, and research in the fight against counterfeiting, as well as in printed electronics.

3.3 Consistently high standards

With over 100 years of experience, KURZ develops all applied process technologies itself. Even in production machines, our know-how has yielded high product consistency, at the same level worldwide. KURZ considers itself an all-round provider of perfect coating solutions. The efficient use of foil, tool, and machine is delivered right from the start. Training, installation, and maintenance are as much part of the scope of service as the development of specialized machines for specific needs.



3.4 KURZ Core Competencies

Best practice for all market requirements

- Most extensive processing spectrum
- In-house development of coatings
- Consistently secure production output with unvarying foil properties
- Reliable quality management
- Suitable transfer product fabrication

Worldwide service

- Reliable logistics with global logistics concept
- Well positioned round the world
- Asia experts for over 40 years
- Support team for application technology

Technologies for today and tomorrow

- Future viability through continuous further development of machines, transfer products, and techniques
 - Grasp of trends with in-house design department
 - Our future print prospects: Printed electronics and function
-

3.5 KURZ surface decors

appealing



High-gloss metallic tones, glittering color effects, and artistic reliefs: KURZ coatings bathe products in a glamorous light.

functional



Touching and experiencing – KURZ's comprehensive know-how transforms products into multifunctional tools with surface protection, touch sensors, and much more.

protective



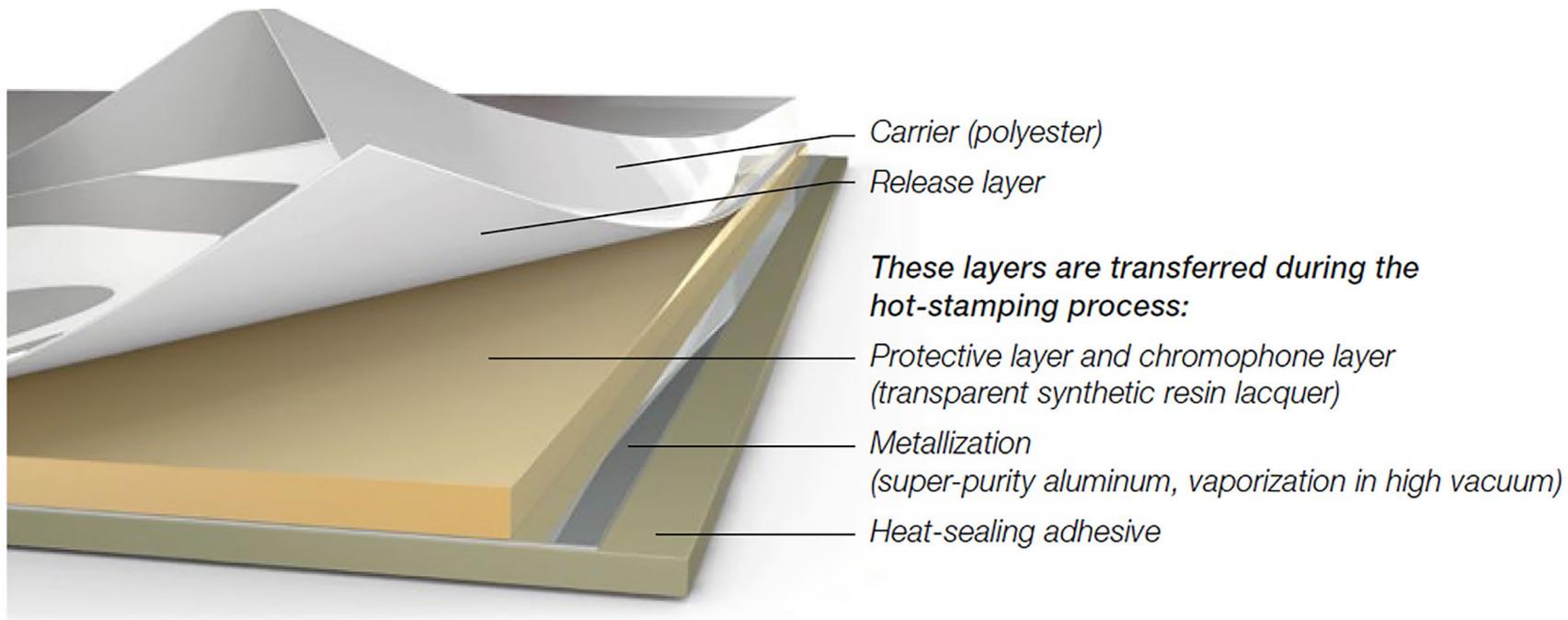
KURZ develops tailored digital solutions. We use multiscan technology to deliver custom security packages for brand protection and authentication.

communicative



KURZ turns products into ideal instruments of communication. Whether on or offline, KURZ solutions create brand worlds and add value to products.

Setting up a transfer decoration



Typical composition of a LUXOR®/ALUFIN® hot-stamping foil for the graphic industry

3.6 KURZ worldwide

The KURZ Group is a leading international company in hot-stamping and thin-film technology and offers products for surface finishing and decoration. With over 5,000 employees at more than 30 sites worldwide, KURZ has an international presence and manufactures under uniform quality and environmental standards in Europe, Asia and the USA. Thanks to KURZ's many years of experience and the constant expansion of our portfolio, we can offer our customers a wide range of products – and all from a single source. A global network of subsidiaries, representatives and sales offices ensures short paths and individual, on-site consulting.

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www.kurzusa.com

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(HEFEI) Co., Ltd.
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KURZ TYPOFOL GmbH
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France/Paris

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www.kurz.fr

Hong Kong

KURZ Hong Kong Ltd.
www.kurz.com.cn

India

New Delhi/Chennai/Calcutta/Mumbai
KURZ (INDIA) PVT. LTD.
www.kurzin.com

Ireland/Dublin

LEONHARD KURZ IRELAND LTD.
www.kurz.ie

Japan

Osaka/Tokyo
KURZ JAPAN LTD.
www.kurzjapan.com

Canada/Toronto

KURZ TRANSFER PRODUCTS, L.P.
www.kurzusa.com

Morocco/Casablanca

KURZ North Africa
www.kurz-na.com

Mexico

Mexico City/Guadalajara
KURZ MÉXICO S.de R.L.de C.V.
www.kurz.com.mx

New Zealand/Penrose

KURZ NEW ZEALAND
www.kurz.com.au

Netherlands/Nijmegen

LEONHARD KURZ BENELUX B.V.
www.kurz.nl

Switzerland/Wallisellen

KURZ PRÄGEFOLIEN AG
www.kurzag.ch

Taiwan/Taipei

KURZ CHEERS, Inc.
www.kurz.com.tw

Thailand/Bangkok

KURZ (Thailand) Ltd.
www.kurz.co.th

Czech Republic/Střelice u Brna

KURZ Czech & Slovak s.r.o.
www.czkurz.com

Tunisia/Tunis

KURZ North Africa
www.kurz-na.com

Hungary/Budapest

LEONHARD KURZ South-East Europe Kft.
www.kurz.hu



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04. Fields of expertise



4. Fields of expertise



over

100

years

KURZ, a specialist in thin-film technology and world market leader in hot stamping, develops and produces decorative and intelligent finishings for cars, electronics, packaging, textiles, cosmetics, and bank cards, among other things.

KURZ owes its leading position in surfaces to a keen sense for trends, constant contact with designers and industry experts around the world, and ongoing advancement of its solutions – for **over 100 years now.**

The company continually invests in new technologies. The KURZ subsidiaries develop innovative solutions for functional integration into surfaces, as well as products for labeling and counterfeiting protection and the corresponding software. A comprehensive range of stamping presses and stamping tools rounds off the versatile KURZ product portfolio. Furthermore, the KURZ subsidiaries use their expertise to provide pioneering, custom-made complete solutions that include project consultancy and machine and tool technology.

**Baier GmbH & Co. KG**

Tailor-made machine and application solutions, uncompromisingly tailored to your needs

www.baier-praegetechnik.de

**BURG DESIGN GmbH**

Innovative vehicle concepts for revolutionary design

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**hinderer + muehlich GmbH & Co. KG**

High-precision stamping tools and workpiece holders that transform your products into masterpieces

www.hinderer-muehlich.de

**ISIMAT GmbH**

Highly efficient machine systems for excellent and unique finishing of your tubes and glass containers

www.isimat.com

**KURZ Digital Solutions GmbH & Co. KG**

Tailor-made digital products and services that simplify your processes and improve user experiences

www.kurzdigital.com

**MPRINT**

Cutting-edge inkjet digital printing technology: Easy, understandable, manageable - so you can overcome today's and future print challenges

www.mprint.de

OVD KINEGRAM



a KURZ company

OVD Kinegram AG

World-leading government document security solutions – protecting the identity of today's and tomorrow's citizens

www.kinegram.com

POLY IC



a KURZ company

PolyIC GmbH & Co. KG

Printed touch interface technology to get you started in the production of automated functional parts

www.polyic.com

SCHÖFER



a KURZ company

SCHÖFER GmbH

Sophisticated components and injection molding tools to give you unlimited freedom in product design

www.schoefer.at

SCRIBOS



a KURZ company

SCRIBOS

Market-leading global provider of secure and effective brand protection solutions

www.scribos.de

STEINEMANN DPE



a KURZ company

Steinemann DPE AG

High-quality digital sheet finishing machines for unique effects through reliable and efficient processes

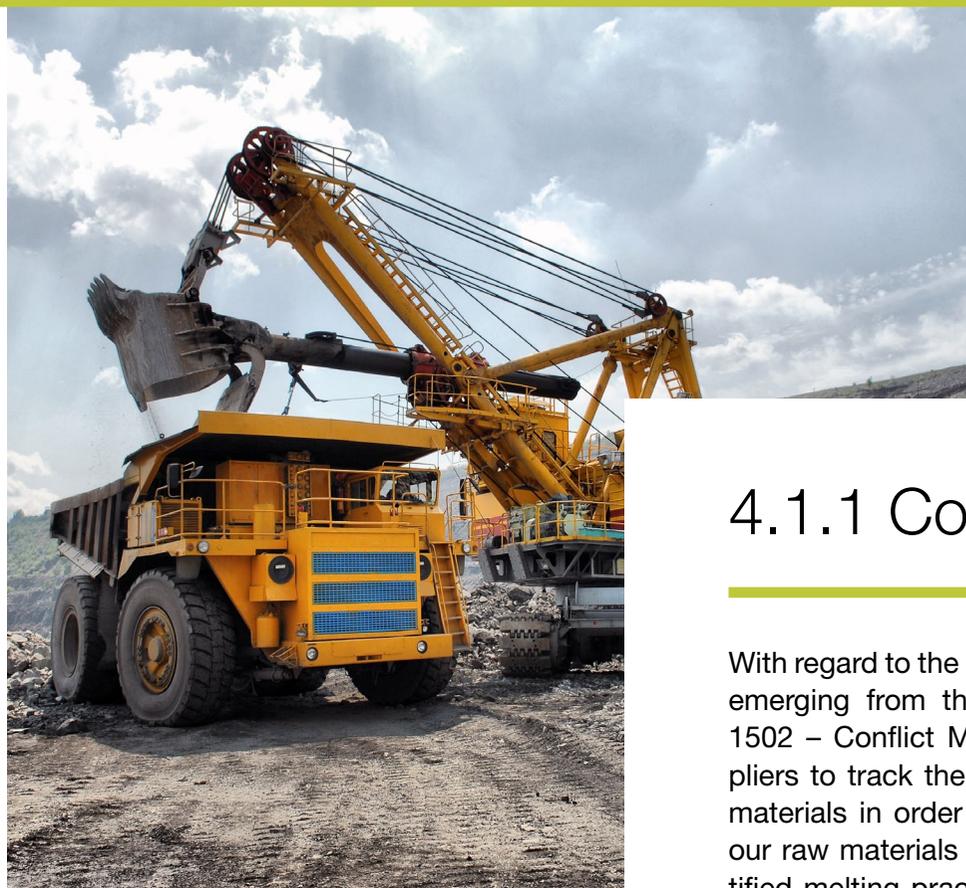
www.steinemann-dpe.com

4.1 Environmentally relevant information on stamping transfer products

Stamping transfer products represent no hazardous materials due to the Ordinance on Hazardous Substances (11/2010). According to REACH they have to be classified as articles (1907/2006/EG) and therefore are not subject to registration. KURZ does not use any raw materials containing volatile, ozone depleting halogenated hydrocarbons, cadmium, lead, mercury or hexavalent chromium for the production of stamping transfer products.

The vast majority of our stamping transfer products fulfill the requirements of the various national and international regulations, taking into consideration their formulations, the specifications provided by raw material suppliers and their usage in their respective specialized applications.

For more detailed information please visit our [website](#).



4.1.1 Conflict minerals

With regard to the responsibilities/requirements emerging from the Dodd-Frank Act (Section 1502 – Conflict Minerals), we work with suppliers to track the material fraction of our raw materials in order to determine if minerals for our raw materials come from mining or uncertified melting practices in conflict regions. We would not knowingly use conflict materials from the DR Congo or neighboring states in the manufacture of our products. We therefore require our suppliers, with regard to the material fraction known to us in the raw material, to state in writing the due diligence and background of the material designated as conflict material within the raw materials they deliver.

4.1.2 Titanium dioxide

What does the reclassification of titanium dioxide mean?

After lengthy discussions at EU level, the European Commission adopted the 14th Adaptation of the CLP Regulation as Delegated Regulation (EU) 2020/217, published in the Official Journal of the European Union on February 18, 2020. This regulation entered into force on March 9, 2020, and had to be implemented by September 9, 2021, at the latest.

The regulation classifies titanium dioxide in powder form with at least 1% particles with an aerodynamic diameter of $\leq 10 \mu\text{m}$ as carcinogenic (suspected, category 2) and introduces additional EUH rates.

- The classification only applies to the pure titanium dioxide powder and to all powder products that contain at least 1% titanium dioxide in particle form or incorporated in particles with an aerodynamic diameter of $\leq 10 \mu\text{m}$ in mixture.
- It does not apply to products, i.e., objects such as wallpaper, paper, or foil products with titanium dioxide.



Do transfer products from KURZ need to be additionally labelled?

The EUH212 additional labelling for mixtures containing $\geq 1\%$ titanium dioxide particles required by the regulation is not applicable to our transfer products, but only to solid or liquid mixtures (e.g., powder coatings, paints).

4.2 Environmental assessment of suppliers

Quality and sustainability are important to us, which is why we place high demands on ourselves and our suppliers. We have introduced a standardized supplier evaluation system for raw material procurement in order to identify improvements and potential risks at an early stage and, if necessary, counteract them with suitable corrective measures. We carry out the evaluation on a regular basis. For us, mutual trust and loyalty are fundamental to good cooperation with our business partners.

We focus on our most important suppliers – it is not the number that matters to us.

A, B, and C – Classification

The three supporting pillars of the evaluation are the classes quality, logistics, and procurement, whereby each range is divided again into different criteria. For example, the area of environment is a module, classified under the point quality / certificates and includes whether in addition to the quality management DIN ISO 9001 also an environmental management according to DIN ISO 14001 is available. In order to receive the full number of points in the criterion certificates both proofs must be present.

The system is based on a classification of A, B, and C, whereby the optimum level of supplier to be aimed for is in category A, if an overall rating of 90 % – 100 % is achieved.

Procedure

All suppliers of coating raw materials and substrates are evaluated across all plants on the basis of defined criteria. Certain evaluations, e. g., in the area of sustainability controlling, are only carried out at least once a year for our VIPS. Very Important Project Suppliers (VIPS) – this is how we refer to our core suppliers. Almost every fourth supplier in raw material purchasing is a VIPS.

Subsequently, an individual evaluation is generated for each VIPS supplier, if necessary, also for the non-VIPS.

The evaluations are also sent to the VIPS A, B, and C suppliers at least once a year. If a supplier is in category B or C, he must submit an action plan on how to eliminate errors and achieve the missing score. This is checked by us, and feedback is given to the supplier.

Communication

Our goal with VIPS is to make sure that they do not fall into Area C.

In order to get into conversation with our suppliers for this reason, in general, we conduct audits, go directly on site, or we invite them to our premises.

Our audits are based on audit questionnaires covering a wide range of topics. One section, for example, is whether environmental and occupational safety aspects are complied with, and whether the international standard SA 8000 (no child labor, among other things) is part of the company policy.

All our core suppliers (VIPS) are evaluated via our supplier evaluation system on the basis of environmental criteria, among other things.

We check our suppliers for environmental impact using our supplier questionnaire. If the supplier questionnaire is not completed or is completed inadequately, this is reflected negatively in the supplier rating. All suppliers in categories B and C are regularly required to submit an action plan to optimize deficits.

4.3 Recycling of products



KURZ primarily purchases climate-neutral packaging material that bears the 'Climate Partner' label. By using climate-neutral packaging, we contribute to global climate protection and support recognized climate protection projects. Climate-neutral packaging is implemented in three steps:

1) Calculation of the CO₂ emissions of the packaging product

The product carbon footprint of packaging products can be calculated on the basis of company and order-specific information. In the case of packaging, the cradle-to-gate approach, which takes into account the raw materials used, their

transport, and the actual production process, is usually chosen as with printed materials.

2) Offsetting CO₂ emissions

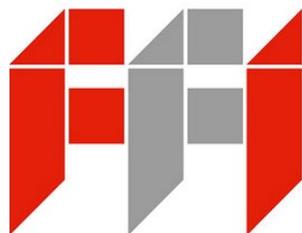
Packaging is climate neutral when its carbon footprint has been calculated and balanced. Emissions are offset by internationally recognized climate protection projects, such as a hydropower project in Indonesia or a forest conservation project in Kenya. These projects provide a measurable CO₂ reduction and are regularly reviewed. As a result, customers are offered climate-neutral packaging.

3) Product labeling and transparent presentation of the process

For each climate-neutral order, you receive the climate-neutral label with an order-related ID number. By entering the ID number on the Climate Partner website, the CO₂ compensation process becomes transparent and traceable. In addition to information about the order and the CO₂ volume, information on the supported climate protection project is also provided.

4.3.1 KURZ in industry initiatives – Commitment to our customers

For KURZ, sustainability is more than just a word. This is reflected in the products and processes throughout our company – and in our commitment. As a member of numerous industry initiatives, we are committed to increasing sustainability in various sectors and providing important impetus on the way to a circular economy.



FFI represents German manufacturers in the supplier industry, in politics, and in business, and presents their interests on the international stage.

Cefi 4evergreen aims to increase the contribution of fiber packaging to a sustainable circular economy, raise awareness of its benefits throughout the EU and promote the development of collection systems and recycling infrastructures.

UNFEA Citeo compilation of technical guidelines for the development of labels in order to reduce the impact of finished products on the environment.

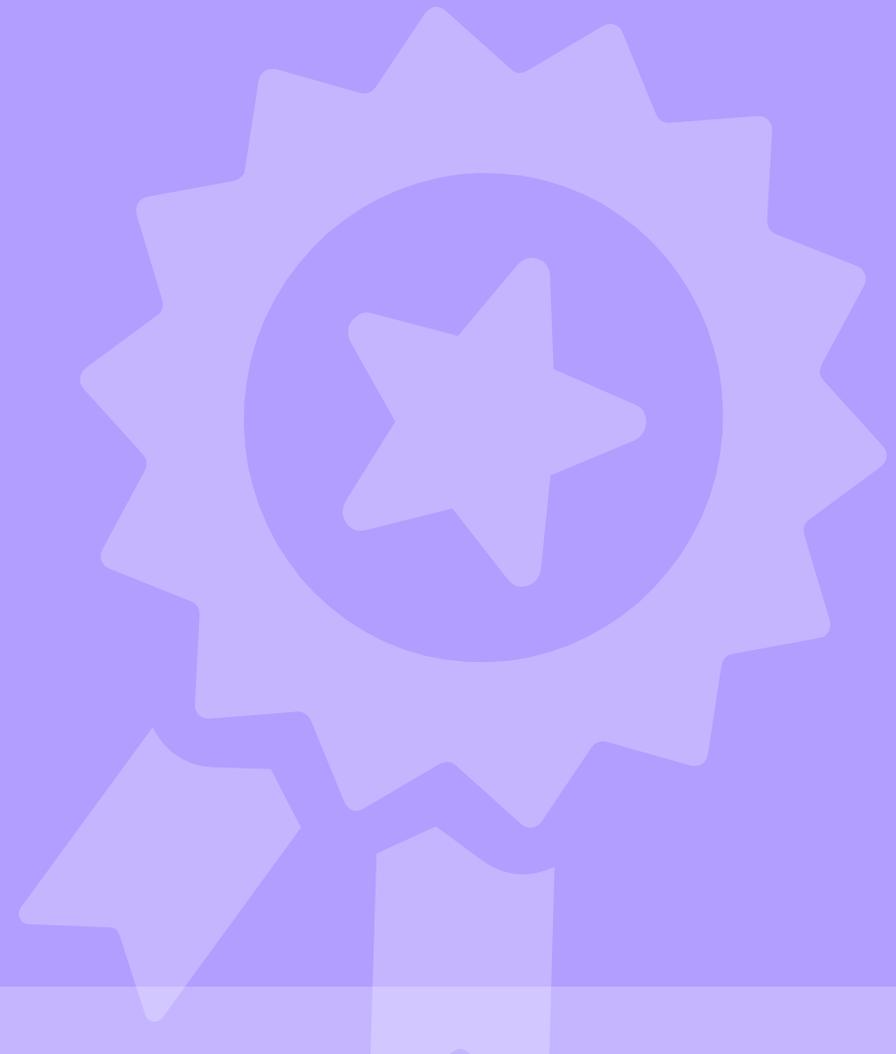
RecyClass initiative of different sectors to promote the recyclability of plastic packaging in Europe; assesses the recyclability and makes specific recommendations based on these assessments.

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05. Certificates



5. Certificates



The effectiveness of our management systems is tested and verified by external inspectors at our production sites in Germany, Switzerland, China, and Malaysia. Our environmental management system has been certified under ISO 14001, our energy management system under ISO 50001, and our occupational-safety management system under ISO 45001.

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6. Value chain

As long ago as the 1970s, sustainability was already close to the heart of LEONHARD KURZ, a family business. Long before process exhaust air treatment was a standard in the industry today, our plants already boasted state-of-the-art air pollution control systems. Highly polluting substances have already been banned from KURZ decors five decades ago. Since its founding in 1899, LEONHARD KURZ has put a premium on protecting our employees, customers, and the world.

We have long been concerned with sustainability. To us, design and recyclability are not contradictory – quite the contrary. That’s why we not only advise our customers on our transfer products; we also support you if you wish to improve your recycling path, have questions about the recycling options of your products with KURZ transfer technology, want to harmonize



testing methods, or rethink your own sustainability concepts. Together, we ensure that recyclability is guaranteed along the entire value chain of our products and as far as possible, the products of our customers.

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07. Employee rights and human rights



7. Employee rights and human rights

- The monetary factors must be in line with the market
- As part of our diversity management, we address the social diversity of employees and the personal life situation of the individual employee (work-life balance, career and family, new career models)
- We prevent social discrimination against minorities and improve equal opportunities in the company
- We communicate the usefulness of the activity to our employees and make their contribution to achieving the company/departmental goals clear

We take the social commitment of our company seriously. It is therefore important to us to fulfill our responsibility towards employees, customers, and society in our day-to-day work. Wherever we can, we provide support in various ways, for example:

- Provision of one-off assistance to employees in social emergencies
- Active addiction prevention
- Measures to reconcile work and family life



- Measures to promote occupational safety and maintain the health of the workforce
- And much more

We respect the human rights of our employees and treat our employees with dignity and respect in accordance with the standards of the international community.

We attach great importance to the training and further education of our employees and have set up our own training facilities and programs for this purpose. We also use external training companies for specialist training.

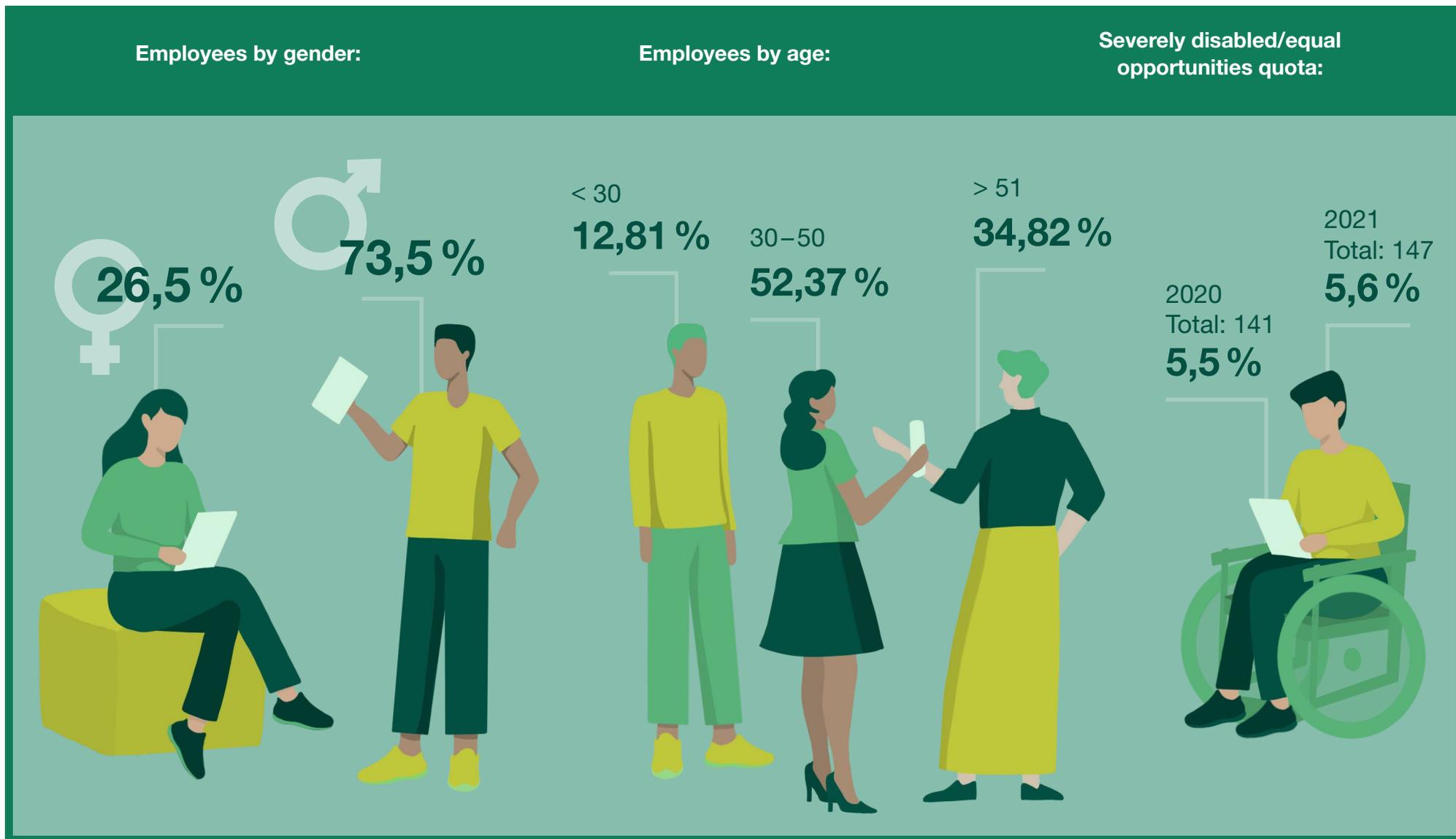
7.1 Diversity (previously discrimination)



We do not discriminate against any of our employees for their race, skin color, age, gender, sexual orientation, ethnicity, disability, religion, political views, membership of an employee organization, or marital status. This applies to both recruitment and employment processes, such as promotions, incentives, access to training, assignment of duties, salary, fringe benefits, disciplinary measures, termination, and retirement. All applicable laws and regulations must be observed. We do not require pregnancy tests unless they are required by law.

Personnel key figures

In 2021 KURZ has employed 141 new employees.



7.2 Harassment and bullying

We are committed to a working environment without harassment and bullying. Our employees do not need to worry about being treated roughly or inhumanly in their workplace. Sexual harassment or assaults, physical harassment, mental or physical coercion, and hurtful statements are prohibited.

According to the equal opportunity officer, there were no reported cases of discrimination in the reporting period.

7.3 Forced labor

KURZ undertakes, in accordance with Section 5.3 of the Code of Conduct, to reject all forms of forced labor, slave labor, work obligations, and prison labor. Any work performed is performed voluntarily, and our employees can leave the company at any time subject to the applicable notice period.



7.4 Child labor

KURZ undertakes not to use child labor in any stage of the production process. According to Section 5.4 of our Code of Conduct, our employees must have reached the minimum age for employment in the country in question or an age at which they are no longer subject to compulsory schooling, whichever is higher. Under no circumstances may our employees be younger than 15 years of age (with the exception permitted under ILO Convention 138 on the Minimum Age for Employment (ILO Minimum Age Convention No. 138)). Employees under the age of 18 may not be involved in work that, according to ILO Minimum Age Convention No. 138, would endanger the health, safety, or moral principles of young adults. This Code does not prohibit participation in regulated apprenticeship programs which comply with the requirements of Article 6 of ILO Minimum Age Convention No. 138.

In Germany, the prohibition of child labor is regulated by the Youth Employment Protection Act (the country, 'JArbSchG').



7.5 Remuneration

Due to the function/activity performed, a classification into the pay grades in the collective bargaining agreement takes place irrespective of gender. The remuneration transparency law, which came into force in 2018, ensures equal remuneration for women and men.

All benefits granted by LEONHARD KURZ to its full-time employees (e. g., medical care, company pensions, parental leave, non-tariff vacation pay) shall also be granted by KURZ to temporary employees and part-time employees:

Employees can save funds in long-term accounts at KURZ in order to retire early. Once employees on collective bargaining agreements have reached the age of 57 (Or 55 years of age for shift employees), they have a (collectively agreed) entitlement to up to 2.5 hours of retirement leave per week.

7.6 International conventions and recommendations



In addition to the laws and regulations of the individual countries, the conventions and recommendations of international organizations such as the UN, the OECD, and others are primarily addressed to their member states and not directly to companies. Nevertheless, we also regard these agreements and recommendations as important guidelines for KURZ and for our employees, and we expect the same from our business partners and suppliers.

The most important of these agreements are listed below:

- Universal Declaration of Human Rights, UNO 1948
- European Convention for the Protection of Human Rights and Fundamental Freedoms, 1950
- ILO (International Labor Organisation) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, 1997 and ILO Declaration on Fundamental Principles and Rights at Work, 1998
- OECD (Organisation for Economic Cooperation and Development) Guidelines for Multinational Enterprises, 2000
- 'Agenda 21' on sustainable development (final document of the basic conference on environment and development, Rio de Janeiro 1992)

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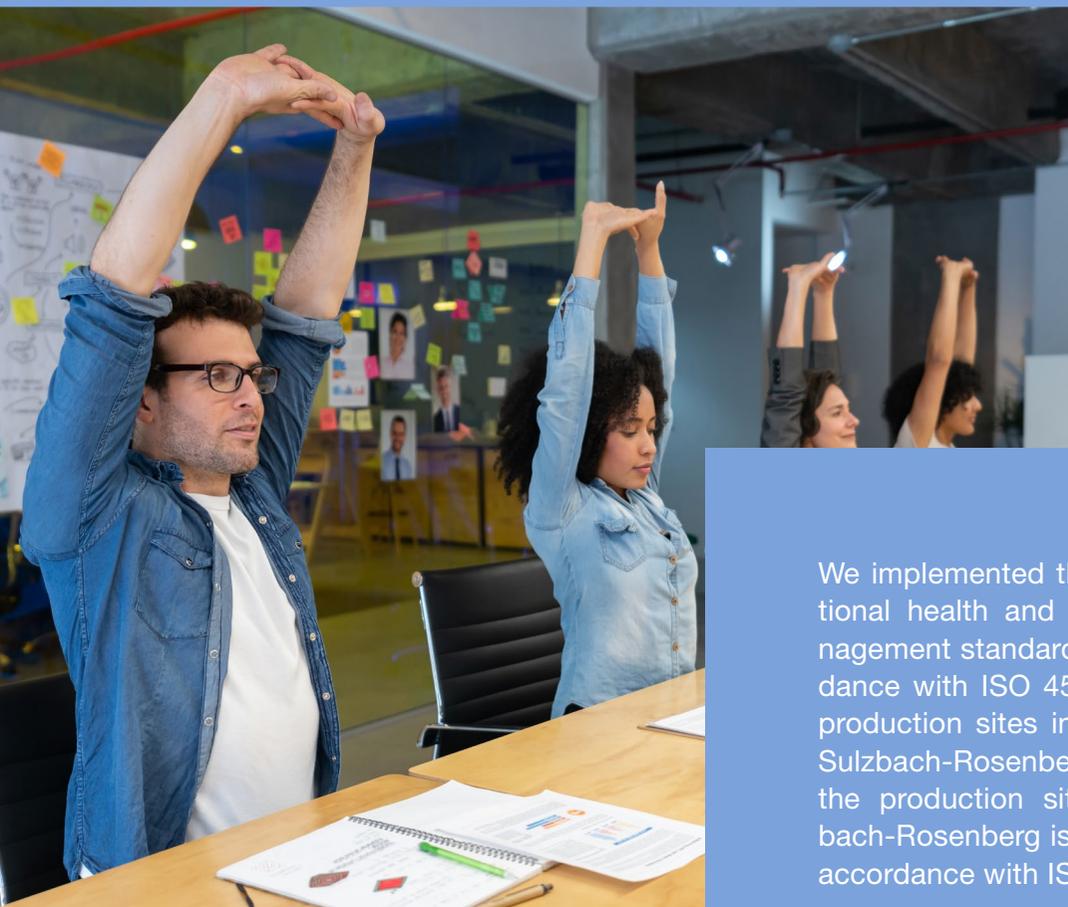
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08. Health and safety



8.1 Occupational health and safety



Employee health is an important issue for us because we want to not only maintain it in the long term but also promote it. For this reason, occupational health and safety has been firmly integrated into our management systems for many years.

We implemented the occupational health and safety management standards in accordance with ISO 45001 at our production sites in Fürth and Sulzbach-Rosenberg; part of the production site in Sulzbach-Rosenberg is certified in accordance with ISO 45001.

Legally binding regulations are the highest priority for us, and we also set internal standards for ourselves. Our long-term goal is to prevent accident and health risks as far as possible and to support our employees with preventive, health-preserving services and measures.

Our large number of occupational health and safety officers make an important contribution to this. In addition, we have laser, radiation, fire, and explosion protection officers, as well as experts on hazardous substances and health protection. This means that we have the right points of contact and specialist knowledge directly at KURZ, which enables us to act and implement quickly.

Our occupational health and safety specialists are supported by numerous safety officers who are appointed throughout the entire company.

In order to continue to advance in the areas of occupational health and safety, we use our regular safety committee meetings to agree on targets and optimization measures. There, topics such as risk assessments, prevention, accident statistics, and accident black spots as well as the effect of measures are discussed together with the management, managers, company doctors, occupational safety specialists, safety officers, and the works council, which is regarded as the spokesperson for all employees.



Risk assessment and employee engagement

A central element of our occupational health and safety management is the performance of risk assessments. When assessing the required activities for all work areas of the company, we comply with legal requirements and incorporate recommendations from accident insurers as well as findings in occupational health and safety. The results of the risk assessments are prepared and

documented in accordance with the current requirements of the Ordinance on Hazardous Substances (the country, 'GefStoffV') and the Ordinance on Industrial Safety and Health (the country, 'BetSichV'). Through this solid process, we can identify hazards in the workplace, assess risks, define measures to protect employees, and monitor the effectiveness of the measures. The risk assessments are prepared and regularly updated before a new activity is commenced.

We also see the performance of risk assessments as opportunities to identify weaknesses and to transfer the knowledge and solutions gained from them to other work areas. In order to continuously improve working conditions, we consider it essential to also involve our employees in the evaluation processes. The link between the employees on site and the occupational safety experts consists of the numerous safety officers, whose responsibility includes passing on weaknesses

identified by the employees to the responsible occupational safety specialist.

Psychological risk assessment

Our risk assessments are holistic and therefore include all risk factors, such as those recommended by the Federal Institute for Occupational Safety and Health. In doing so, we attach particular importance to assessing psychological stress.



In a concept specially developed for this evaluation, we conduct a voluntary and anonymous survey of all our employees using a questionnaire recommended by our accident insurers. In this way, we

involve all employees and ensure a significant result. The stress priorities determined by the survey are then discussed with employee representatives, representatives of the works council, the HR department,

occupational health and safety officers, and relevant managers, and measure concepts are developed. The effectiveness of the measures is assessed at regular intervals.

Telephone hotline for psychological counseling

Since 2012, we have been working with a psychological practice and have set up a telephone hotline with them for our employees: All KURZ employees have the opportunity to seek help for psychological problems free of charge, quickly and anonymously. If an employee wants support, there is a guarantee of an initial personal consultation within 48 hours. If this consultation reveals that the problem is a mental disorder with an illness value, our employees receive follow-up appointments within the next two weeks (a combination of individual and group therapy, depending on the case). The costs are then covered by the health insurance. In the case of a mental disorder without disease value, KURZ covers the costs of 2–3 counseling hours in the psychological practice.

Safety precautions

Derived protective measures correspond to the state of the art and are fundamentally determined by us according to the S-T-O-P principle. The S-T-O-P principle refers to the following order of priority: Substitution (complete elimination of the

source of danger), before Technical solutions, before Organizational and Personal solutions.

Despite the consistent pursuit of this principle, it is essential that our employees wear personal protective equipment. Suitable and appropriate protective equipment is selected by our occupational safety officers and made available to our employees free of charge.

Regular activities are also carried out to check the effectiveness of the protective measures in order to ensure compliance with occupational exposure limits (noise, hazardous substances). The protective measures also include regular inspections and maintenance of work equipment and machines. A test and maintenance plan can be found in each risk assessment document.

Medical check-ups and emergencies

The company physician provides the legally prescribed preventive medical examinations in cooperation with our in-house medical department. Furthermore, we also offer voluntary medical check-ups, a wide range of consultations or free flu vaccinations through this department.

In addition to our company paramedics and first aiders, the company medical office is a first point of contact for the initial care of emergencies and injuries.

In order to be able to respond as quickly as possible in the event of an emergency, we have installed several external defibrillators at the sites, which can also be used by lay persons.

Eldercare and childcare support

KURZ works with a company that offers our employees individually tailored, comprehensive information, advice and referral services in the areas of care for relatives in need of care (homecare/eldercare) and childcare. The aim is to offer our employees un-bureaucratic and rapid help in stressful situations. The advice is anonymous, which means that KURZ does not find out who is making use of what support.

Child holiday care

We have been intensively involved in the Fürth Alliance for Families since 2011. The alliance was established to support working parents in Fürth companies and to promote

the compatibility of family and career. Our employees' children can attend childcare during the holidays and we pay 50 % of the childcare costs. This way, we enable our employees to obtain easily affordable and highly qualified care for their children.

Employee training and instruction

An important basic component of preventive occupational health and safety is employee training. Only sufficiently qualified employees can recognize hazards and apply safety regulations appropriately.

To support regular oral instruction, a few years ago we introduced an e-learning system that enables all employees to study individually and in a way that is tailored to their work activities.

The training courses cover all safety-relevant topics, such as handling hazardous substances, handling loads, and conduct in an emergency, and are updated as required. The contents of the training courses are accessible to every employee at all times, and various contact persons are available to answer questions or to assist with language barriers.

AGG training (eLearning training on the General Equal Treatment Act)

All employees (incl. temporary workers, temps, interns) complete an eLearning training on the General Equal Treatment Act on their first day of work. Since last year, we have a new eLearning training with a final, demanding comprehension test to ensure that what was heard was understood. There is also a contact person in the company for complaints.

Support for further training and advancement

KURZ supports job-related and in-service training for its employees in a variety of specialist areas. These include, for example, continuing education courses with recognized state or public law qualifications, degree courses or also job-related continuing education courses without state recognition. Support is provided in the form of paid time off and/or cost absorption.

In addition, KURZ offers numerous opportunities for internal training. The "KURZ College" section covers all further training courses:

“KURZ College inside” contains all events in which KURZ employees offer short seminars for KURZ employees. The “KURZ College in-house” section brings together all seminars where external trainers come in-house, and the “KURZ College individual” section includes external training courses attended by our employees.

Work-related injuries and illnesses

Accidents cannot be ruled out, but we do our utmost to avoid them and to continuously reduce the accident rate through improvement measures.

Not only reportable accidents, but also accidents that result in few or no lost working days are analyzed, assessed, and, if necessary, adaptation measures initiated.

In accident statistics and risk assessments, all accidents and the resulting measures are documented in order to detect any clusters or weaknesses.

When recording reported accidents, we ensure that the causes of accidents and injuries are precisely documented so that any clusters can be identified and, where necessary, counteracted.

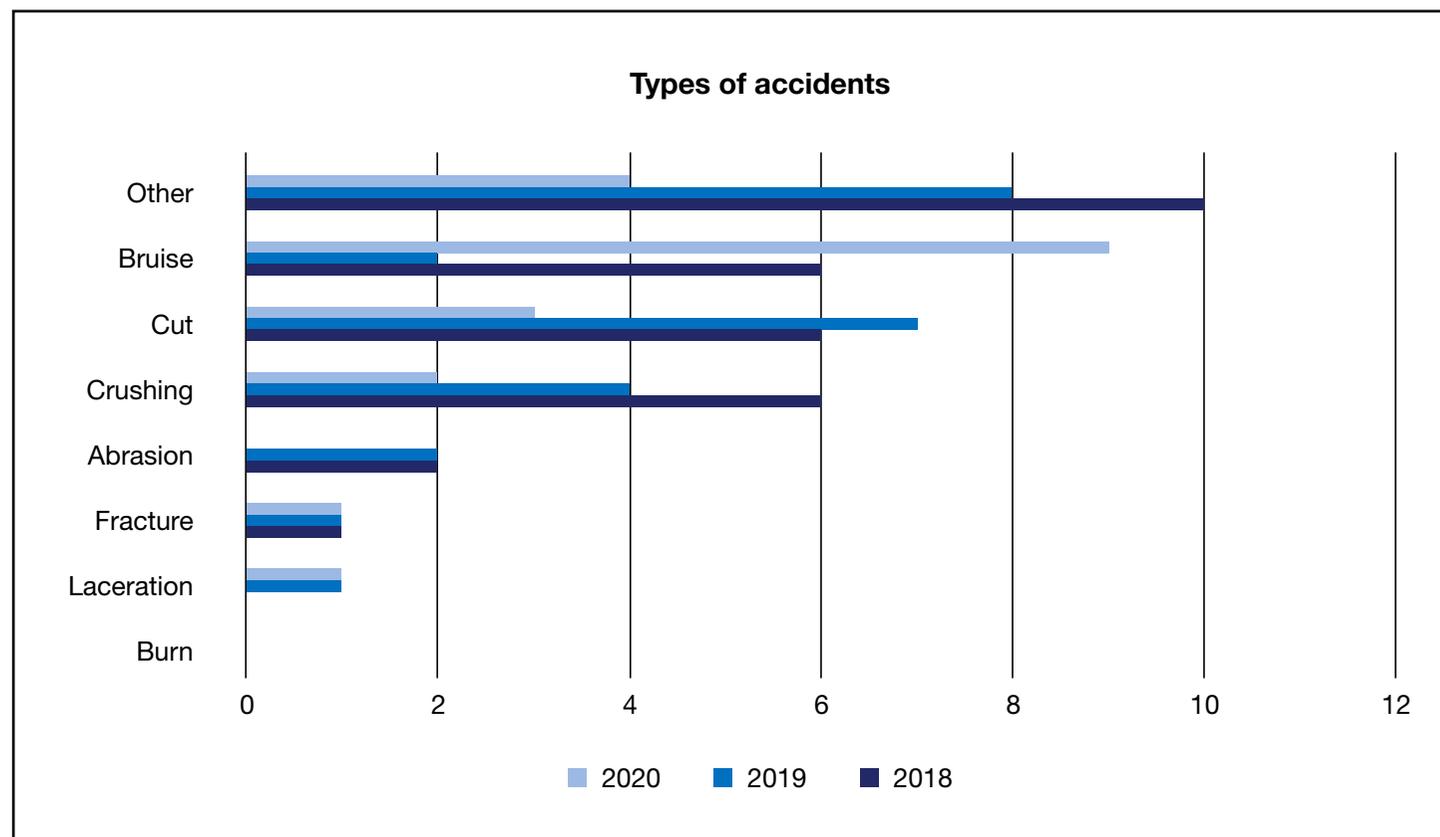
Number of accidents under reporting obligation

	2020
Fürth	20
SuRo Plant 1,200	17
SuRo Plant 1,300	15

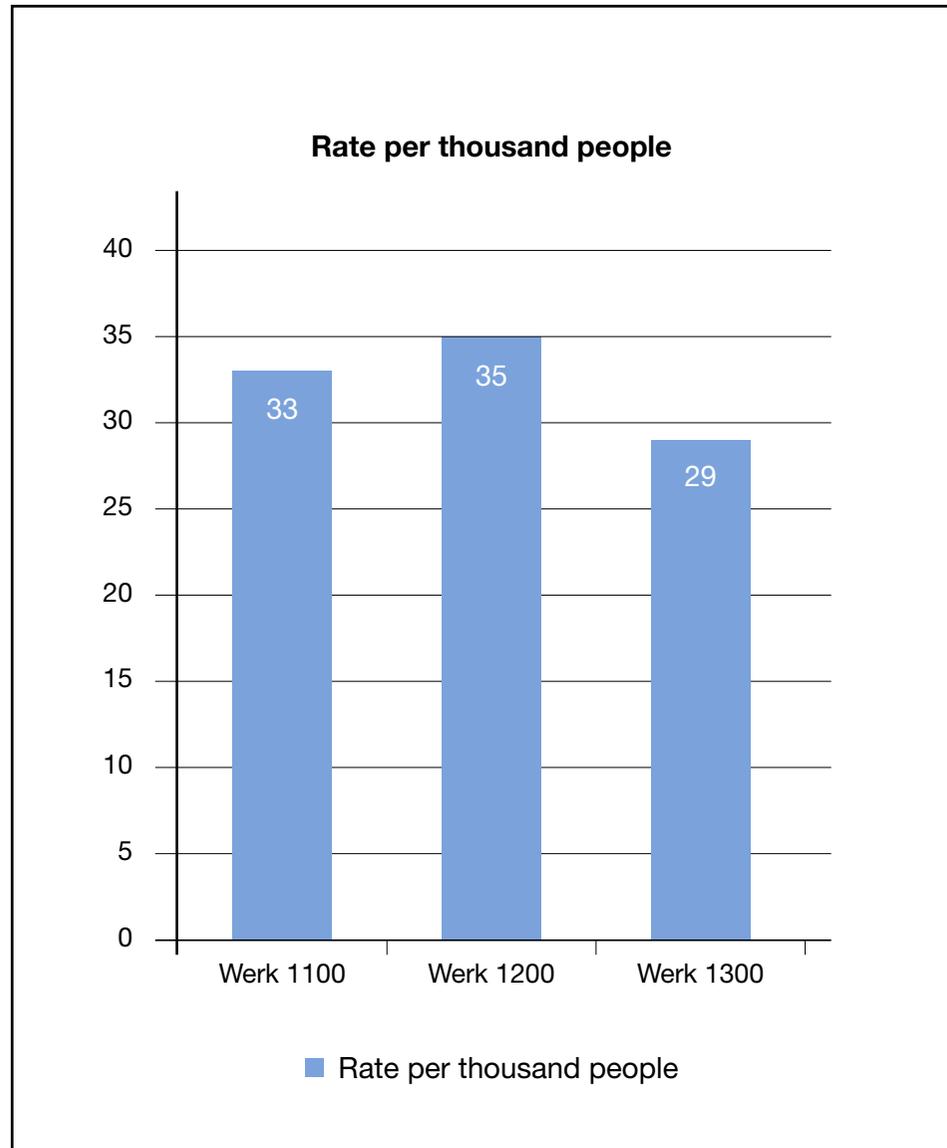
Number of occupational diseases 2020

	Fürth	Sulzbach-Rosenberg
Suspected cases	0	0
Acknowledged cases	0	0

Types of injury using Fürth as an example



The Rate per thousand people enables us to compare the production sites and the industry. This figure refers to the number of reportable workplace accidents each year per 1,000 industrial employees:



Suppliers and service providers

We draw the attention of the service providers working on our sites to our applicable safety regulations through our guidelines for third-party workers. Our purchasing conditions require suppliers to comply with all applicable statutory safety regulations. We use construction site coordinators on in-house construction sites and for conversion work.



8.2 Company cafeterias



A wide variety of dishes are prepared on site daily in company cafeterias. The use of high-quality, seasonal, and regional ingredients is a top priority at company cafeterias, as well as the requirement for fresh products.

KURZ intends to implement traffic-light labeling of food and beverages (Green: Desirable, Amber: Neutral, Red: Undesirable), which allows the health value to be estimated.

The offering follows the criteria of regionalism, seasonality, and sustainability. Animal welfare and sustainable fishing issues also play a major role. Moreover, with health and wellness products the KURZ Group wants to create offerings for healthy snacking in vending machines and shops.

8.3 Medical check-ups with health insurance funds

In cooperation with various health insurance funds, KURZ offers preventive medical examinations every year. Of these services, which are usually only offered by physicians for a fee, in 2020 we were able to offer two examinations in cooperation with the health insurance funds. In February, a two-day and three-day liver and kidney screening took place at both locations. During screening, the liver and your kidneys were examined with an ultrasound device to determine whether there were any abnormalities. In Fürth and Sulzbach-Rosenberg, a total of 159 employees took part in the check-up. Of these, 18 participants were recommended to be further examined by the specialist. In 2020, another focus of prevention was on cardiovascular diseases. A carotid screening is performed to examine the carotid artery using an ultrasound device to determine whether there are deposits that interfere with circulation. Blood pressure and heart rate are also measured. Due to the increasing number of COVID-19 cases in the fall, the screening could only be carried out in Sulzbach-Rosenberg with a total of 66 participants. There were 29 conspicuous findings, which should be further examined by a specialist. This encourages us to continue our prevention programs in the years to come.



8.4 Health circles for trainees

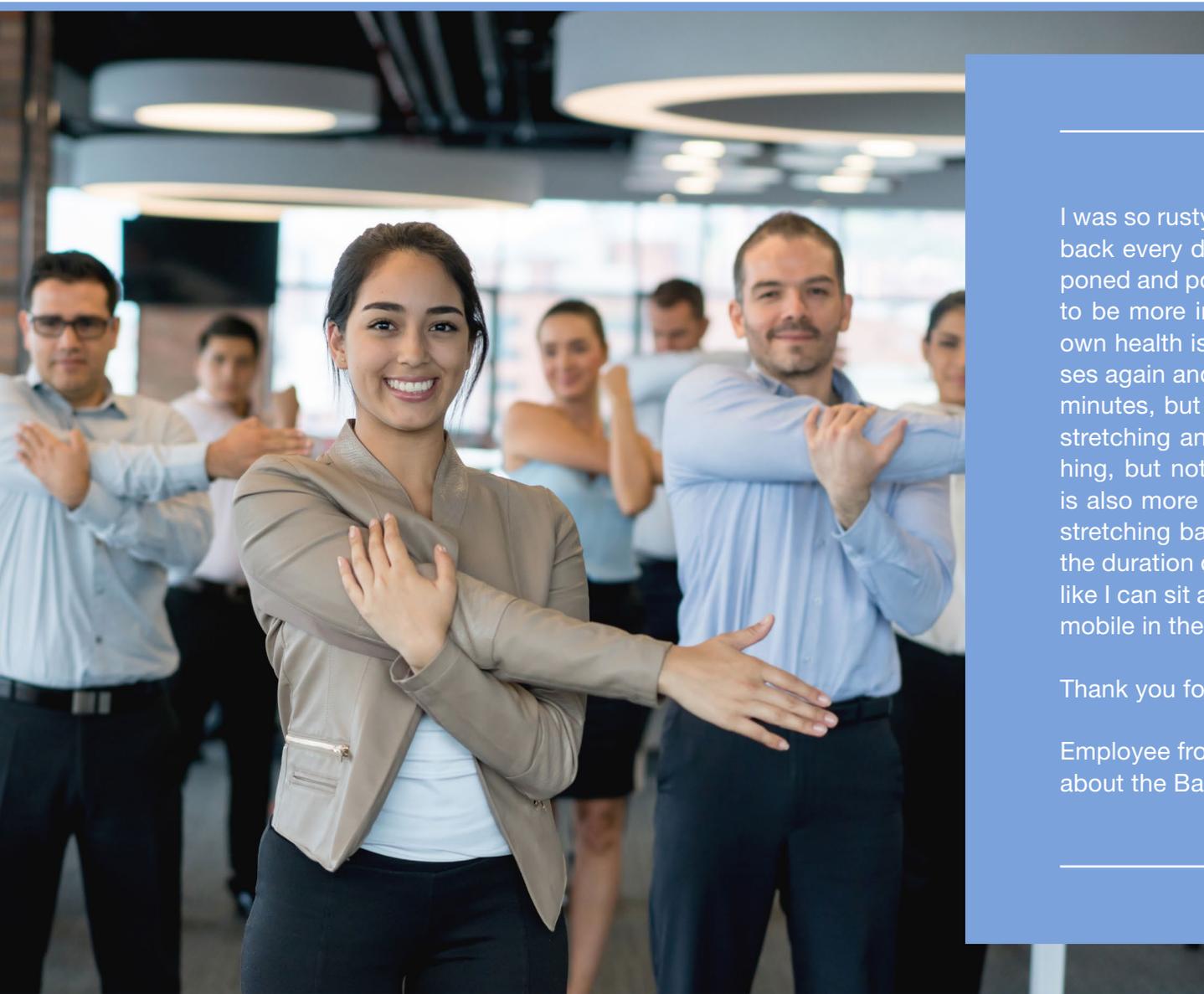
The modules of the trainee health circle teach our trainees a lot about exercise, nutrition, addictive substances, and working life. Due to COVID-19, only the module 'Addiction and healthy psyche' could be offered to a total of 17 trainees in 2020. A former criminal police officer from the Drugs and Medication Commission was able to impress the trainees with many real-world stories and extensive specialist knowledge. In addition, our young employees received information about mental illnesses and disorders and the KURZ telephone hotline, which supports all employees in dealing with mental stress.



8.5 Yoga classes

Flowing movements and guided breathing, stretching the entire body and strengthening the entire body, and relieving tension – that's yoga! In addition, yoga has a calming, balancing effect and can thus contribute to stress reduction, among other things. At KURZ, yoga classes are offered on an ongoing basis. Two out of the typically three courses every year at each location, are largely funded by the health insurance funds. KURZ pays two-thirds of the course fee for the third course. In 2020, the implementation of the courses required a great deal of organizational talent on the part of the trainers. Thanks to online training, larger premises, and flexible schedules, the courses were carried out as well as possible and were attended by a total of 119 people.

8.6 Occupational health management statements



“

I was so rusty. I keep meaning to do something for my back every day, but without a fixed date it gets postponed and postponed because everything else seems to be more important at the moment. But that one's own health is the most important thing, one suppresses again and again and simply doesn't take these 10 minutes, but shortens to 1 – 2 minutes with bending, stretching and shoulder circles, which brings something, but not the desired effect. And in the group, it is also more fun. I found the exercises with the head stretching back particularly difficult. Also, sometimes the duration of the stretching exercises. All in all, I feel like I can sit and walk more upright again and be more mobile in the neck area.

Thank you for this two-week back challenge.

Employee from development, June 25, 2021,
about the Back Challenge

”

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9. Environmental protection



As a worldwide manufacturer of transfer products, we are aware of our great responsibility toward mankind and the environment, and work continuously to minimize our production processes. Beyond national, cultural, and legal borders, we set the same high environmental standards and goals for all our production sites.

Environmental protection is an integral part of our business activities. We are committed to minimizing the environmental impact of our products and manufacturing processes, and to reducing our pollutant emissions.

There are central guidelines and environmental directives on, for example, raw material selection and handling, and which have been issued by corporate management and are valid worldwide. In order to ensure compliance with these standards, to reach these goals and to target continuous improvement, environmental management systems have been set up and an environmental officer appointed, who reports directly to management. Our environmental, energy, and occupational safety principles apply to all employees of the KURZ Group. It forms the basis of the environmental, energy, and occupational policies at our subsidiaries throughout the world:

We encourage our staff to be engaged and take competent and responsible environmental and safety-conscious actions, and to make healthy lifestyle decisions. We provide safe workplaces. Conditions that are hazardous to health are determined and the hazards eli-

minated or, at least, minimized wherever possible.

We take precautions to reduce the environmental effects of our operations, and to provide a healthy and safe working environment for our employees.

We provide for economical use of resources and energy, in production as well as in product development and plant layout.

Compliance with all measures and our environmental focus are regularly monitored as part of management audits and authority inspections. There have been no complaints to date which would have led to penalties such as fines or other sanctions.

Before new areas or plants are put into operation and through the development of new processes or products, environmental risks are assessed and avoided wherever possible. Through lively exchange with authorities, we ensure compliance with the regulations as confirmed by their approvals.

We implemented the occupational health and safety management standards in accordance with ISO 45001 at our production sites in Fürth and Sulzbach-Rosenberg; part of the production site in Sulzbach-Rosenberg is certified in accordance with ISO 45001.



9.1 Raw materials and materials used



Comparing KURZ transfer finishing to other decoration processes clearly reveals that the wafer-thin aluminum layer makes the decoration of packaging with KURZ transfer technology extremely efficient and resource conserving.

We ensure low-material and efficient use of the raw materials used. Where possible, we use bio-based or recycled materials, both in the manufacture of our products and for all our acquired materials. This means that our packaging materials are also continuously checked for environmental relevance and, if necessary, optimized to this end. We use reusable packaging wherever possible.

We also pay attention to ecological aspects when using our operating materials such as oils, lubricants, and refrigerants.

Our developers have set themselves the task of continuously increasing the proportion of renewable or bio-based raw materials. For example, experiments are currently underway with bio-based carrier materials and raw materials. Where technically possible, we will use PET carrier materials with recycled content.

We obtain a significant proportion of our solvent in bio-based and regenerated form. We reuse our solvent mix recovered through distillation for internal processes.

9.2 Water and wastewater



Water is the basis of life – so we pay great attention to one of the world’s most precious resources and treat it with care. The relatively low water consumption for an industrial operation is caused, among other things, by re-use in sanitary facilities, as a raw material in lacquer production, for cleaning purposes, and as classic drinking water.

Cooling processes required for production are generated by refrigeration systems in a closed circuit. Fresh water is therefore not used for cooling purposes. The water is sourced from regional drinking water suppliers; we do not extract ground or surface water.

The Fürth site is located in the extended water protection zone, which is why we are aware of our responsibility and attach great importance to water protection.

We have therefore not only appointed a water protection officer for our Fürth and Sulzbach-Rosenberg sites but may also use the designation of specialist vendors in accordance with the WHG. Through our existing environmental management system, we continuously monitor compliance with the legal requirements and the additional requirements imposed by ourselves. We don’t differentiate between the two at our production sites around the world.

11%

reduction in water consumption.

19%

reduction in waste water.

Through measures such as installing chemically impermeable floors, double-walled containers, and automatic leak monitoring, we can guarantee that no harmful substances get into the ground or surface water. Thanks to our comprehensive containment concept, we can catch escaping substances before they reach the sewer system or other undesirable areas.

We do not use any substances that are highly hazardous to water (WGK3). Our employees are specially and regularly trained in the handling of water-polluting substances.

The effluent that accumulates is discharged directly into the sewerage system and sent to the local sewage treatment plant. In doing so, we comply with the discharge requirements. Our rainwater is monitored for unwanted ingredients using oil skimmers. Non-conductive wastewater is disposed of properly.

When purchasing new water consumers, we pay attention to water-saving systems and products. Wherever possible, we work with closed water circuits. For example, we operate vacuum distillation plants to recover water and close loops.

Our customers do not need water or wastewater when processing and using our products.

Water consumption:



Wastewater to sewage treatment plant:



9.3 Waste and recycling



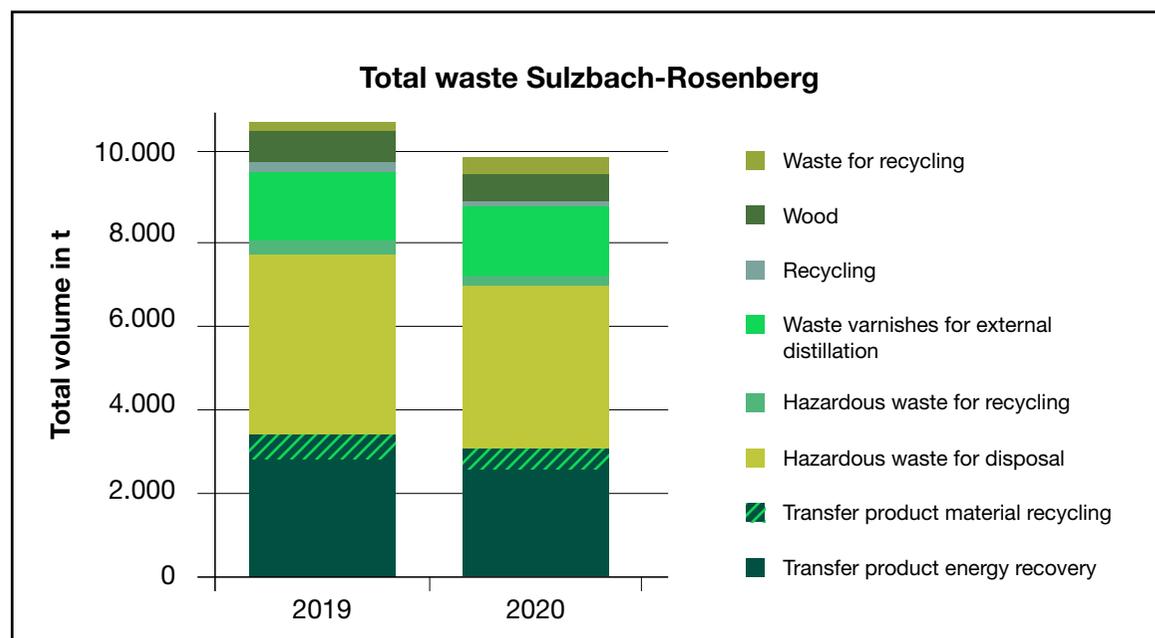
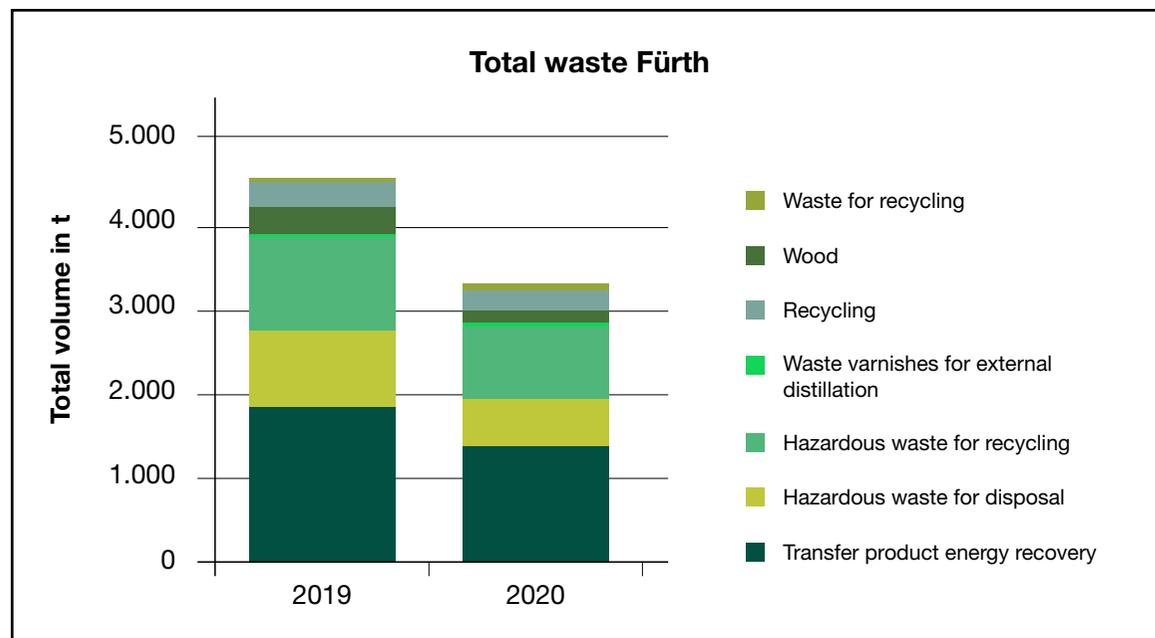
9.3.1 Waste

The top priority is waste prevention. But wherever waste is unavoidable, we have sought sensible ways to recycle it. Initiatives for reducing waste accumulation are an important component of our process development. Examples of implemented measures include optimization of foil widths, use of thin substrate wherever possible, reduction of coating weight, and use of polyester off-specification batches for press proofs. Any unavoidable waste that must be discarded is recycled in an environmentally sound and meaningful way. As a manufacturer, we feel responsible for the fate of our waste. We value the capability to retrace and manage its path to the end. Disposal partners must thus be authorized, and processing techniques must be viable and sensible from an energy standpoint. As a basic principle, we deliver waste only to facilities that have been previously assessed and audited by our qualified personnel.

We only dispose of our waste within Germany. Any defective batches or residual transfer products that accrue are never sold to purchasers who could transport waste to emerging or developing countries.

The conscious handling of hazardous waste is of particular importance to us. Therefore, we do not import, export, transport, or handle hazardous waste.

In order to adequately fulfil all these obligations and self-imposed requirements, we have appointed a waste management officer and integrated all waste processes into our environmental management system. We evaluate the different types and volumes of waste annually. In the event of abnormalities, we investigate the causes and develop concepts involving all relevant departments and areas of responsibilities.



We regularly train our staff on topics such as waste avoidance, sorting of waste, and careful handling of waste.

The issue of hazardous goods is closely linked to this. In order to ensure compliance with all dangerous goods regulations, we have appointed a dangerous goods officer and train numerous employees in the area of dangerous goods.

One of our largest amounts of waste is a product of the disposal of carrier materials or bad batches of our transfer products. This type of waste, which is generated by us and our customers, consists of a PET carrier film with dry varnish. In other words, a quite common and non-hazardous trade refuse containing no dangerous or toxic substances whatsoever. It could be handled as normal household waste, but that's not enough for us: A large part of our stamping foil waste is used for energy recycling. Thanks to the polyester substrate's high fuel value of approx. 34,000 kJ/kg, its fuel mass fraction is very well suited to producing fuel surrogates. The fuel surrogates are primarily used in the cement industry, but also in power stations. This replaces and sustainably protects fossil energy sources like coal and fuel oil. We recommend that our customers also energy recycle foil residues from the stamping process. Our stamping foil residues meet the comparatively very stringent limit values of most fuel surrogate plants (chlorine, arsenic, etc.). By using it as a substitute fuel, the use of gas, oil, or coal is reduced in the plants approved for this purpose. Uncoated substrate residues are processed into new PET granules in an in-house process.

9.3.2 Recycling

In all our waste streams, we are investigating the possibility of recycling to close material streams. Wherever possible, we prefer disposal methods that enable material or energy recycling.

For example, our carrier material, which we use for our decorative layers, can be recycled with excellent energy efficiency. For many years now, we have therefore recommended that our customers use the waste material they produce for energy recovery.

However, since we regard PET as a valuable raw material, we have made it our mission to find a way to recycle the carrier materials.

We have succeeded in developing a process with which we can create a new and high-quality material for new plastic applications from the residual materials.

We sell a PET-based recycled compound under the registered brand name RECOPOUND®, which was created from our customers' transfer carrier residues. Through the return and recycling program KURZ RECOYSYS®, we enable our customers to return any accrued residual materials to us, which we process into new raw materials in our recycling center at our Fürth site.

In all our recycling activities, we focus on closing loops. That's why we not only manufacture transport packaging for our products from our RECOPOUND® material, but have also set ourselves

the goal of reusing the PET carrier recycled by us for the manufacture of new transfer carriers. We also asked ourselves how the recyclability of products is influenced by our transfer products. Therefore, we have had several investigations and tests carried out that enable us to make qualified statements.

Paper and cardboard decorated with KURZ transfer finishing can be recycled without restriction by existing collection, sorting, and recycling machinery. Every type of KURZ-finished product can be recycled without additional expenses. Our decorative layers for LUXOR® products are demonstrably deinkable.

When it comes to the biological degradability and compostability of packaging, KURZ transfer decoration has been proven safe. Our LUXOR® MTS 220, for example, was certified in accordance with DIN EN 13432 as a harmless additive for the composting process. The minimal decorative layer ($\leq 1\%$ by weight) does not affect the process. Prerequisite: The cardboard itself is compostable (disintegration according to DIN EN 13432). Thanks to KURZ's extremely thin transfer layers, this is now possible in almost all applications we know of.

We support our customers in creating a holistic recycling cycle through research and development of products and processes. On our

[website](#), we inform our customers and all interested parties about the recyclability of transfer-coated products.

Our goal is to offer customers freedom of design at maximum efficiency. That's why we are working with them to develop pioneering plastic decorations that do not impair the recyclability of the products.

100 % Recycled material



Gloss: 89 GE
(measured at a reflection coefficient of 60°)

New material



Gloss: 89 GE
(measured at a reflection coefficient of 60°)

In addition, our products can now be used to finish recycled material with the same high quality and creativity as virgin material.

9.4 Energy consumption and energy savings

We have been maintaining our environmental awareness for decades, and an eco-audit was carried out in conjunction with our first environmental report in 1998. Since 2002, we have had an environmental management system in place, certified in accordance with ISO 14001, in which energy has always played a major role. In 2014, an energy management system in accordance with ISO 50001 was implemented in the existing system.

Energy management

Together with the cross-departmental energy team, our energy managers record and evaluate energy consumption at regular intervals and calculate efficiency improvement measures and potential savings on this basis. Among other things, we encourage our employees to act in an energy-saving manner through annual training because avoiding energy is our top priority. That's why we take energy efficiency into account right from the planning stage of new plants, buildings, or production processes.

	Fürth	Sulzbach-Rosenberg
	Percentage	Percentage
Total fuel consumption (not renewable)	38 %	29 %
Total fuel consumption (renewable)	0 %	0 %
Electricity consumption (electricity purchase + own generation)	21 %	30 %
Natural gas consumption	33 %	29 %
Fuel oil consumption	1 %	0 %
Solvent regenerate	3 %	0 %
Heat recovery exhaust air purification	3 %	11 %
Fuels	1 %	1 %
Electricity sold	0 %	0 %
Heat sold	0 %	0 %
Cooling energy sold	0 %	0 %
Steam sold	0 %	0 %
Total energy consumption	100 %	100 %

Conversion factors for different energy units (volker-quaschning.de)

We source all our electricity from renewable sources. We supplement the purchased green electricity with internally generated energy, e. g., from photovoltaic systems.

We want to increase the proportion of internally generated energy to a maximum in the coming years.

Not far from our site in Sulzbach-Rosenberg, an open-space photovoltaic system with 13,000 MWh/a will be commissioned in 2022, 100 % of whose electricity we will purchase. This means that we can fulfill 20–25 % of our electricity demand in Sulzbach-Rosenberg with electricity generated in the immediate vicinity.

We generate our heat energy through natural gas, heating oil, and the firing of solvent regenerate, which we obtain from residual lacquers. The energy used in our regenerative post-combustion plants is not completely lost but is used to the very best of what is technically possible. We achieve an efficiency of up to 95 percent. We use the recovered heat energy directly in our production processes again.

Recycling of Energy & Solvents



Constant expansion of photovoltaic systems



Highly developed systems and controls



100 % green electricity in all German production sites

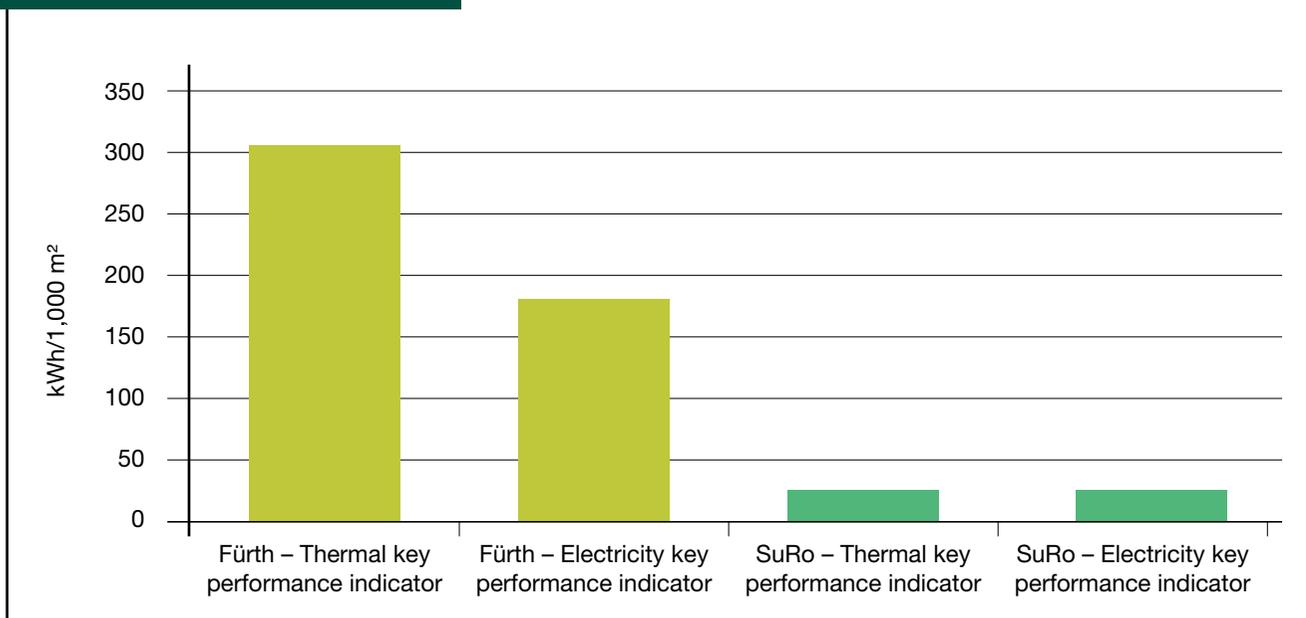
Increasing energy efficiency

Through our energy measures program, we are continuously reducing our energy requirements, and by means of the measures implemented in the reporting year, we were able to reduce the total energy consumption by around 7,600 GJ.

	Measures	Savings in GJ	Savings in %	Types of Energy included	Method for calculating Savings	Location	Year of Implementation
Energygoal 1	Reduction of heat losses lacquer machine 37	5,400	71 %	Natural Gas	Heat Meter	Fürth	2020
Energygoal 2	Photovoltaic systems	1,159	15 %	Electricity	Electricity Meter	Fürth	2020
Energygoal 3	LED lighting	324	4 %	Electricity	Estimate	Sulzbach-Rosenberg	2020/2021
Energygoal 4	Photovoltaic systems	691	9 %	Electricity	Electricity Meter	Sulzbach-Rosenberg	2019/2020
Total Savings		7,574	100 %				

To evaluate our energy intensity, we introduced key figures with the commencement of our energy management program, which are evaluated annually and communicated within the organization.

Energy key figures for Fürth and Sulzbach-Rosenberg



Only the purchased energy volumes (electricity, natural gas, heating oil) are included in these energy indicators. The energy consumption relates to 1,000 m² of transfer product processed by our production facilities.

Since Fürth sees many trials and products developed at a slower speed, the energy intensity there is significantly higher than that in Sulzbach-Rosenberg.

In addition to efficiency improvement measures within the company, our development teams are working intensively on different optimizations in order to reduce the energy requirement for the already very energy-efficient application of our transfer products. Due to its thin layer thickness of approx. 4 µm, the application process requires the lowest energy input per square meter of finishing surface compared to alternative processes.

9.5 Emissions to ambient air



9.5.1 Greenhouse gas emissions

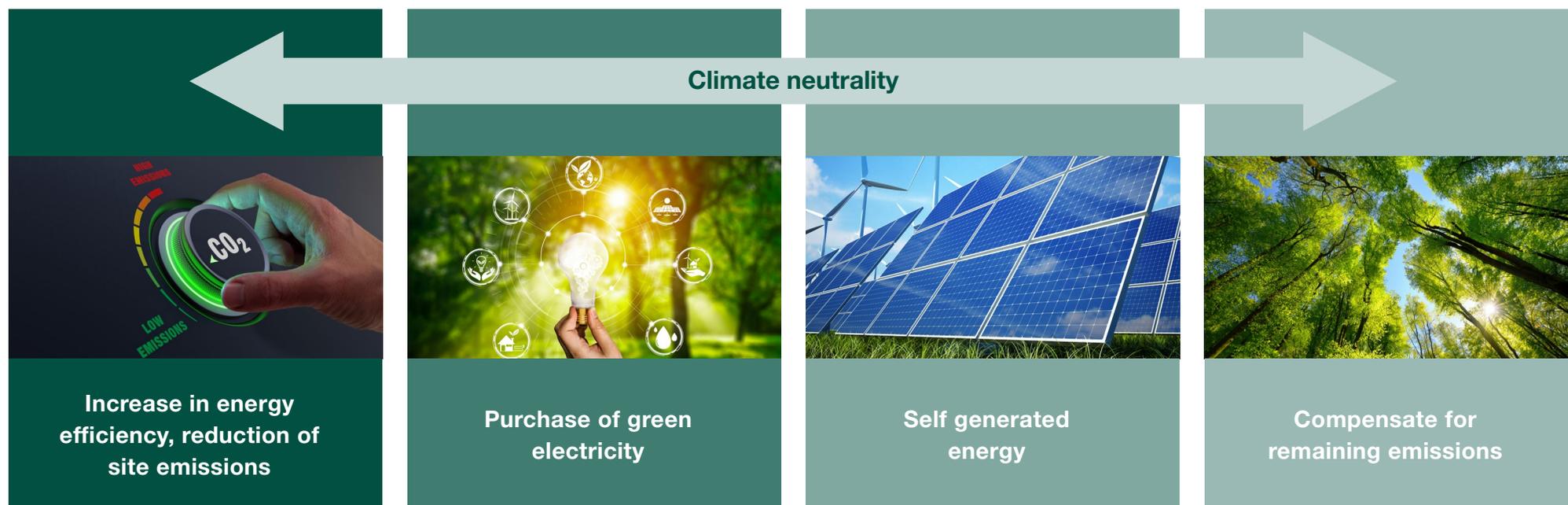
Corporate carbon footprint and the path to climate neutrality

In order to offer our next generations a future worth living in, we regard the fulfillment of the German climate protection law and/or the goals set by the EU Green Deal on climate neutrality as one of our most important tasks.

For this reason, we are currently working intensively on determining our Scope 1 to 3 emissions, which we want to define and pursue for our climate targets. For the Fürth

and Sulzbach-Rosenberg sites, we were already able to record Scope 1 and 2 emissions for the reporting period. The calculations cover more than 95 % of our total emissions and were carried out based on the GHG protocol. The climate relevant gases defined therein are included in the calculations. The total emissions are presented in CO₂-equivalent values. The emission factors and GWP values refer to the IPCC status report and provide for a time horizon of 100 years.

On the way to climate neutrality, we consider the three pillars of 'improving energy efficiency and reducing direct emissions', 'consuming green energy', and 'generating energy ourselves' to be the most important in deriving measures. We are therefore continuing to do everything in our power to produce more energy efficiently and with lower emissions, and are continuing to expand the proportion of our own energy generation systems.



As part of our environmental and energy management program, we already collect and coordinate climate relevant measures and objectives. Projects such as the purchase of electric cars, the expansion of photovoltaic systems, and the use of bio-solvents contributed to reducing emissions.

On the other hand, we had already carried out comprehensive Scopes 1 to 3 observations as part of product carbon footprint calculations based on ISO 14067. The system limit of the footprints includes all identifiable Scope 1 to 3 emissions over the entire product life cycle, i. e., 'cradle to grave'.

	Scope	Total [t CO ₂ equ.]
Electricity	2	0
Gas	1	0
Solvents	1	92,6 %
Fuel oil	1	1,75 %
Fuels for plant transports <ul style="list-style-type: none"> • Factory trucks • Forklifts • Company cars 	1	2,2 %
Escaping gases (e. g., from leaks)	1	3,5 %

Direct Scope 1 emissions:

Most of Scope 1 emissions come from the combustion of the solvents used in our production. We have already been able to offset the emissions caused by the natural gas used by supporting gold-standard compensation projects. The remaining and smaller proportion of Scope 1 emissions is made up of combustion emissions from heating oil and fuels as well as gases escaping in minimal quantities from refrigeration systems.

Indirect Scope 2 emissions:

By purchasing 100 % green electricity and generating our own electricity, we have already been able to completely reduce Scope 2 emissions.

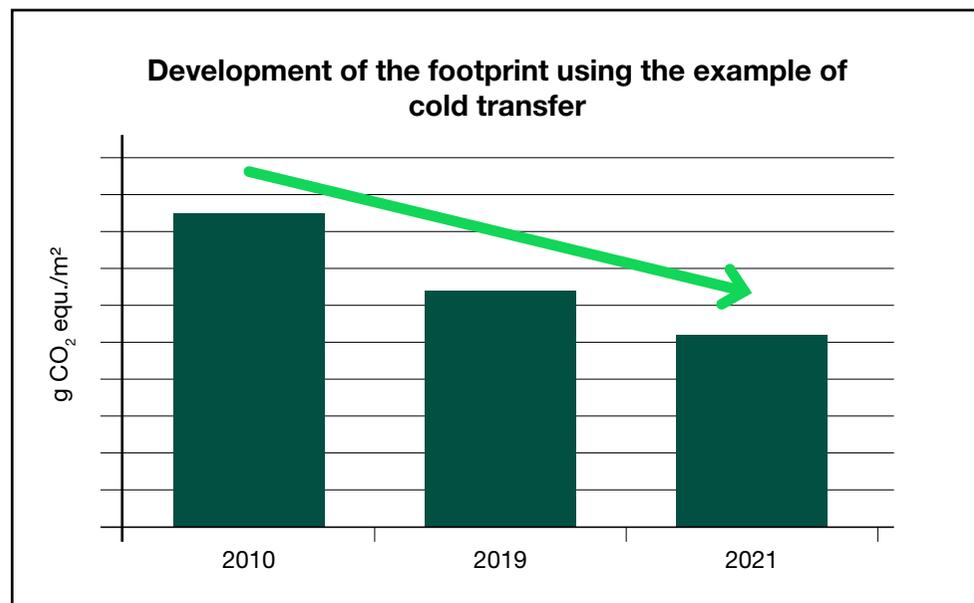
Indirect Scope 3 emissions:

To date, the far more complex and difficult to determine Scope 3 emissions have only been partially recorded.

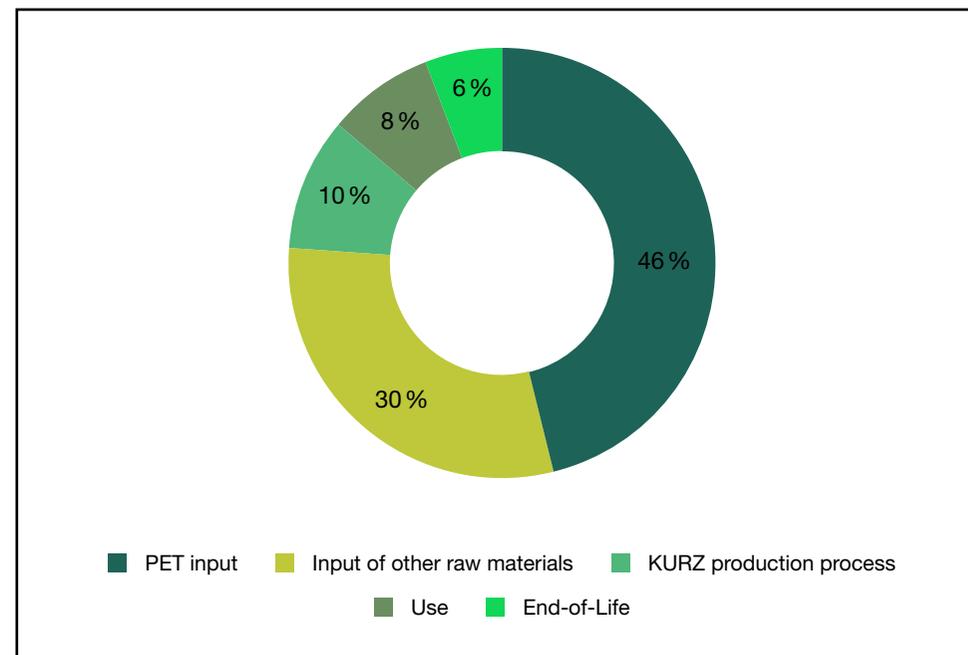
Scope 3	Total [t CO ₂ equ.]
Occupational transport employee	1,8 %
Business travel Air travel	1,8 %
Downstream logistics	22 %
PET input	43,9 %
PET disposal	5,2 %
Solvent production	25,3 %

Product carbon footprint

Regular updates reflected our efforts to improve efficiency and climate management measures in the past. The CO₂ equivalents per m² transfer product were thus continuously reduced. *For example, the carbon footprint for a cold transfer product including participation in our KURZ RECO^SYS® program is 108 g CO₂ – eq./m².* The significant reduction steps were caused by the switch to green electricity and the development of our KURZ RECO^SYS® program for the material recycling of transfer residues.



The product carbon footprints provide us with a good indication of the distribution of GHG emissions over the complete life cycle of the products. For example, the largest share of a cold transfer product is found in the material input area. We use these findings as a basis for deriving climate targets – and measures to be able to further reduce the footprint of our products in the future.



With regard to the CO₂ balance sheet, stamping foils perform very well both in partial aspects and in the overall analysis of the process. If you take into account the strong environmental commitment that KURZ has been pursuing as a company for many years, you get a remarkable result: According to conscientious internal calculations, the total CO₂ emissions of KURZ transfer products from the procurement of raw materials to the application and the disposal of the polyester carrier are only approx. 50 % of a metal pigment product.

9.5.2 Direct air and noise emissions

We supply the solvent used in our production to state-of-the-art post-combustion plants. The air emissions generated by these combustion processes are measured and evaluated at regular intervals by certified bodies. At **85%, we are significantly below** the permissible limit values for all of our post-combustion plants worldwide.

With complex noise insulation enclosures and noise reduction measures, such as noise barriers, we keep our noise emissions as low as possible.

The application process of our transfer products does not result in any further emissions for our customers. Due to the dry and solvent-free process, it can be regarded as emission-free.

We apply for and have the necessary environmental permits (e.g., emission control) and registrations, and we comply with the operational and reporting requirements of these permits.



85%

significantly below the
permissible limit values

9.6 Protection of human health and of the environment



The current status at LEONHARD KURZ Stiftung & Co. KG (July 2021)

According to the EU regulation 1907/2006 dated 18th December 2006 (REACH REGULATION), our transfer products are classified as articles and therefore are not subject to registration. Therefore, the preparation of a safety data sheet is not mandatory for our transfer products. For the customer using the product this means that the duty to check whether special requests or restrictions resulting from the used raw materials have to be considered is not applicable. Additionally, the transfer product (article) fulfills the requirements of article 67 (REACH REGULATION) and complies with the conditions of the restrictions listed in Annex XVII.

We as a downstream user, use only such raw materials and substances for the transfer product production, which according to the information of our suppliers, are not subject to authorization requirement as of Annex XIV (updated on 2020-02-27) of the REACH regulation. Also, no substances on the Candidate list (Substances of Very High Concern) as updated on 2021-07-08 are included in our products in a concentration above 0.1 % weight by weight.

If either by modification or reclassification of raw materials the duty to pass information about substances in articles (REACH / article 33; >0,1% weight by weight substances to which authorization will apply) will be required, we will inform you immediately. If customers use our stamping transfer products in the proper manner to finish products, those transfer products are in conformity with REACH and no further activities regarding REACH regulation are necessary.

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10. Ethics and compliance

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10. Ethics and compliance



“A company’s good reputation is based not only on the quality of its products and its economic success, it is also significantly influenced by the company’s attitude towards its employees, business partners, and the public. For us, this means that all our values and our corporate actions are based on prescribed legal and ethical standards.” We understand the importance of the relevant laws, regulations, principles, and standards, both internally and externally, and we are committed to complying with them. (KURZ Code of Business Conduct).

In our endeavor to offer all manufacturers the best solutions for product enhancement and to be the first choice for all aspects of surface finishing in all our target groups, we have always committed to complying with the highest standards of ethical conduct when dealing with employees, customers, suppliers, government agencies, and authorities.

In order to comply with our commitment to these standards of ethical conduct, we have established the following policies and procedures:

The KURZ Code of Business Conduct, which is firmly anchored in our corporate policy, as well as the KURZ Anti-Bribery Policy and the Guideline on Gifts and Invitations, which came into force during the reporting period. The Board of Directors and the Management Board are committed to the KURZ Code of Business Conduct, the KURZ Anti-Bribery Policy, the Guideline on Gifts and Invitations, and the requirements, processes, and guidelines contained therein.

In order to reinforce this commitment, we have decided to obtain certification in accordance with ISO 37001 – Anti-Bribery Management System (ABMS) – for the Banknotes division. This certification shows that our company is dedicated to not tolerate corruption and bribery and to take further preventive measures as appropriate.

10.1 Guideline on Gifts and Invitations



The KURZ Guideline on Gifts and Invitations describes the organization's process for receiving and issuing gifts and invitations. Gifts that are likely to affect the ability to make appropriate and objective business decisions, or that may merely give the appearance of such an impairment, may not be accepted or offered by KURZ employees or by third parties acting on behalf of KURZ. Gifts or other gratuities are not permitted without exception if the donor expects or suggests that they expect a corresponding consideration. The acceptance of cash or items exchanged for cash is prohibited without exception. Special rules apply to dealings with public officials.

10.2 Training



Communication and training on anti-corruption policies and procedures

All members of the control body have been informed of the anti-corruption organization's policies and procedures.

All employees have been informed about the anti-corruption policies and procedures of the

organization as part of our internal employee communication.

The organization strives to standardize the KURZ Code of Business Conduct in all its contracts with third parties such as agents and consultants. For the next reporting period, the organization is planning to oblige all third parties in the Bank-

notes division to comply with the KURZ Anti-Bribery Policy. Other individuals or organizations are informed of their policies and procedures via the organization's reference to the KURZ Code of Business Conduct in its Terms and Conditions, as well as a reference on its website.

No member of the Board of Directors received anti-corruption training during the reporting period. Employees for whom an increased risk of corruption has been identified as part of the implementation of ISO 37001 due to the nature of their work have been trained by the Compliance Officer. For the next reporting period, the organization is planning to hold training courses for all employees of the Banknotes division on ISO 37001 as well as an online course on the KURZ Code of Business Conduct.

Training for employees on human rights policies and procedures

During the reporting period, no training on human rights policies or procedures affecting human rights aspects relevant to the business activities was provided.

For the next reporting period, the organization plans to conduct training as part of an online course on its Code of Conduct, which also contains the organization's human rights policy.

10.3 Checks and other measures

Business premises that have been checked for corruption risks

As part of the introduction of ISO 37001, the organization has checked its two facilities for corruption risks in relation to the Banknotes division. As part of the risk assessment, the fact that customers of the Banknotes division largely consist of public officials has been identified as a specific corruption risk. Appropriate policies, controls, and processes have been put in place to mitigate this risk.

Significant investment agreements and contracts that contain human rights clauses or have been screened for human rights aspects

The organization strives to agree in all its investment agreements and contracts with its suppliers that they comply with the laws of the applicable legal system, that they do not tolerate any form of corruption and bribery, that they observe the fundamental rights of their employees, and that they observe the prohibition of child and forced labor. Suppliers are also called upon to take responsibility for the health and safety of their employees in the workplace, to ensure fair remuneration and working hours, to observe environmental protection laws, and to promote compliance with these principles in the best possible way with their own suppliers.



Business premises subject to human rights screening or human rights impact assessment

No human rights screening or human rights impact assessment was conducted at any of the business locations during the reporting period.

10.4 Mechanisms for advice and concerns about ethics

By appointing a Compliance Officer, the organization has created a position as a point of contact for stakeholders to seek advice on ethical and lawful conduct and integrity at the organizational level, or to report concerns in this regard. The Compliance Officer can be reached at compliance@kurz.de. The organization guarantees the independence of the Compliance Officer. Employees were informed about the role of the Compliance Officer via internal corporate

communications. The organization also plans to notify business partners and other stakeholders with respect to the next reporting period.

Training of employees on the role of the Compliance Officer and the planned whistleblower system was carried out as part of the introduction of ISO 37001. Training of all employees is planned for the next reporting period.

In the next reporting period, the organization plans to set up a whistleblower system for report-

ing concerns regarding unethical and non-compliant conduct as well as integrity at organizational level, which is accessible to all employees and external persons 24/7 and in the languages German, English, French, and Spanish. Reports can be provided anonymously and will be treated confidentially. As part of the set-up, the organization will also implement a non-retaliation policy and establish a procedure for investigating any concerns raised.

10.5 Political Party Donations

The organization is committed to supporting society in social and economic development and to contributing to sustainability in our social environment. The KURZ Anti-Bribery Policy prohibits gratuities to parties or party organizations, politicians or political initiatives. A figure is therefore not recorded.



10.6 Report on Procedures and Fines



Non-compliance with social and economic laws and regulations

No significant fines or non-monetary sanctions were imposed for non-compliance with social and economic laws and/or regulations during the reporting period. The total monetary value of significant fines was zero, and the total number of non-monetary sanctions was zero. There were no cases raised in dispute resolution procedures.

Legal proceedings for anti-competitive behavior, antitrust, and monopoly formation

The organization complies with all national and international antitrust and competition laws in the countries where it does business. No legal proceedings were pending during the reporting period due to anti-competitive behavior and violations of antitrust or monopoly law. No results of closed legal proceedings, including court rulings and judgments, were recorded either.

Confirmed corruption incidents and actions taken

There were no incidents of corruption during the reporting period. No employees have been dismissed or received a warning

due to corruption. There have been no confirmed incidents where contracts with business partners have been terminated or not renewed due to corruption violations. No public legal proceedings related to corruption have been initiated against the organization or its employees.

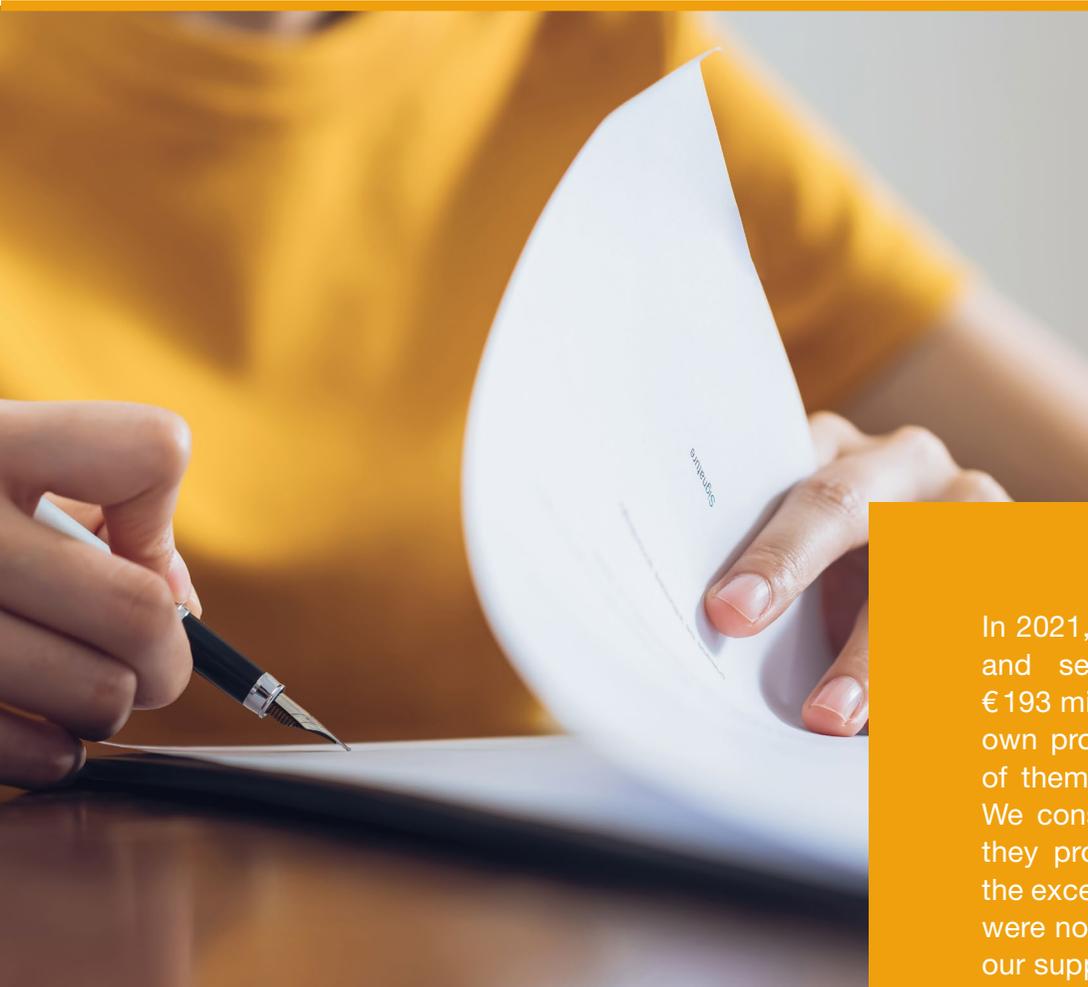
Violations related to health and safety impacts of products and services

During the reporting period, there were no violations of rules and/or voluntary codes of conduct related to the health and safety impact of products and services, neither of rules that resulted in a fine or a sanction, or rules that resulted in a reminder of voluntary codes of conduct.

Incidents in which the rights of indigenous peoples have been violated

Due to the geographical location of its business premises, the organization has no points of contact with indigenous peoples. There have been no incidents in which rights of indigenous peoples have been violated.

10.7 Subcontractors /suppliers



Our procurement network ensures that our production facilities are supplied with materials of the required quality and quantity at competitive conditions. The local selection of suppliers is not a target. However, there is a great deal of interest in purchasing locally due to various advantages. (Savings in CO₂ emissions, supporting the local economy and society).

In 2021, raw materials, goods, and services worth around €193 million were procured for own production. Around 80 % of them were sourced locally. We consider suppliers local if they produce in the EU (with the exception of the UK). There were no significant changes to our supplier structure.

KURZ will do everything in its power to ensure that it only does business with subcontractors or suppliers who, for their part, have made a commitment to international human rights and environmental protection. We undertake to monitor the ethical conduct of our suppliers and to take immediate and decisive action if questionable ethical conduct on the part of subcontractors or suppliers comes to our attention.

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11. Management system

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11. Management system



Our management systems are designed to ensure compliance with this Code and all applicable laws and regulations. Operational risks can thus be recognized and eliminated in good time, and a continuous improvement process can be maintained. KURZ management systems consist of the following elements:

11.1 Management responsibility

Managers are appointed who are responsible for the implementation and regular monitoring of the management system.

11.2 Legal and customer requirements / export, import

We look at, monitor, and understand the laws and regulations affecting us and the additional requirements imposed on us by this Code. We comply with the laws and regulations for export and import control, which apply to the import and export of goods and technical data, including items carried in luggage as samples or goods samples. We conduct a selection process for new customers, subcontractors, and suppliers to ensure that they do not conduct business with unauthorized units.

11.3 Risk management

We look at, monitor, and understand the laws and regulations affecting us and the additional requirements imposed on us by this Code. We comply with the laws and regulations for export and import control, which apply to the import and export of goods and technical data, including items carried in luggage as samples or goods samples. We conduct a selection process for new customers, subcontractors, and suppliers to ensure that they do not conduct business with unauthorized units.



11.3.1 Performance control

Written standards, performance targets, objectives, and implementation plans must be established. In addition, there is a regular target/actual comparison of the planned data and the services actually provided.

11.3.2 Training

We respect and promote our employees working independently. To this end, we offer our employees appropriate training programs.

11.3.3 Information and messages

We provide our employees, customers, subcontractors, and suppliers with clear and unambiguous information about our performance, processes, and expectations. A clear system for handling complaints is in place.

11.3.4 Remedial process

If deficiencies are found during internal or external audits, assessments, tests, investigations, or controls, a corresponding regulated process flow is provided for the prompt implementation of remedial measures.



11.3.5 Information security and data protection

Our intellectual property rights and other sensitive information are important assets of our company, which can take both logical and physical form, and must be carefully protected by every employee. In addition to our self-imposed standard and interest in adequately safeguarding company-specific information, it is a matter of course for KURZ to adequately handle the sensitive information of our customers and partners and thus always ensure their confidentiality, integrity, and availability. Since this is a particular concern for KURZ, we would like to not only make a promise in this regard but also demonstrably demonstrate that we meet stringent international safety standards.

As early as 2019, we introduced an Information Security Management System (ISMS) for this purpose, with which we put our established processes to the test and, if necessary, revise them and introduce new processes. At the same time, our Information Security Manager is also responsible for certifications in the area of information security. KURZ was thus able to objectively and credibly demonstrate its professional handling of highly secure data through TISAX assessment for the automotive industry and certification in accordance with the industry-independent ISO/IEC 27001 standard.

Before the introduction of our ISMS, however, the issue of information security was also a top priority at KURZ. Due to our large number of customers from the automotive, banknote, government documents, and other security solutions sectors, this is self-evident. However, by operating our ISMS, information security has been formalized, which has once again improved our already professional handling of sensitive information.

KURZ is aware that the introduction and operation of its ISMS and the appointment of the associated responsibilities alone are not sufficient to guarantee a high level of information security. It is therefore our aim to constantly review, evaluate,

and continuously improve the associated processes and measures in the sense of a PDCA cycle. KURZ is also aware that any well-thought-out process is ineffective if it is not actively applied by employees. This is why extensive awareness-raising measures are being carried out both at the start of the activity and on an ongoing basis. Among other things, our employees are informed that information security affects everyone and that everyone bears responsibility for keeping data safe.

Based on the measures taken, KURZ can, to the best of its knowledge and belief, certify that previous (cyber) attack attempts on our company have not led to an unwanted disclosure of sensitive information about our customers and partners. Consequently, there are no known cases of external complaints.

We respect our employees' privacy and only store personal and medical data of employees that is absolutely necessary for operational, legal, or contractual purposes. The corresponding documents and the information contained therein are only accessible to a group of persons who require access to this data for legitimate operational purposes. Employees are entitled to view their own personnel file at any time.





We ensure compliance with all statutory provisions on the protection of employee data.

In order to protect the privacy of customers, KURZ restricts the collection of personal data, collects data lawfully, and discloses how the data is collected, used, and protected.

In addition, KURZ shall not publish or use personal customer information for purposes other than those agreed and shall inform customers appropriately about changes to the data protection guidelines or measures.

Additional information is available on our [website](#).

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12.1 Communication

The company's managerial staff are responsible for ensuring that they communicate the values and principles expressed in this Code to employees in a sufficient manner and that they monitor their compliance. They should encourage employees to contact their superiors and other designated persons for these purposes if they are in doubt about the best way to proceed in a given situation.

12.2 Working language

Our working language is English. This applies in particular to communication with our subsidiaries and affiliated companies. Within those subsidiaries and affiliated companies, communication takes place in the respective national language. Occupational health and safety documents and warnings are also available in the local languages of our employees.

12.3 Code violations

Violations of the provisions of our Code of Conduct are investigated and penalized. Any potential consequences under labor law can only arise from the statutory provisions, the employment contracts, the relevant ordinances, or the company agreements and other agreements.



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13. Entrepreneurial commitment to UN goals



13.1 Social commitment



The aim of the support group for engineering studies is to increase awareness of the engineering profession and engineering studies among students, parents, and teachers by demonstrating the high importance of the engineering profession in society and ensuring an improved flow of information on engineering tasks between schools, research institutes, and professional associations. In addition, KURZ is involved with donations for schools, youth welfare, Kinderarche, special education institutions, among others.

13.2 Sustainable corporate governance



13.2.1 BE A GREEN LEADER

Sustainability shapes brands. To gain the upper hand, make a credible case along the value chain. As experts in surface finishing, we deliver sound strategies because to us, as a family company, it matters to leave a better world for future generations. We follow strict environmental and safety standards around the world. We develop products and processes that conserve resources and provide cost-effective individual design freedom for surfaces – entirely in the sense of Design for Recycling. We help make product

cycles as environmentally friendly as possible and make our customers leaders in sustainability.

In addition, we have been part of the initiative for responsible corporate governance of the UN Global Compact for an inclusive, sustainable global economy since 2021. Within this framework, we follow the universal principles of the UN Global Compact and are involved in the areas of human rights, labor, the environment, and the fight against corruption.

13.2.2 Global partnerships for sustainable development

Unfortunately, it takes more than a lone pioneer to get customers to rethink their green priorities. That's why we rely on the power of the collective and cooperate with an international network of professional bodies and industry initiatives for a mutual, sustainable future. This bundled know-how from different branches of industry allows us to cultivate a far-reaching understanding of our customers' issues, while presenting them with global solutions.



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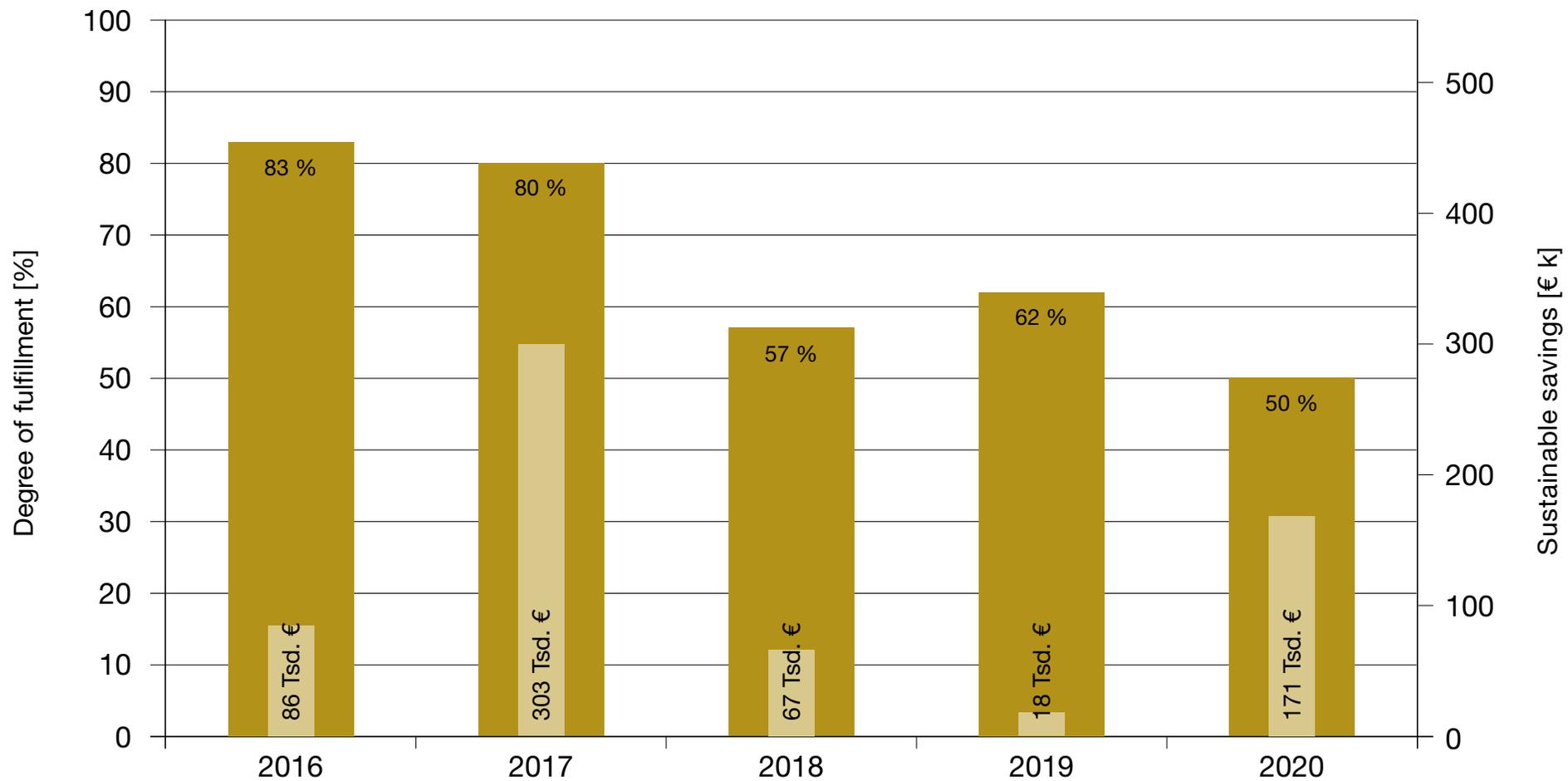
14. Outlook



The increasing demand for raw materials and the steep price increases in commodity markets worldwide are cause for concern at many companies. If raw material supplies are at risk, the entire value chain can be affected.

To make matters worse, industry has until now had to absorb a large part of raw material price hikes itself and could not pass them on. Despite corporate efforts, raw material prices are becoming a risk to the economy. In the long term, there is no doubt energy prices will rise. For industry and compared internationally, high power costs pose an increasing threat to competitiveness because for one, they increase production costs and for another, they severely curtail consumer purchasing power. The demand for energy efficient products and efforts to configure production processes yet more efficiently stems from high energy prices. We would like to make even more progress here and make a push to reduce specific energy consumption and its associated CO₂ emissions, especially with regard to German federal government greenhouse-gas reduction targets by 2030 (2050).

Environmental and energy targets

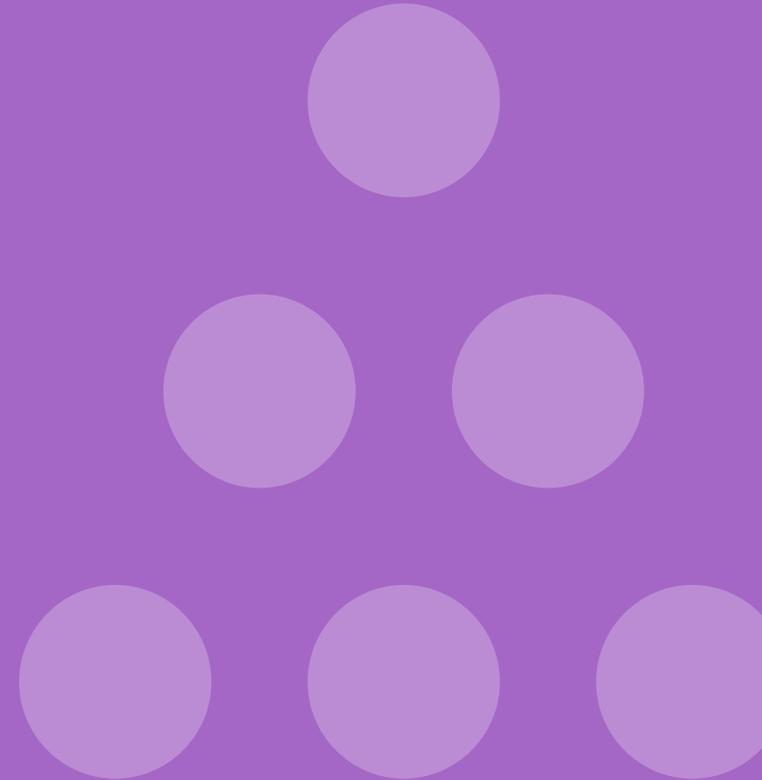


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15. Objectives and actions



15. Objectives and actions

Vulnerabilities detected Potential for improvement	Possible programs to rectify weaknesses or for improvement	Total (Savings) potential
Energy losses in the area of some dryers due to inadequate or missing insulation	Insulation of the supply and exhaust air ducts and, if necessary, the dryers	15,000 MWh (electricity and natural gas) 750 t CO ₂ /a
Reduction of the amount of IPA used in production	Reduction of concentration in water wax and reduction of the application quantity by 2/3	
Older chillers using high-GWP refrigerants	Replacement of oldest-generation chillers	
Reduce power consumption by replacing inefficient lamps	Conversion to LED	
Office spaces are fully heated at weekends and even in times of increased working from home	Equipping one test building with self-learning heating thermostats	
Parking space for PV systems still unused	Solar carport on one parking lot	
Increased generation from renewable energies	Sulzbach-Rosenberg photovoltaic open-space system	
Strengthening e-mobility / hybrid technology in the fleet and use of electric cars for in-plant transport	Integrate fleet regulations and billing modalities for hybrids and full-power vehicles into current fleet regulations	

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16.1 Contents

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16.1 Contents

This report complies with GRI standards. Reporting has been preceded by a process of identifying the main issues. Compliance with GRI standards is mapped in the GRI content index (see Chapters 15/17).

16.2 Validity period

The 2020 reporting period is not identical to the 2021 financial year, which runs from February 1 to January 31. The editorial deadline was December 31, 2021. We use an annual reporting cycle.

16.3 Scope of application

This report applies to KURZ.¹ As part of its business activities, corporate integrity is the basis for KURZ's relationship with its social environment, customers, suppliers, and employees. We make every effort to ensure safety in the workplace, maintain the respect and dignity of our employees, and to make all production processes environmentally friendly. Our activities are carried out in accordance with the legal regulations, standards, and ordinances of the country in which we conduct our business. This report goes one step further and also incorporates internationally recognized standards for promoting social and environmental responsibility.



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17. GRI Index



GRI content index

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
Organizational profile					
GRI	102-1	Name of the organization		1	
GRI	102-2	Activities, brands, products and services		9	
GRI	102-3	Location of headquarters		14	
GRI	102-4	Location of operations		14	
GRI	102-5	Ownership and legal forms		14	
GRI	102-6	Markets served		9, 12, 18–20	
GRI	102-7	Scale of the organization		14	
GRI	102-8	Information on employees and other workers		33	
GRI	102-9	Supply chain		29	
GRI	102-10	Significant changes to the organization and its supply chain			
GRI	102-11	Precautionary principle or approach		7	
GRI	102-12	External initiatives			
GRI	102-13	Membership of associations		25	
Strategy					
GRI	102-14	Statement from senior decision-maker		5	
GRI	102-15	Key impact, risks and opportunities		5, 84	
Ethics and integrity					
GRI	102-16	Values, principles, standards and norms of behavior		7	
GRI	102-17	Mechanisms for advice and concerns about ethics		71	

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
Governance					
GRI	102-18	Governance structure	<u>Code of Conduct</u>		
GRI	102-19	Delegating authority			
GRI	102-20	Executive-level responsibility for economic, environmental and social topics		75	
GRI	102-21	Consulting stakeholders on economic, environmental and social topics		76, 77, 81	17
GRI	102-22	Composition of the highest governance body and its committees			
GRI	102-23	Chair of the highest governance body			
GRI	102-24	Nominating and selecting the highest governance body			
GRI	102-25	Conflicts of interests			
GRI	102-26	Role of highest governance body in setting purpose, values and strategy			
GRI	102-27	Collective knowledge of highest governance body			
GRI	102-28	Evaluating the highest governance body's performance			
GRI	102-29	Identifying and managing economic, environmental and social impacts		57	
GRI	102-30	Effectiveness of risk management processes		76	
GRI	102-31	Review of economic, environmental and social topics			
GRI	102-32	Highest governance body's role in sustainability reporting		5	
GRI	102-33	Communication critical concerns		80–81	
GRI	102-34	Nature and total number of critical concerns			
GRI	102-35	Remuneration policies		32, 35	
GRI	102-36	Process for determining remuneration		32, 35	
GRI	102-37	Stakeholders' involvement in remuneration		35	

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
Stakeholder engagement					
GRI	102-40	List of stakeholder groups			
GRI	102-41	Collective bargaining agreements		35	17
GRI	102-42	Identifying and selecting stakeholders		73, 76	8
GRI	102-43	Approach to stakeholder engagement		83–85	17
GRI	102-44	Key topics and concerns raised		5, 84	17
Reporting practice					
GRI	102-45	Entities included in the consolidated financial statements			
GRI	102-46	Defining report content and topic boundaries		1–3	
GRI	102-47	List of material topics		1–3	
GRI	102-48	Restatements of information		92	
GRI	102-49	Changes in reporting		92	
GRI	102-50	Reporting period		92	
GRI	102-51	Date of most recent report		92	
GRI	102-52	Reporting cycle		92	
GRI	102-53	Contact point for questions regarding the report		107	
GRI	102-54	Claims of reporting in accordance with the GRI Standards		92	
GRI	102-55	GRI content index		93–104	
GRI	102-56	External assurance			
GRI 200					

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
GRI 201		Economic Performance 2016			
GRI	201-1	Direct economic value generated and distributed			8
GRI	201-2	Financial implications and other risks and opportunities due to climate change			13
GRI	201-3	Defined benefit plan obligations and other retirement plans		35	
GRI	201-4	Proportion of spending on local suppliers		73	
GRI 202		Market Presence 2016			
GRI	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		31	
GRI	202-2	Proportion of senior management hired from the local community	This indicator is not relevant to KURZ management and is therefore not recorded		
GRI 203		Indirect Economic Impacts 2016			
GRI	203-1	Infrastructure investments and services supported		90	
GRI 204		Procurement Practices 2016			
GRI	204-1	Proportion of spending on local suppliers		73	17, 10
GRI 205		Anti-Corruption 2016			
GRI	205-1	Operations assessed for risks related to corruption		67–72	16
GRI	205-2	Communication and training about anti-corruption policies and procedures		69–70	16
GRI	205-3	Confirmed incidents of corruption and actions taken	No incidents have been reported	72	16

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
GRI 206		Anti-Competitive Behavior 2016			
GRI	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices		72	16
GRI 207		Tax 2019			
GRI	207-1	Tax approach	<p>The tax concept of the KURZ company does not intend to exploit tax havens or preferential regulations. There is no tax avoidance strategy – the primary goal of tax obligations is to minimize tax risks. All disclosure and reporting obligations are observed and complied with.</p>		
GRI	207-2	Stakeholder engagement and management of concerns related to tax	<p>The highest control body is the CFO in close consultation with the Management Board There is already a higher-level risk management system and an internal audit</p>		
GRI	207-3	Tax governance, control and risk management			
GRI	207-4	Country-by-country-reporting	<p>KURZ does not have the information on consolidated country-by-country reporting in the form required.</p>		
GRI 300					

General disclosure			References and Comments	UNGC Principles – Pages	SDGs	
GRI 301		Materials 2016			21	
GRI	301-1	Materials used by weight or volume		51	12	
GRI	301-2	Recycled input materials used		24, 51, 56	12	
GRI	301-3	Reclaimed products and their packaging materials		24, 51, 56	12	
GRI 302		Energy				
GRI	302-1	Energy consumption within the organization		57–59	7	
GRI	302-2	Energy indirect (Scope2) GHG emissions		60–63	7	
GRI	302-3	Other indirect (Scope3) GHG emissions		60–63	7	
GRI	302-4	Reduction of energy consumption		60–63	7, 12	
GRI	302-5	Reductions in energy requirements of products and services		60–64	7	
GRI 303		Water and Effluents 2018				
GRI	303-1	Water withdrawal by source		53	6, 12	
GRI	303-2	Management of water discharge-related impacts		53	6, 12	
GRI	303-5	Water consumption		53	6, 12	
GRI 305		Emissions 2016				
GRI	305-1	Direct (Scope1) GHG emissions		62	13	
GRI	305-2	Energy indirect (Scope2) GHG emissions		62	13	
GRI	305-3	Other indirect (Scope 3) GHG emissions		62	13	
GRI	305-5	Reduction of GHG emissions		63	13	

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
GRI 306		Effluents and Waste 2016			
GRI	306-1	Waste generated and significant waste-related impacts		54–55	12
GRI	306-2	Waste by type and disposal method		54–55	12
GRI	306-5	Waste directed to disposal		54–55	12
GRI 307		Environmental Compliance 2016			
GRI	307-1	Non-compliance with environmental laws and regulations	In the reporting period, there were no investigations or sanctions against KURZ regarding non-compliance with environmental laws.		12
GRI 308		Supplier Environmental Assessment 2016			
GRI	308-1	New suppliers that were screened using environmental criteria		23	12
GRI	308-2	Negative environmental impacts in the supply chain and actions taken		72	12
GRI 400		Social topics			
GRI 401		Employment 2016			
GRI	401-1	New employee hires and employee turnover		33	8
GRI	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		32	8
GRI	401-3	Parental leave		32	8
GRI 402		Labor/Management Relations 2016			
GRI	402-1	Minimum notice periods regarding operational changes			8

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
GRI 403		Occupational Health and Safety 2018			
GRI	403-1	Management system for work and health and safety		38	3
GRI	403-2	Hazard identification, risk assessment and incident investigation		38	3
GRI	403-3	Occupational health services		38–42	3
GRI	403-4	Worker participation, consultation, and communication on occupational health and safety		41–42	3
GRI	403-5	Worker training on occupational health and safety		41–42	3
GRI	403-6	Promotion of worker health		44–47	3
GRI	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		43	3
GRI	403-8	Workers covered by an occupational health and safety management system		38–42	3
GRI	403-9	Work-related injuries		42–42	3
GRI	403-10	Work-related ill health		42–42	3
GRI 404		Training and Education 2016			
GRI	404-1	Average hours of training per year per employee		69	4
GRI	404-2	Programs for upgrading employee skills and transition assistance programs		69, 77	4
GRI	404-3	Percentage of employees receiving regular performance and career development reviews		69	4

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
GRI 405		Diversity and equal opportunity 2016			
GRI	405-1	Diversity of governance bodies and employees		33	5
GRI	405-2	Ratio of basic salary and remuneration of women to men		33	5
GRI 406		Non-discrimination 2016			
GRI	406-1	Incidents of discrimination and corrective actions taken	In the reporting period, there were no cases known.	34	5
GRI 407		Freedom of Association and Collective Bargaining 2016			
GRI	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		32, 35	8
GRI 408		Child Labor 2016			
GRI	408-1	Operations and suppliers at significant risk for incidents of child labor		35	8
GRI 409		Forced or Compulsory Labor 2016			
GRI	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		34	8
GRI 410		Security Practices 2016			
GRI	410-1	Security personnel trained in human rights policies or procedures		69	8
GRI 412		Human Rights Assessment 2016			
GRI	412-1	Operations that have been subject to human rights reviews or impact assessments		69	8
GRI	412-2	Employee training on human rights policies or procedures		69	8

General disclosure			References and Comments	UNGC Principles – Pages	SDGs
GRI	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		36	8
GRI 413		Local Communities 2016			
GRI	413-1	Operations with local community engagement, impact assessments, and development programs		83	9
GRI 414		Supplier Social Assessment 2016			
GRI	414-1	New suppliers that were screened using social criteria		23	8
GRI	414-2	Negative social impacts in the supply chain and actions taken		23	8
GRI 415		Public Policy 2016			
GRI	415-1	Political contributions	Payments to public officials, extortion and embezzlement in any form are strictly prohibited and will be punished by KURZ immediately.	71	16
GRI 416		Customer Health and Safety 2016			
GRI	416-1	Assessment of the health and safety impacts of product and service categories			
GRI	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		72	
GRI 417		Marketing and Labeling 2016			
GRI	417-1	Requirements for product and service information and labeling			
GRI	417-2	Incidents of non-compliance concerning product and service information and labeling		72	

General disclosure		References and Comments	UNGC Principles – Pages	SDGs
GRI 418		Customer Privacy 2016		
GRI	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	78–79	
GRI 419		Socio-economic Compliance 2016		
GRI	419-1	Non-compliance with laws and regulations in the social and economic area	72	

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