



2021 Progress Report

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

## Declaration of support for the UN Global Compact



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

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

As a member of the Global Compact, we are further committed to communicating the progress towards the implementation of the ten principles ("Communications on Progress"). Operating economically successful, as well as ecologically responsible and socially fair is anchored in SEEBURGER's strategy and corporate values.

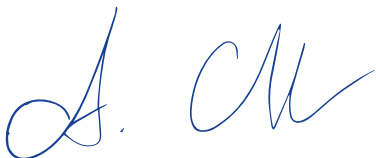
As a globally operating technology business, SEEBURGER develops products and provides services, which allow for more controlled, transparent and sustainable business processes along the entire ecosystem. We enable our customers to innovate and create added value in a wide variety of industries worldwide. Our Business Integration Suite does not only integrate and improve our own business processes, but also those of our customers. We support companies in making their supply chain management more efficient by connecting business partners and integrating processes along the value chain. Hence, we create the foundation and conditions for sustainable ecological development and successful long-term growth.

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

The management board explicit commits to the goals of the Global Compact, which are published below for the 2021 reporting period.

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

By committing to the goals of the UN Global Compact, we strengthen the integrity of the brand "SEEBURGER" and create fair and morally right working conditions for our employees and the next generations – because corporate social responsibility goes beyond legality. It is in our interest to preserve precious resources and hence embrace, support and enact our society and future generations within our sphere of influence.



Axel Otto (Chief Financial Officer)

Bretten, December 2021

## The 10 principles of the Global Compact

### Human Rights

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

### Labor Standards

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

### Environmentalism

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

### Anti-Corruption

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



## Goals of the Global Compact for SEEBURGER

### Human Rights

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

### Labor Standards

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

### Environmentalism

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

### Corruption

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

# SEEBURGER measures of the UN Global Compact in the reporting period 2021

## Human Rights (Principles 1 - 2)

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

SEEBURGER supports cooperative behavior and civil courage in the workplace.

We take initiative and responsibility and are honest with our colleagues and ourselves, even beyond our area of responsibility. Because only together can we be successful: "We are SEEBURGER". According principles were laid down in 2013 by the company founder and former CEO Bernd Seeburger in the guideline "SEEBURGER: Values, principles, goals, rules & organization" for all employees. These apply to all activities and business processes.

## Labor Standards (Principles 3 - 6)

### • Staff

In 2021, forty-seven (47) positions were filled at the company's headquarters in Bretten, and an additional two (2) in Trier and one (2) in Köthen.

The in-house training of "young professionals" is an important aspect in our personnel policy. SEEBURGER employs ten (10) IHK trainees and twenty-six (26) DHBW students across computer science, business informatics and business management courses.

The internal recruiting and junior staffing development program for "high potentials" launched in 2011 was successfully continued in 2021.

As part of this program, one employee received part-time training to become an international accountant, while three others were offered part-time basic studies.

## Environmentalism (Principle 7 - 9)

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

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

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

### • Saving electricity through virtualization

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

### • Consolidation of isolated solutions

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

### • Recycling of materials through professional disposal

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

SEEBURGER collects and separate its own electronic waste. The professional disposal and recovery of the raw materials ensures a safe return to the recycling process.

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

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

**• Energy efficient IT desktop equipment**

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

**• IT remarketing at AfB**

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

**• Refurbishment**

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

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

**• Results or expected results (period 2009 - 2020)**

**KPIs/Guidelines:**

**(Measurement Methodology: CMMI Standard)**

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

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

**• Current scenario/results 2021:**

SEEBURGER continuously worked on optimizing the processing in the reporting period. Thanks to the innovative active/active concept, i.e. parallel and synchronized data processing on several active instances of the SEEBURGER Business Integration Server, the efficiency of data processing was increased significantly in 2017, as compared to previous years.

The SEEBURGER development team is constantly working on the performance of our software in order to keep it at a high level or, ideally, to improve it. To ensure this, we regularly carry out performance tests. The current release is compared to previous ones. By doing so, we aim at a maintained or, if possible, an improved performance of our software. The performance reports have been made available since release 6.7.95 in July 2020.

Publisher: SEEBURGER AG, December 2021  
Performance Dashboard





• **Energy savings**

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

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

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

In 2018, the refrigerators in the four kitchens (Edison 1) were replaced with devices of an energy efficiency class "A++". In 2020, the twelve coffee machines were replaced with devices which are more environmentally friendly due to newer and improved technology.

In our fleet we change the petrol cars to vehicles with a economic hybrid or electric system. Currently, we count five electric and 30 hybrid cars. Another eight electric and 22 hybrid cars have been ordered but not yet delivered.

In 2021, SEEBURGER completed the building extension at the Bretten Headquarter. The new part of the building adheres the German energy saving standard KfW 70, has solar collectors on the roof and provides charging points for electric vehicles, including both bikes and cars.

In May 2022, SEEBURGER will finish the renovation of the old part of the building at the headquarters. This includes selected energy saving measures, elimination of fossil fuels and a switch to renewable energy, and even more solar panels will be installed on the building's roof.

**Corruption (Principle 10)**

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

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





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