



# Sustainability Report

IDT Biologika 2022



## Foreword from the Management Board

# Sustainability. Our path to the future.

Sustainability is a central element of our company culture. People and the environment are at the center of our actions. Our goal is a sustainable future that is worth living in.

Taking responsibility: with our economically, ecologically, and socially sustainable actions we aim to improve quality of life for people and secure the livelihoods of the present generation and those to come.

In this, sustainability is focused across the entire value chain – from procurement of goods and materials for production to the input of precious resources and on to social and civic commitment and action.

In this sustainability report you can find out more about our diverse activities. We hope that you find it an interesting read.

**Dr. Jürgen Betzing**  
CEO

**Dr. Ulrich Valley**  
Managing Director, COO

## About this report

This sustainability report was drafted on the basis of the guidelines and standards of the Global Reporting Initiative (GRI). Reporting period is the 2022 business year. Reference date for all data and facts is 31 December 2022. This report applies solely to the IDT site in Dessau.

In 2022 IDT introduced a sustainability management system for environmental, social, and corporate management at the Dessau site: with this, we aim to help achieve the 17 global sustainable development goals (SDGs) of Agenda 2030.

The war in Ukraine and the Covid epidemic presented additional challenges in the reporting year. With dedicated and responsible actions, we have done all we could to fulfil our objectives for greater sustainability.

This report was assessed externally by VEA - Bundesverband der Energie-Abnehmer e. V. and supported with regard to GRI classification.

The next sustainability report is due to be published in March 2024.



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# 1 Company Profile

IDT Biologika GmbH (hereinafter IDT) is a venerable company with a successful history dating back over 100 years. On the basis of in-depth expertise and state-of-the-art technology, we support customers in the development and manufacture of innovative virus vaccines, gene and immune therapy products as well as biologics employed worldwide as protection against diseases.

Our primary location is the Biopharmapark in Dessau-Roßlau. Further sites are Magdeburg and Rockville, Maryland, in the US.

IDT is a limited liability company (GmbH) and, under German law, a legal form for a company that is a legal person under public law.

Decisions of the management board are prepared with the involvement of all relevant decision-making partners in the respective committees – there are various boards within the organizational structure for this purpose.

## OVERARCHING

Strategic & Operative

Daily business

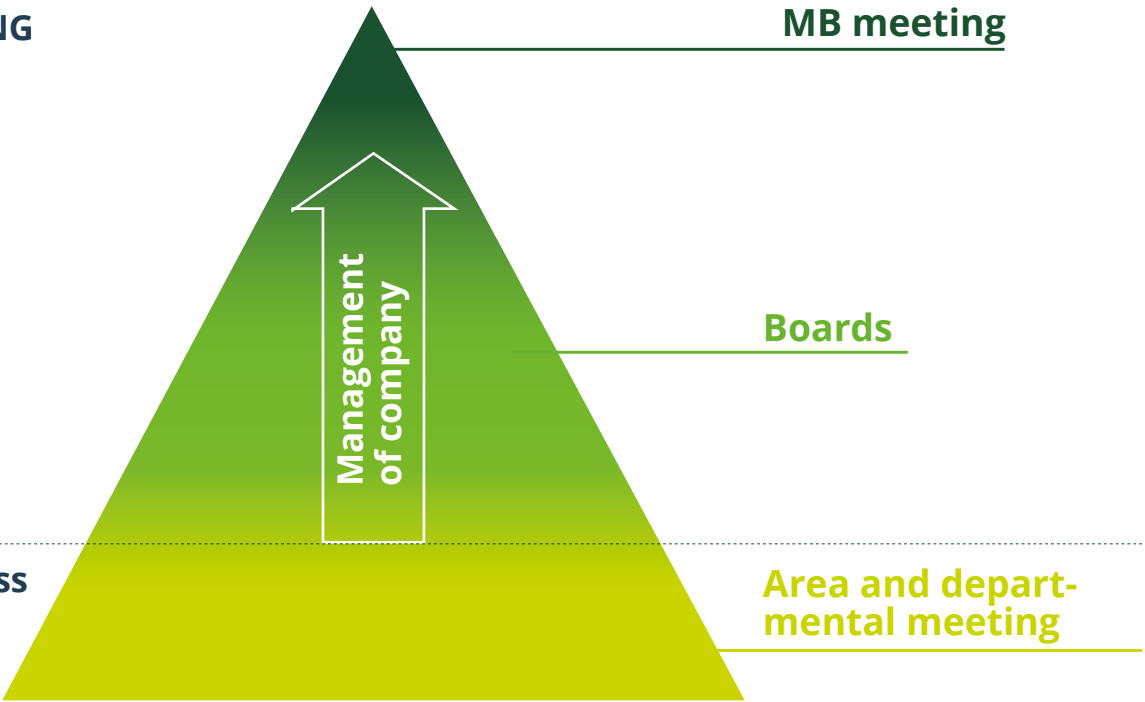


Illustration: Management of decisions

Various boards are implemented within the company to prepare the basis for decisions and subsequently make targeted decisions.

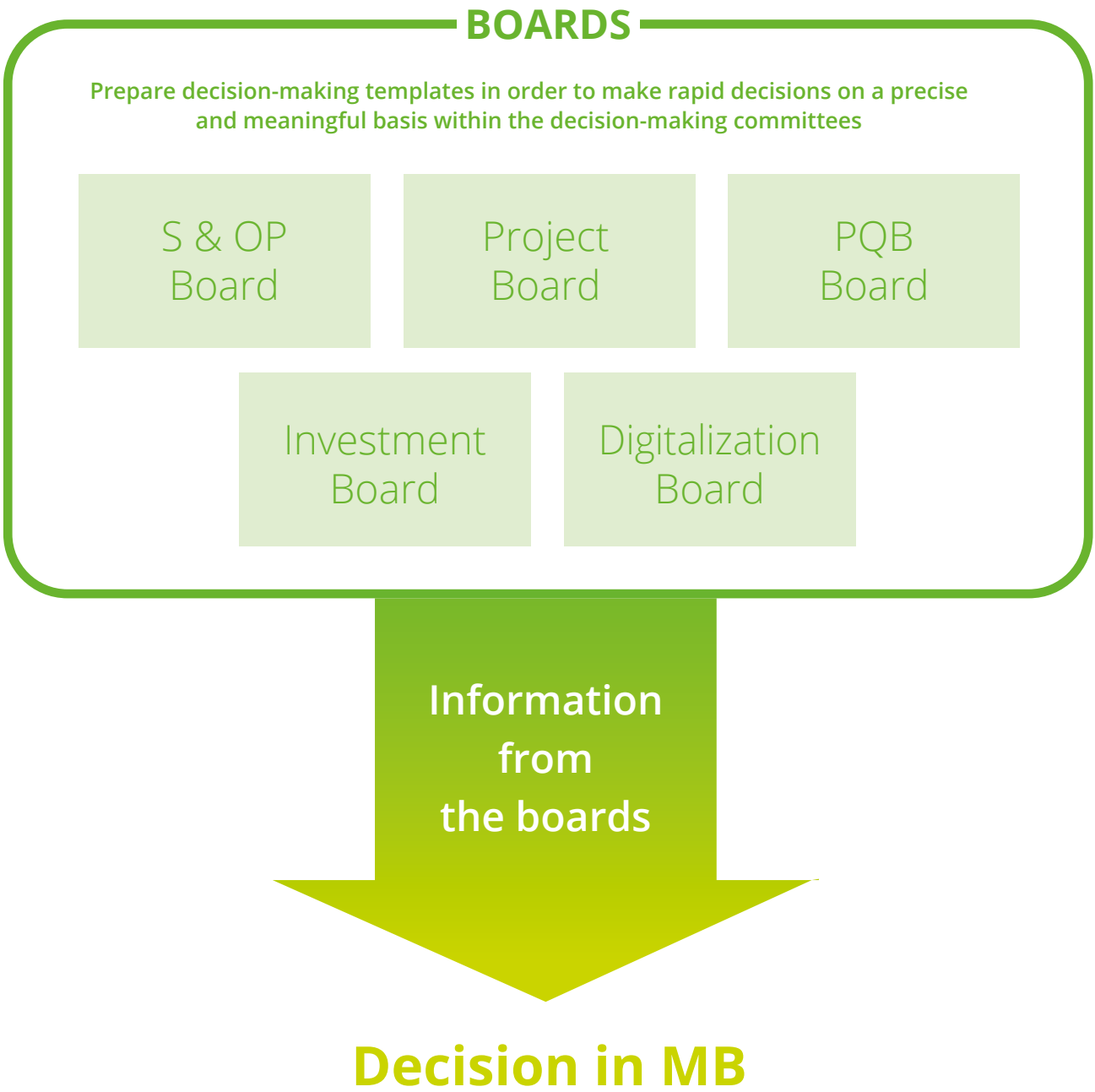


Illustration: Boards as decision-making basis



# FACTS AND FIGURES



## CEO

**Dr. Jürgen Betzing**  
(CEO)

**Dr. Ulrich Valley**  
(Managing Director & COO)

## Employees

- Employees: **1,633**
- Trainees and dual students: **76**
- Male: **800 (47 %)** and  
Female: **909 (53 %)**
- Management share: **40 % female, 60 % male**
- Average age: **41.1**
- Rate of limited contracts: **76 % permanent, 24 % limited**
- Temporary employment: **(Rate) 7.8 %**
- Interim employees: **32**
- Parental leave: **54 employees**



## Turnover

2022: € 302.1 m  
2021: € 269.8 m

## Business Areas and Product Groups:

- **Process development**
- **Manufacture of clinical test material for phase 1 to 3;**
- **Manufacture of commercial products:**
  - Viral live vaccines
  - Gene and immune therapies
  - Biologics





## 2 Sustainability Concept

### 2.1 Strategy

Whether it is environmental protection, human rights, social involvement or responsibility to employees, customers, and business partners: sustainability has a decisive impact on our business activities. Guidelines for this are drawn primarily from the respectively valid statutory regulations and our corporate culture.

In 2022 IDT integrated the subject of sustainability as a dedicated cornerstone of corporate strategy. In this, we orientate ourselves towards the requirements of the GRI standards and support the Sustainable Development Goals (SDGs) established by the United Nations in 2015, which we compare continuously with our own sustainability activities.

This has enabled us to establish a basis on which to consistently realize and expand our strategy for greater sustainability – and adapt it flexibly to new challenges. The most important thematic areas within our company are:

- **Ecological Sustainability**
- **Social Sustainability**
- **Digitalization**

For us, sustainability begins in our daily work: for example, we promote the use of bus, rail, or bicycle for the journey to work where possible, as well as the virtual staging of meetings and digital invoicing.

In all that we do, our goal is to act sustainably, save precious resources and help protect our environment and climate. In addition, sustainability also presents a key area of innovation for us. Consequently, the subject of sustainability also plays a central role with regard to customers and business partners.

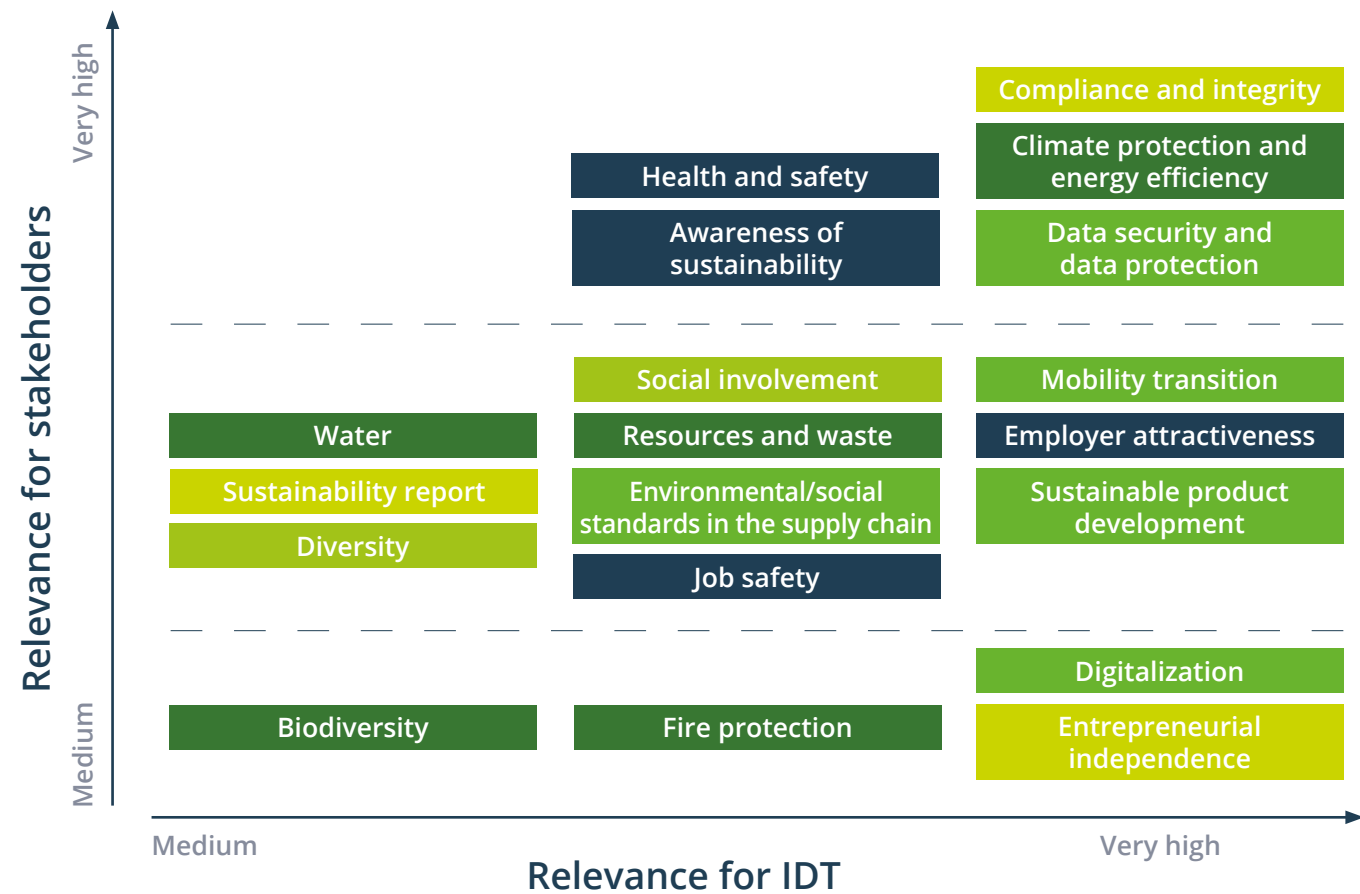




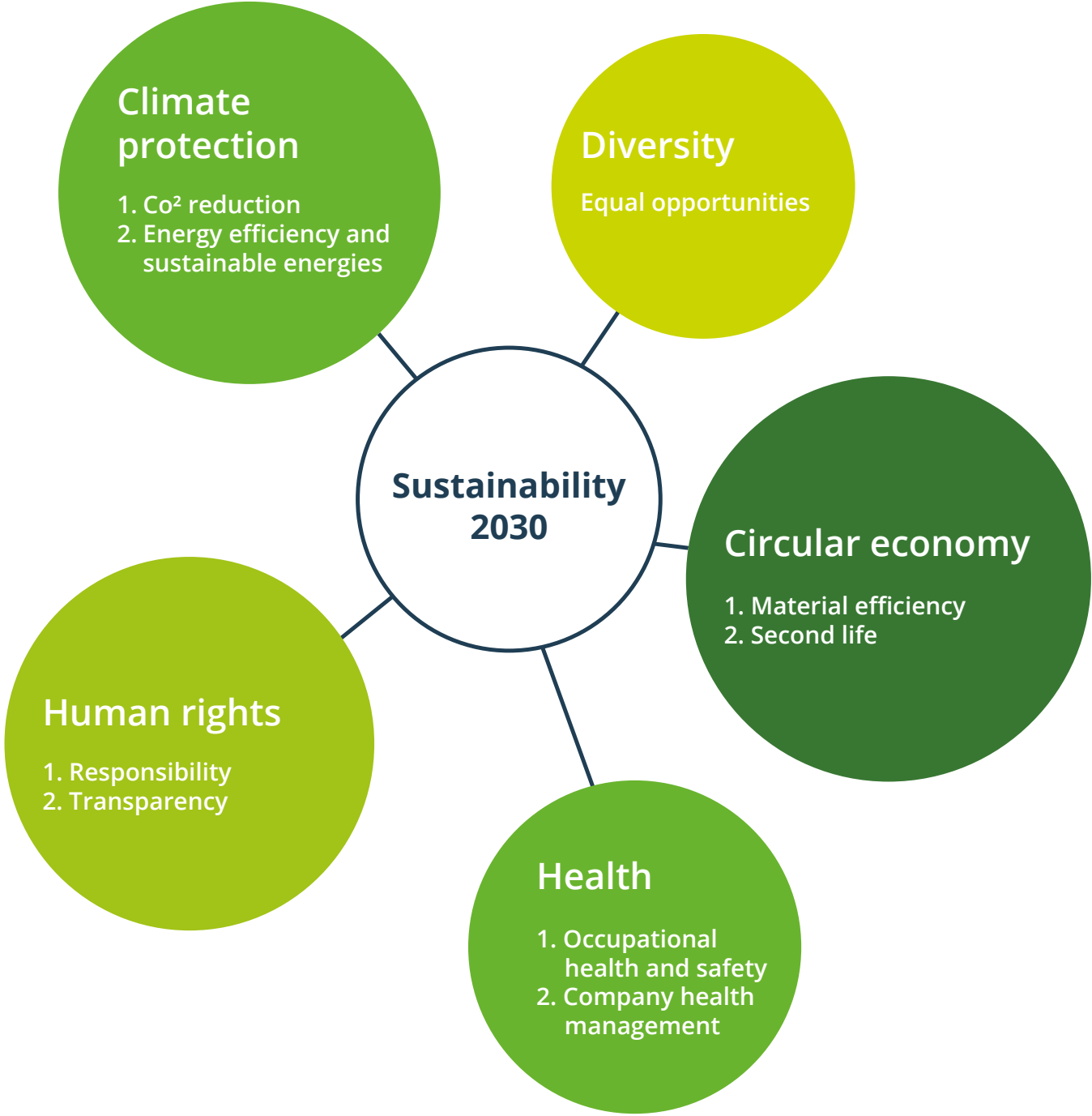
2.2 Materiality Analysis

We use a materiality analysis to define the orientation of the content of our sustainability strategy. In accordance with the principle of double materiality, we take account of both the relevance for our stakeholders – such as employees, potential applicants, business partners, shareholders, and representatives from the fields of science and politics – and the relevance for our company.

The most important areas of action for IDT and our stakeholders are illustrated in the following matrix. In particular, the analysis confirms the high relevance of climate protection and energy efficiency, data security and data protection as well as compliance and integrity. The findings of this analysis also form the basis for the selection of the subjects of this report.



Subject areas:



2.3 Goals and Goal Achievement

In our sustainability management we already developed a vision for 2021/2022 in 2021. This describes fundamental measures for the subject areas of people and the environment. Each individual field is defined and continuously developed further via focal activities with specific, medium-term objectives.

In this, our activities are aimed at the entire value chain – from the procurement of materials and goods for production to the aspects of employees, climate, and energy. We have now incorporated all of these aspects into our vision.



Our vision  
is our aspiration:

*With our economically, ecologically,  
and socially responsible actions we  
aim to improve quality of life for  
people and secure the livelihoods  
of the present generation and  
those to come.*

In the strategic areas of climate protection, diversity, health, human rights and the circular economy we have set the following specific goals for 2023/2024:

GOALS FOR 2023/2024	STATUS 2021/2022	REFERENCE TO UN SGDS
<b>Reducing the CO<sub>2e</sub> footprint</b> Climate neutrality in Scope 1 and 2 and continuous improvement of the mix of measures up to 2030  Identification of Scope 3 emissions and specification of goals to reduce these  Identification of the product carbon footprint  Reduction of CO <sub>2e</sub> emissions by 3 % per year  Further reduction of absolute electricity consumption by 1 % per year (baseline 2020)  Expansion of own electricity and heat generation  <b>Reduction of water consumption</b>  <b>Not impacting biodiversity</b>	Status 31/12/2021: approx. 345,000 kWh saved, corresponding to a saving of 1.7 % (approx. 141 t CO <sub>2</sub> ) from the energy baseline of 2020  Status 31/12/2022: approx. 300,000 kWh saved, corresponding to a saving of 1.6 % (approx. 130 t CO <sub>2</sub> ) from the energy baseline of 2020  <b>Reduction of water consumption</b>  <b>Not impacting biodiversity</b>	<div>13 CLIMATE ACTION</div> <div>6 CLEAN WATER AND SANITATION</div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>15 LIFE ON LAND</div>
<b>Equal opportunities</b> Continuation of the integration program	Flexible working hours (works agreement – home office/ mobile office) Health management Start of integration program	<div>5 GENDER EQUALITY</div> <div>10 REDUCED INEQUALITIES</div>





GOALS FOR 2023/2024	STATUS 2021/2022	REFERENCE TO UN SGDS
<p><b>Material efficiency</b> Own manufacture of format parts for plant (resulting in lower costs and faster procurement, dispensing with supply chains)</p> <p><b>Second life</b> Search for opportunities for a second life for materials (potential, e.g., with wiping cloths)</p>	<p>Search for solutions for creation of required plant parts (own manufacturing due to shortage of materials and supply)</p>	<div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>
<p><b>Responsibility</b> Observing human rights throughout the value chain</p> <p>Reduction of rate of inability to work by 0.15 % per year</p> <p><b>Increasing employee satisfaction</b> Further measures through Fürstenberg Institut</p>	<p>In 2021 the Code of Conduct for business partners was given a fundamental overhaul – this also included further specification of the social and environmental standards required by IDT</p> <p>Goal: Reduction of rate of inability to work by 0.15 % per year</p> <p>Sickness rate 2021 (= IW rate): 4.62 % (goal: 6.00 %)</p> <p>Sickness rate 2022 (= IW rate): 6.38 % * (goal: 6.00 %)</p> <p>Support of the Fürstenberg Institut with:</p> <ul style="list-style-type: none"><li>• psychological advice and support of employees in all areas of life</li><li>• prevention of psychological illness enabled absence times to be reduced and employee satisfaction increased. Work-life balance was further improved.</li></ul> <p>* This increase lies primarily with musculoskeletal disorders, psychological illness and in the area of respiratory disorders. A further cause is the scaling back of the generally strict hygiene measures of the German government.</p>	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div><div>17 PARTNERSHIPS FOR THE GOALS</div></div>

GOALS FOR 2023/2024	STATUS 2021/2022	REFERENCE TO UN SGDS
<p><b>Employee satisfaction</b> Increasing satisfaction through expansion and continuation of activities, such as</p> <ul style="list-style-type: none"><li>- Qualification and further training program (CIVIC SCOUTS AT WORK)</li><li>- Employee retention program</li><li>- Company health management (BGM)</li><li>- Individual, competence-based annual employee appraisal</li></ul> <p><b>Health and safety</b> Delegation of duties/duties of managers</p> <p>Reducing accident rate via further preventive measures</p> <p>Documentation of near accidents from Q2/2023</p>	<p>Participation in individual training courses, e.g., language training via the <b>goFLUENT</b> e-learning tool or training to become a LEAN expert</p> <p>Subsidized lunch</p> <p>Collective wage including annual assessment and adjustment where necessary</p> <p>Annual employee appraisal</p> <p>Reducing accident rate (LTIR) by 5% per year, min. 25 % below average of accident prevention and insurance association (2022: IDT- 6.67 % LTIR)</p>	<div><div>1 NO POVERTY</div><div>2 ZERO HUNGER</div><div>3 GOOD HEALTH AND WELL-BEING</div><div>4 QUALITY EDUCATION</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>

To achieve these goals, we put reducing our CO<sub>2e</sub> footprint as well as employee satisfaction and employee retention in the focus of our actions.



2.4 Depth of Value Chain

2.4.1 Culture of Sustainability

The more comprehensive sustainability management activities become, the more important it is to involve all employees in this process. Sustainability thus becomes a common basic approach within the company, shaping all processes and decisions. In turn, this creates a culture of sustainability in which entrepreneurial value creation almost automatically leads to ecological and social added value. In addition to changing structures and processes, the corporate culture is also evolving continuously.

To give employees the necessary scope for action and encourage them to act sustainably, we initiate the corresponding cultural change and promote it with targeted impulses.

- These successes represent some of our activities in 2021 and 2022:
- **LEAN expert training (began in 2021).**
  - **First Bird program (began in 2021)**
  - **External employee consulting incl. training for specialists and managers (began in 2020)**
  - **Employer of the future 2022**

The “Employer of the Future” award focuses on collegial behavior, appreciation and a good work-life balance. The training opportunities and promotion prospects offered also play an important role.

When recruiting new employees, IDT involves colleagues in the process, such as with the First Bird program, in which employees become company scouts and promote their own company.

2.4.2 Involvement and collaboration

We want to face global social challenges - and make a relevant contribution to them. For many years now we have supported the initiatives of the trade association VEA-Bundesverband der Energie-Abnehmer e. V. as a member. Since 2022, IDT has also been part of the VEA Climate-Friendly SMEs initiative.

IDT is committed to the ten globally valid principles of the Global Compact in the areas of human rights, labor standards, environmental protection and anti-corruption. In addition, we support the Sustainable Development Goals (SDGs) of the United Nations adopted in 2015 (see item 2.3).

We make IDT’s commitment transparent through our reporting. This sees us support various reporting formats such as the German Sustainability Code or the standards of the Global Reporting Initiative (GRI).

As things stand, we are applying the EU Commission’s Corporate Sustainability Reporting Directive (CSRD) for the first time for the 2023 business year. This will also make the EU taxonomy binding for IDT, which requires a uniform classification system for sustainable economic activities of companies.

We are preparing intensively for the new requirements and have introduced a sustainability management system, with the active involvement of representatives of Compliance, Finance, Sustainability, HR and Occupational Health and Safety, amongst others.

A newly established project team comprising representatives from the areas Environment, HR, Purchasing and Finance is working to acquire certification for the EcoVadis Sustainability Prize.

2.5 Corporate Governance and Compliance

IDT is expressly committed to responsibility, legality, and ethical conduct. This principle is firmly anchored in our company mission statement: „we only make promises that we can keep, we view commitments as an obligation and act according to legal rules and regulations“. The IDT management board specifies the strategy for the company as a whole and guides all activities.

2.5.1 Compliance Management System (CMS)

Many areas of business activities are subject to official supervision and inspection. Observing all applicable regulations is obligatory for IDT. The basis for this is our risk-based Compliance Management System (CMS).

In this way we aim to avoid legal and reputational risks for our company and protect employees, customers, and business partners. In the scope of the CMS, IDT commits itself to exercising its business activities in accordance with the nationally applicable laws and the ten fundamental principles of the UN Global Compact.

This obligation is directed at all employees, managers, and business partners. Our CMS is concentrated on the three risk areas of white-collar crime, protection of data and business secrets as well as competition and antitrust law.

One key goal of the CMS is to fight corruption: our “Protect against Corruption” training module is one of three subject groupings that new employees are

required to complete in their basic training. Details of the training methods and choice of subjects are described in the “IDT Biologika GmbH Guidelines for Compliance Training “.

All elements of our CMS are described in the “IDT Biologika GmbH Compliance Management System” handbook. This is available for employees in two language versions on the company intranet and is updated annually. It can also be presented to our business partners or at official audits where required.

The IDT Compliance Officer reports regularly to the management board regarding any infringements and measures taken, compiling these in an annual compliance report. To date, no significant legal infringements have been made by IDT and no actions have been brought against the company.

IDT implements the statutory requirements of the Act on Corporate Due Diligence Obligations in Supply Chains as well as the planned EU Corporate Sustainability Due Diligence Directive (CSDDD) in good time and in accordance with company law.

IDT has undertaken an inventory for the Lobbying Register Act and registered a stakeholder in the lobby register. This registration is monitored and updated regularly in accordance with statutory requirements.

As a contract manufacturer of pharmaceutical products, the protection of confidential data and IP rights of our business partners and IDT plays a key role: we inform and qualify our employees in this field via regular training.

Pharma und Medizintechnik

Platz	Arbeitgeber	Hauptsitz	Anzahl der Mitarbeiter	Score
1	IDT Biologika	Dessau-Roßlau	1500	79,52
2	Pfizer	Berlin	2500	79,34
3	Sartorius	Göttingen	3687	79,15
4	Bayer	Leverkusen	23398	78,85
5	Roche	Grenzach-Wyhlen	17200	78,28
6	B. Braun	Melsungen	15893	78,02
7	Merck	Darmstadt	12000	77,40
8	Merz	Frankfurt a. Main	>500	76,81
9	Bionorica	Neumarkt i. d. Oberpfalz	900	76,27
10	Abbott	Wiesbaden	2500	76,19
11	Bosch Rexroth	Lohr a. Main	13800	76,01
12	Boehringer Ingelheim	Ingelheim a. Rhein	16319	75,66
13	Johnson & Johnson	Neuss	4000	75,39
14	Biontech	Mainz	1300	74,79
15	Karl Storz	Tuttlingen	3500	74,28
16	Zeiss	Oberkochen	13692	74,15
17	MSD Sharp & Dohme	Haar	2500	73,93

Source: Stern, 20.01.2022



## Central elements of our Compliance Management System (CMS)

### IDT Code of Conduct

The fundamental principles for legally compliant behavior are laid down in our Code of Conduct, which was overhauled in 2022. This prescribes guidelines that are derived from statutory provisions and reflect the ethical views of IDT. The basis for this is formed by the three values of Initiative, Innovation und Integrity. The 2022 Code of Conduct contains a clear commitment to observing human rights and the implementation of specific measures for protection of the environment and climate.



### Business partner analysis

The risk-based analysis of business partners (Business Partner Due Diligence) is a key component of our CMS. This occurs against the background of companies being held responsible for legal infringements of their business partners. The "IDT Biologika GmbH Business Partner Due Diligence Guidelines" describe the precise procedure, such as monitoring the observance of general legal standards, but also of human rights and environment-related requirements.

### Compliance risk assessment

The annual compliance risk assessment covers all business units. The risk categories are based on the guidelines of the UK Bribery Act 2010, US FCPA, and the UN Global Compact Guide on Anti-Corruption

Risk Assessment. The likelihood of compliance breaches, the extent of damage caused and the effectiveness of measures to minimize risk that are already in place are defined within a standardized process. Details can be found in the "IDT Biologika GmbH Guidelines for Compliance Risk Assessment".

### Whistleblower system

IDT introduced the whistleblower system of the LegalTegrity company, with the agreement of the works council and in accordance with EU whistleblower directive 2019/1937. This enables employees and external third parties to draw attention to breaches of compliance regulations as well as infringements of human rights and environmental laws anonymously and taking account of GDPR. Details are covered in the "IDT Biologika GmbH Whistleblower Guidelines". IDT investigates breaches and implements sanctions in accordance with a policy of zero tolerance.

### Compliance key indicators

All CMS activities are systematically recorded, analyzed, documented, and reported to the management board at regular intervals. A presentation of compliance key indicators in the form of compliance KPIs has been undertaken quantitatively since the beginning of 2022 and is updated on a quarterly basis and reported to the management board.

- Number of all enquiries with a compliance relevance
- Number of projects with compliance relevance (e.g., regarding LkSG supply chain act)
- Number of infringements of compliance regulations/Code of Conduct
- Number of compliance checks of new business partners
- Number of compliance checks of existing suppliers
- Number and processing of compliance findings
- Number of interviews for Compliance Risk Assessment (IDT Risk Map)
- Number of incidents reported via the whistleblower system
- Number (percentage) of employees trained in compliance issues

## 2.5.2 Business Continuity Management (BCM)

Business Continuity Management (BCM) secures the ability of IDT to continue operations in the event of an emergency. It places a focus on critical business processes and deals with the effects of risks, such as through an interruption of these processes or loss of central resources.

For the event of a harmful event, structured plans are developed, and employees prepared for possible emergency situations with targeted training measures. With this, IDT has preventive and reactive means for the comprehensive management of internal or external incidents.

The primary goal is to maintain critical business processes or to restore these promptly following an emergency incident, thus limiting damage and loss.

The IDT BCM is oriented towards the BCM standard ISO 22301. This ISO standard is based on the standard PDCA cycle, which is divided into the phases of planning (Plan), implementation (Do), checking (Check) and action (Act).

## 2.5.3 Information Security Management System (ISMS)

The Information Security Management System (ISMS) regulates all key aspects of information security at IDT. Defined protective goals for information security (availability, integrity, and confidentiality) are fully taken into account.

Our "Information Security and Data Protection" guidelines form the basis for all technical, organizational, personnel and infrastructure measures required to ensure information security, including during a crisis incident.

One measure to maintain availability in the event of a disruption is the formation of redundancies. For this purpose, IDT has a second, infrastructurally redundant data center.

All employees are obliged to observe and apply the principles and processes of information security. Our Information Security Officer (ISB) is responsible for the operation, monitoring and optimization of the ISMS – as well as being the contact partner for all employees on issues regarding information security.



## 3 Environment

As a contract manufacturer of pharmaceutical products, we have higher consumption of resources and greater impact on the environment than a non-manufacturing company. This is a responsibility we are very aware of – and consequently work towards sustainable environmental protection.

Our certified energy management according to DIN EN ISO 50.001 allows us to make a key contribution: we consistently pursue the goal of using natural resources carefully and are continuing to expand our own electricity and heat generation.

To involve all employees in the issue of sustainability, in 2022 we initiated the “Energy saving measures - prizes for best ideas” program. Numerous ideas were awarded prizes and have already been implemented.

### 3.1 Management Approach

The activities of IDT should impact the environment as little as possible. Central goals of our environmental management are the efficient and careful use of all resources and avoidance or minimizing of waste.

To achieve this, we already established an energy management system many years ago. In addition, our own environmental management system is also to be integrated and certified. As a result of the Covid pandemic, realization is likely to occur in 2025.

### 3.2 Involvement of Internal and External Stakeholders

The commitment of our employees is key in allowing us to successfully achieve our goals for greater sustainability. Therefore, we get everyone involved, raise awareness of the issues, and provide comprehensive information, such as via training or internal media like IDT Online or our sustainability newsletter.

At the same time, IDT is also active beyond the boundaries of the company and is in continuous dialogue with key stakeholders from the worlds of business and politics as well as customers and suppliers, to keep the subjects of sustainability and environmental protection consistently present.



For nature conservation and biodiversity: the end of November 2022 saw the planting of further trees in our orchard meadow at the Dessau site.

Pictured: Dr. Jürgen Betzing and Dr. Ulrich Valley (IDT Dessau management) with Frank Föhrgen (CEO of Technik-Energie-Wasser-Servicegesellschaft, TEW).





3.3 Energy and Climate Protection

The introduction of the energy management system allowed IDT to increase the focus on the issue of sustainability. One aspect of this was the development of a joint sustainability and energy strategy. The objective is the sustainable use of all resources.

IDT CORPORATE CARBON FOOTPRINT	2021 [CO <sub>2e</sub> (tonnes)]
Direct emission of own combustion processes - Stationary combustion (natural gas, heating oil, ...) - Volatile gases - Mobile combustion (own vehicle fleet) - Own generation Scope 1	8,443.45
Indirect emissions via external energy sourcing Electricity - Specific energy mix, district heating Scope 2	12,228.90

3.3.1 Corporate Carbon Footprint

To develop strategies for CO<sub>2</sub> neutrality, the corporate carbon footprint for Scopes 1 and 2 was determined for the 2021 business year: greenhouse gas emissions were converted into CO<sub>2</sub> equivalent (CO<sub>2e</sub>). In 2023 and 2024 the CO<sub>2e</sub> emissions of IDT are to be reduced by 3 % per year. The use of green energy for supply is in focus here. The share of electrically powered vehicles is also intended to be increased.

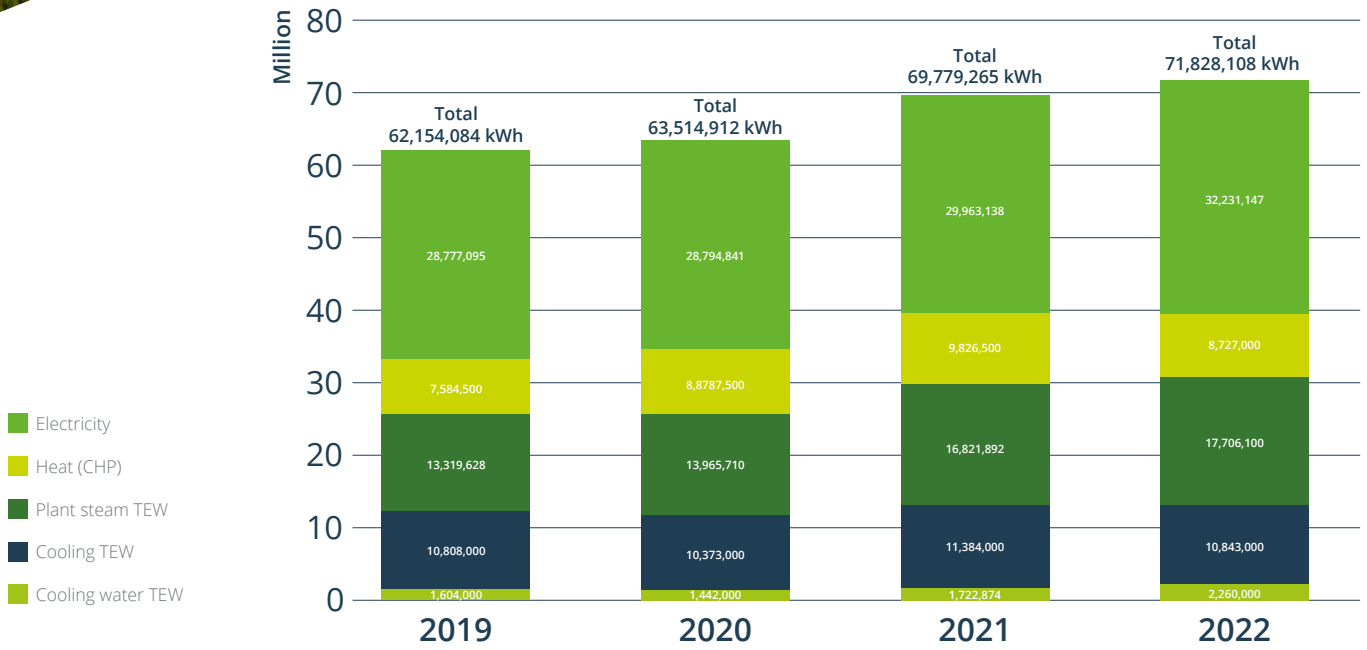
At the same time, we also want to reduce those emissions that are outside of our direct area of influence, such as with suppliers or in logistics. To achieve this, we are joining the Science Based Targets Initiative (SBTi) and defining goals for downstream emissions (Scope 3).

Sustainable employee mobility also reduces our CO<sub>2</sub> footprint: in addition to the Job-Ticket for commuters, we also offer work in mobile office/home office where possible. This was laid down in a works agreement in 2022.

3.3.2 Energy Consumption

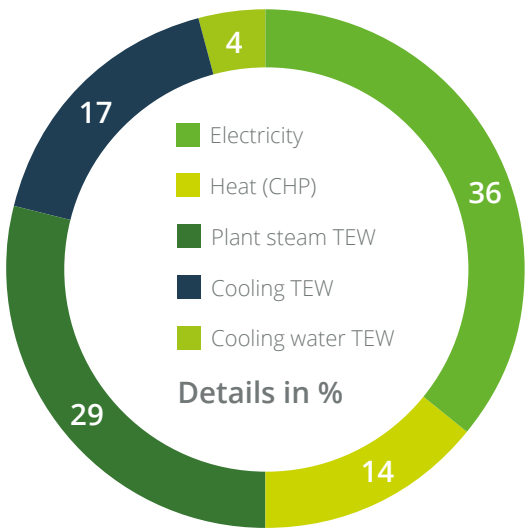
Increased production in 2022 resulted in a rise in energy consumption. One positive aspect that should be mentioned here is that the building complex newly erected in the reporting year does not have its own energy supply but is instead supplied by existing buildings. As a result, the energy consumption of IDT does not show a significant increase.

TOTAL – Energy consumption in kWh per year



The distribution of energy consumption in 2022 clearly shows that electricity requirements at IDT make up the primary share of total consumption, at 36 %.

Allocation of energy sources 2022 (total consumption [kWh])



In 2022 our energy management measured and analyzed the electricity consumption of climate blocks. The use of highly efficient filtration systems enabled savings of approx. 209,000 kWh to be achieved. This corresponds to a saving of 0.94 % (approx. 84 t CO<sub>2</sub>) from the energy baseline of 2020. As a result, the filter systems of several buildings are to be renewed in 2023.

A target value of 3.0 % energetic improvement was set for all measures to be realized by 31 December 2024. This corresponds to a KPI value of 0.75 % per calendar year.

To achieve a detailed breakdown of the specific energy consumption, the actual and planned values for all produced units were compared.

ACTUAL-planned comparison EnPI

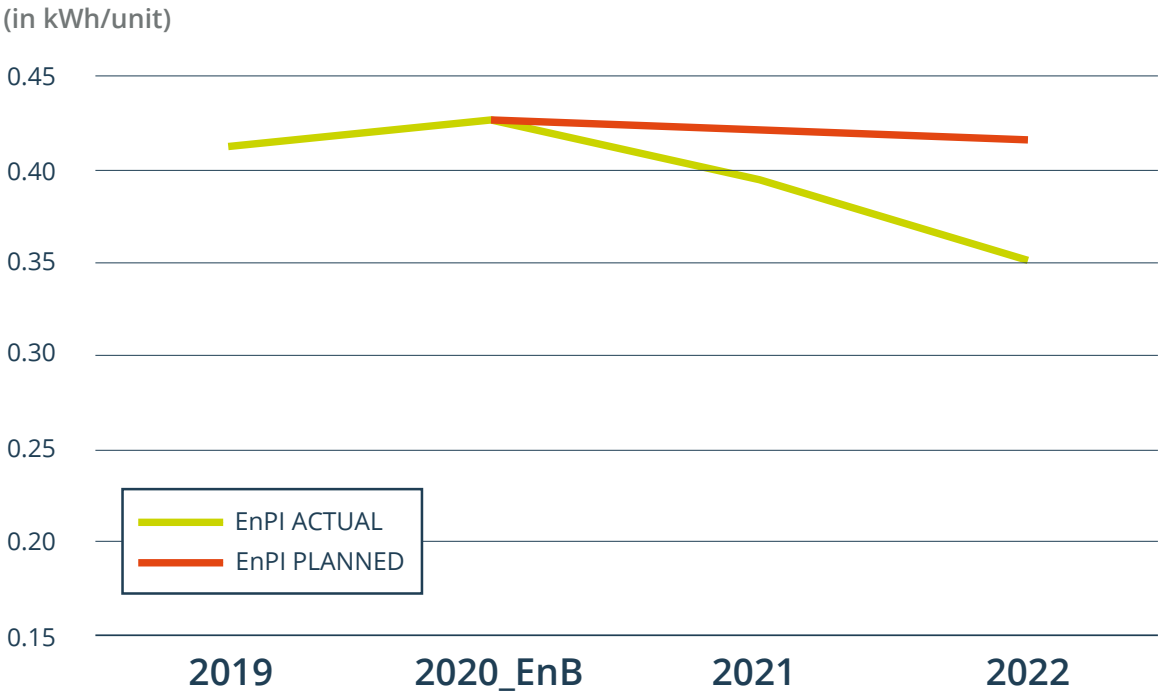


Illustration: ACTUAL plan comparison of produced unit to specific energy consumption.

3.3.3 Emissions

At our production site we use special exhaust air systems to reduce or eliminate harmful substances. Our entire production activities correspond to the applicable emissions guidelines. Emissions of ozone depleting substances (ODS) do not arise from our production. Our environmental management uses measurements and analysis to regularly monitor significant air-polluting emissions, such as nitrous oxides (NO<sub>x</sub>) and sulfur oxides (SO<sub>x</sub>).

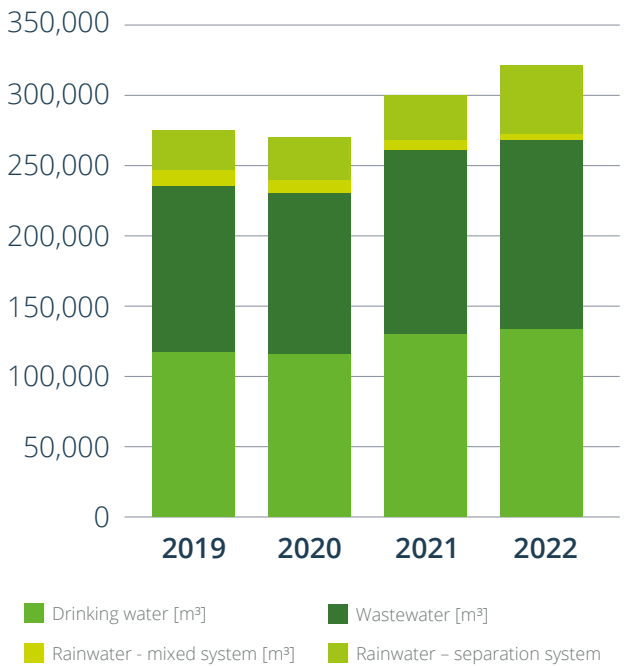


3.3.4 Biodiversity

IDT protects and supports biodiversity to ensure the survival of flora and fauna varieties and preserve the natural ecosystem. We do not have any operating sites that are located, for example, in or adjacent to areas of high biodiversity. The use of our production sites also has no significant impact on biodiversity.

Rather, we strive to create additional habitat for animals and plants: such as through the cultivation of fruit and flower meadows on our site and the provision of nesting aids for birds and bats.

Quantities in m³



3.4 Water and Wastewater

IDT applies numerous measures to preserve the valuable resource water and counter an impending water shortage: from raising awareness and training our employees in the careful use of water to technical solutions such as water-saving valves and on to the examination and optimization of relevant water supply processes.

The illustration shows: despite increasing production and numbers of employees there has been no significant rise in water consumption and wastewater.







### 3.4.1 Water

IDT is supplied with drinking water by TEW Servicegesellschaft mbH. TEW has been operating a waterworks with own groundwater extraction since 1985: here untreated water is converted into drinking water according to the current state of the art and under observance of the valid TrinkwV drinking water ordinance.

For quality assurance purposes the drinking water at the waterworks is routinely analyzed by an accredited laboratory in accordance with the requirements of TrinkwV.

#### The following key indicators are monitored and checked regularly:

- Pressure, volume, pH value, conductivity, iron, chlorine, temperature, clouding (monitoring by TEW)
- Meeting of threshold values according to TrinkwV (microbiological and chemical analysis by test laboratory)
- Number of times threshold values exceeded according to TrinkwV
- Full analysis of the untreated water (including for heavy metals)

### 3.4.2 Wastewater

IDT releases its wastewater into the wastewater network of TEW Servicegesellschaft mbH. TEW operates a biological wastewater treatment plant of size class 2 with nitrification and partial sludge stabilization.

For quality assurance purposes the wastewater is routinely analyzed by an accredited laboratory in accordance with the requirements of the AbwV wastewater ordinance. In addition, unannounced checks are also conducted by the LHW water management agency. The Saxony-Anhalt State Administration Office (LVwA) audits the sewage treatment plant each year.

The following key indicators are monitored and checked regularly:

- Filling level, volume, pH value, oxygen, temperature, ammonium, nitrate, phosphate, degree of transparency, clouding, conductivity, sludge settlement behavior (monitoring by TEW)
- Meeting of threshold values according to AbwV, including ammonium, nitrate, nitrite, nitrogen, phosphorous, chemical oxygen demand (CSB), biochemical oxygen demand (BSB5), filterable substances, extractable lipophilic substances, hydrogen sulfide, adsorbable organic halides (AOX), microbiological image, sludge analysis (pH value, solids) (analysis by test laboratory)

## 3.5 Waste Management

We use suitable collection and separation systems as well as a current waste register: this records all types of waste in detail, e.g., with source and quantity, composition, hazard classification and specific treatment and disposal.

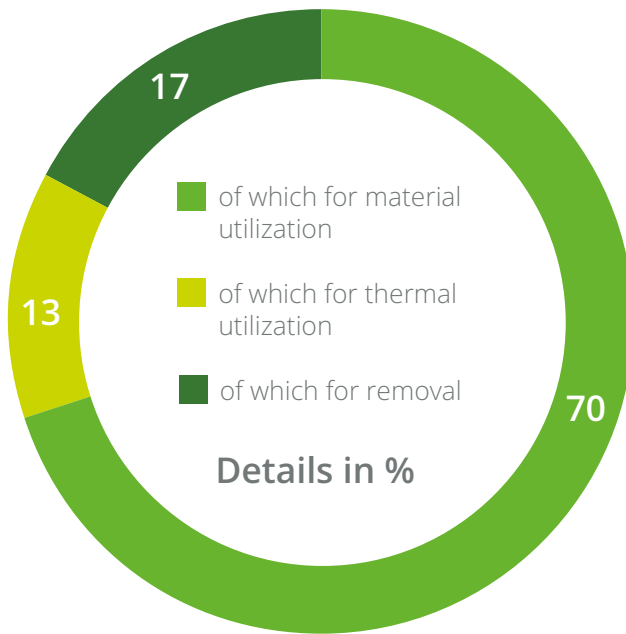
Adapted collection and separation systems in the corresponding areas and regular training of all employees enables optimal disposal to be achieved.

IDT deals with single-use materials through waste separation, secure disposal routes and recycling to prioritize the circular economy. Sustainable transport to the disposal plants also forms part of our waste management.

All waste is collected via our central waste recording center (AEZ) and transferred to certified disposal companies. As the AEZ has a disposal status and a transport permit, it also deals with the waste of the other site partners in the Pharmapark.



Allocation of non-hazardous waste according to means of disposal



Since 2022, IDT has had a sustainable solution for the disposal of large quantities of liquid materials (such as buffer solutions): an innovative filtration plant of the disposal company allows hazardous substances to be removed and wastewater returned to the water cycle.

Due to their characteristics, medicines requiring disposal (such as production waste, visible rejects) may not be recycled or forwarded for waste treatment. This product waste is disposed of via an incineration plant.

A total of 35 different types of waste are currently separated, collected and disposed of at IDT. As we as contract manufacturer have no influence on the composition of products, the substitution of hazardous substances may not be undertaken by IDT. We use systematic waste separation to guide recyclable substances back to the material cycles in the best manner possible.

3.6 Hazardous Substances

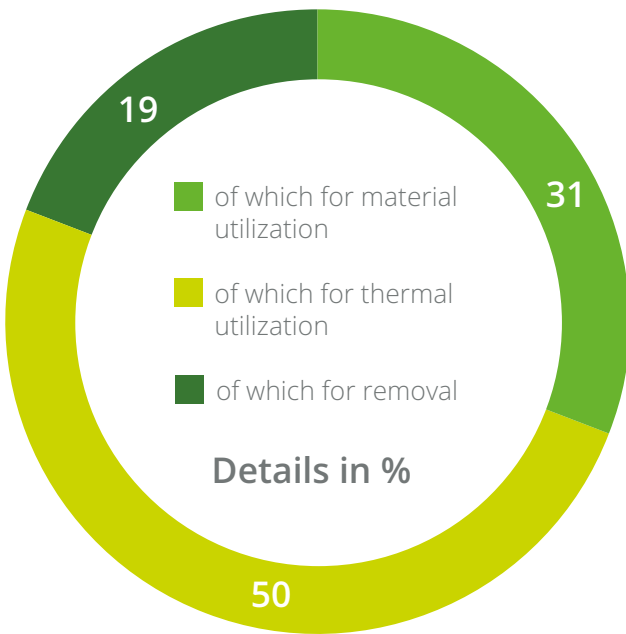
IDT imports chemical substances within the EU, which are required to be registered in accordance with the REACH Regulation. As per the statutory requirements, internal registration of all hazardous substances occurs in a hazardous substance register.

For the hazardous substances in use on the site we draw up operating procedures for safe handling, with these updated continuously. Our Hazardous Substance Officer conducts regular inspections and preventive safety measures to identify possible risks or irregularities and avoid these effectively.

Prior to the commencement of work, a risk assessment tailored to the area or activity is drawn up. The regular training of all employees helps to minimize the risk of accidents when handling hazardous substances.

In spite of these measures, in 2022 there were 17 incidents relating to hazardous substances, of which three resulted in an industrial accident – due primarily to the unintentional contact with disinfectant or skin contact with lyes or acids. Therefore, we will continue to expand our safety measures in this area.

Allocation of hazardous waste according to means of disposal





## 4 Employees

We create an environment in which all employees feel appreciated and able to realize their potential – and work together to contribute to the enduring commercial success of IDT.

We observe all national and international laws, the Charter of Fundamental Rights of the European Union, and the European Convention on Human Rights. IDT wholly condemns infringements such as child or forced labor and works consistently against these.

### 4.1 Management Approach

We consistently apply all requirements from national laws (such as working conditions law, occupational health and safety law, maternity protection law, young persons protection of employment law, working hours law, laws regarding chemicals).

We maintain interaction and contact with authorities and organs for the protection of working conditions, to make the environment for employees an even safer one.

The risks and burdens for employees are identified regularly through risk assessments. These form the basis for making our workplaces even safer.

Accidents or near-accidents are recorded in a company database. IDT assesses these for severity and possible potential for damage. In addition, we also promote open communication on all aspects of safety at work.

A pandemic emergency plan valid across the site applies for the management of pandemics. During the Covid pandemic a team of experts was formed for handling cases in direct contact with the health authorities. Necessary protective measures were accompanied by internal communication.

The introduction and certification of an industrial health & safety management system according to DIN ISO 45.001 is planned for 2025.



## 4.2 Attractive Employer

We aim to be a company in which people feel at home, from training to retirement. Some of our employees have already been part of our team for over 40 years. Our fluctuation rate is in the lower third compared to the German average. In 2022 IDT hired 294 new employees.

We were awarded 1st place as Employer of the Future 2022 for our particular work towards the reconciliation of work and family life.

### Employee representatives

IDT protects the right of employees to form employee representatives. Trust-based cooperation is our utmost priority in this. The works council is given all necessary means to exercise its tasks, as well as regular training and further training.

### Salary and conditions

With our collective pay agreement according to IG BCE, we ensure fair and transparent remuneration. In addition to the basic salary there is also an annual bonus, vacation money and the option of a company pension with annual employer contribution. For our non-collective pay positions remuneration is oriented towards competitive and performance-related criteria such as industry benchmarks.

### Work-life balance

To satisfy the private and family requirements of our employees, we promote a good work-life balance. Our model for life stage-appropriate working hours (LePha) offers a number of possible leave of absence options, such as parental leave, breaks for shift workers, models for age-appropriate work, caregiver leave or release for qualification.

We observe all statutory, collective pay and operational requirements to abide by working hours regulations. Overtime and additional work are remunerated in a timely manner. Our electronic timekeeping effectively prevents breaches of working hours regulations. Wherever possible and practicable, we offer employees the option of mobile office for maximum flexibility.

Our collective pay agreements provide for paid release for events such as weddings, moving home, the birth of a child or deaths in the family. Alongside subsidies for the costs of childcare, we also offer our employees up to two days paid leave to care for a sick child, in addition to the statutory caregiving time.



## 4.3 Leadership and Cooperation

### Open communication

We promote open and purposeful dialogue with our employees. Important issues are communicated via, for example, company meetings, circular mails or video messages from the management board. Our company suggestions scheme encourages all employees to submit their ideas and suggestions.

Regular interaction between employees and managers is aided by annual employee appraisals and specific return-to-work discussions.

### Diversity and inclusion

We stand for a diverse and vibrant company in which people work together in partnership regardless of age, sex, religion, origin, or nationality. We take firm steps to prevent all forms of discrimination, harassment, and bullying.

On joining the company, each employee is informed of our principles, with managers trained intensively on these subjects.

We employ personnel from 22 different countries. To facilitate integration within the team and promote communication, we offer online language courses as well as a dedicated language mentor program. In 2019 we concluded our inclusion agreement in accordance with section 166 SGB - Social Security Code - IX. In this, we commit ourselves to maintain and improve the employment situation of people with disabilities, offer them career perspectives and promote the hiring of severely disabled persons.







## 4.4 Learning and Development

Qualified employees form the basis for our sustainable company culture. Training and further training plays a central role for IDT.

### Training/Education

IDT currently has 64 trainees in various occupations:

- Laboratory chemist,
- Biology lab assistant,
- Pharmaceutical technician,
- Chemical production specialist,
- Machine and plant operator,
- Industrial clerk,
- Warehouse logistics specialist,
- IT specialist.

To further improve the quality of our training, in addition to practice within the company and theory in the vocational school, nearly all occupations also include periods spent in the training laboratory or a training workshop with our practice partners.

All trainers at IDT have a certified trainer qualification. In addition, we also conduct regular external training for trainers on diverse subjects (e.g., young persons protection of employment law).

The youth and trainee representatives have a designated position within our company to represent the interests of our trainees and other young employees.

### Dual studies

IDT offers the opportunity for dual studies in the subjects:

- Pharmaceutical Engineering,
- Biotechnology,
- Process Engineering,
- Service Engineering,
- Business Management,
- Business IT.

### Further training

As the basis of the annual training requirements elicited, training is planned and implemented internally and externally – through training in-person and online. In addition, there are also specially conceived development plans for employees.

All newly created positions are also advertised internally, so that each employee has the opportunity to advance their career. Our Starting Leaders program offers comprehensive support to young management personnel.

## 4.5. Occupational Health and Safety

### Industrial health & safety

The health and safety of our employees is a central component of our company philosophy. The TEW – Technik-Energie-Wasser-Servicegesellschaft is our professional partner for industrial health & safety.

Central elements of our industrial health & safety are raising awareness amongst employees and qualification of employees: e.g., through communication, training, and exercises, conducting of risk assessments, preventive examinations in occupational health care and the keeping and evaluation of an accident database.

### Company health management

IDT has a structured company health management system: together with an established practice partner, we analyze our sickness rate and use this to derive suitable measures for the protection of health. These include sporting activities, nutrition and relaxation courses, workplace analysis and diverse health

screening activities (screening of arteries and veins, back analysis, health check etc.). In cooperation with the Fürstenberg Institut we also offer psychological advice and support.

On the basis of our works agreement on integration management (BEM) corresponding measures are routinely carried out and continuously improved.

### Occupational health services

IDT has two company doctors, who alternately provide occupational health services on the site. In addition to the statutorily required preventive healthcare examinations, employees have the opportunity to have further medical examinations carried out.



## 5 Products

IDT is a contract developer and contract manufacturer of innovative virus vaccines, gene and immune therapy products as well as biologics. .

### 5.1 Management Approach

We support our customers in the development and production of vaccines and therapy products. In this, we also offer advice and indicate possible potential for optimization: for this purpose, we have established a portal with which innovations can be promoted further.

With the circular management system operated on site we strive to achieve the sustainability of the products that we manufacture across the entire life cycle – from procurement and manufacturing to return and reconditioning and on to the reuse of materials.

To achieve this, we establish cycles within our company or externally with established recycling processes. In this way we reduce material input and the CO<sub>2</sub> footprint of our products and ensure observance of all environmental and social standards.

### 5.2 Sustainable Products and Services

In 2022 we began replacing customer-specific blisters with recycled material. This enabled a major step to be taken towards sustainability. In material recycling materials such as cardboard, plastic, and out-of-date medicines are added to closed circuits and disposed of according to type.

In addition, we also aim to replace the reusable cloths thus far used daily and reconditioned externally with single-use cloths. These can then be supplied to hospitals and reused in a so-called second life.

The fact that the storage space previously required for the reusable cloths is no longer needed, coupled with the reduction of resource consumption (e.g., electricity, water), internal logistic cost (e.g., residual value) and effort meant that we were able to sustainably optimize our processes.

### 5.3 Product Responsibility

We assume responsibility for the products that we manufacture as service provider: they should be of the highest quality and provide reliable protection for human health. Consequently, our products undergo numerous evaluations and tests with regard to product effectiveness and product safety.

In addition, we also consistently focus on ensuring that all environmental and safety protection regulations and requirements are strictly adhered to in the development and manufacture of our products.



## 6 Supply Chain

IDT maintains business relationships with suppliers and service providers from throughout the world. Here we procure, for example, drug substances, chemical source materials, pharmaceutical packing material, single-use materials, and product contact substances for biotechnology use, as well as protective clothing and disinfectant for clean rooms and laboratories.

Sustainability plays a central role in the selection of our suppliers: for example, we strive to switch increasingly to recyclable materials, such as, in the case of blister packaging, from polyvinyl chloride (PVC) to amorphous polyethylene terephthalate (APET). This is considerably easier to reuse and already consists of up to 80 % recycled material.

However, as a contract manufacturer, IDT has limited opportunities with regard to the choice of materials used. Nevertheless, in close cooperation with our customers we do all we can to find and implement sustainable solutions.

### 6.1 Management Approach

The principles and values defined in the IDT Code of Conduct are binding upon our suppliers. These include the commitment to corporate responsibility and the strict observance of human rights, employment standards and anti-corruption requirements, as well as the 10 principles of the UN Global Compact.

These principles are enshrined in section 11 (1) "Compliance, Data Protection, Approvals" of our General Terms of Purchasing. In addition, these goals are anchored in the purchasing guidelines of IDT.

We also strive beyond the statutory requirements themselves to make our purchasing as sustainable as possible – such as through digital solutions. The discontinuation of paper-based filing of orders and order confirmations has saved 26,000 sheets of paper and the corresponding printer cartridges each year since 2017.

This development is continuing with the digitalization of supplier change notifications, the digital signing of quality assurance agreements and the approval of supply chain certificates in SAP. The goal is to also be able to complete supplier and material qualification paperlessly with the aid of an electronic quality management system in the future.



## 6.2 Social and Ecological Requirements of Suppliers

With the goal of sustainable procurement, social, ecological, and economic factors are decisive in the selection of our suppliers and service providers. They need to prove fulfilment of all relevant standards, including certification according to ISO 14001, ISO 45001, and ISO 50001. This claim is laid down in the awarding documents for supplier qualification.

The certificates on the subject of sustainability are monitored continuously and taken into account when approving suppliers. To ensure the up-to-dateness of the certificates, our Purchasing department conducts regular reporting to receive information regarding the status of the supplier quality management system in good time in the event of the certificates ceasing to be valid.

If a supplier does not have a certified quality management system for sustainability, IDT checks all relevant points via an internal self-assessment form. In 2023 a supplier code of conduct is also to be drafted, with this encompassing the values defined in the IDT Code of Conduct and obliging suppliers to observe them.

## 6.3 Assessment of Suppliers

In 2022 IDT sourced its entire purchasing volume from OECD countries. The Organisation for Economic Co-operation and Development (OECD) has committed itself to common democratic values to, amongst other things, increase standards of living worldwide, create social security and promote education.

Due also to the risk identification of the sustainability initiative of the German chemicals industry, we may assume that risks to human rights in these countries may be estimated as low.

The largest portion of our purchasing volume (89 %) originates with suppliers from Germany. However, in some cases these business partners are only sales offices which organize distribution of goods that are manufactured in non-OECD countries. We have the-

refore had our five most important suppliers without certified quality management systems for sustainability evaluated by the external service provider EcoVadis.

IDT has firmly integrated the criterion of sustainability into its supplier evaluation. The presence of a certified quality management system consequently has an impact on the assessment. At the beginning of 2022 only 14 % of suppliers assessed had sustainability certificates (such as EcoVadis, ISO 14001, ISO 45001, or ISO 50001). During the course of 2022 this share increased to 41 %.

## 6.4 Further Development and Strengthening of Cooperation

If a supplier fails to fulfil specific requirements, an attempt is initially made to reveal existing shortcomings and rectify these. If this is not possible, alternative suppliers are sought in collaboration with the customer.

The supplier assessment is also intended to promote dialogue with the supplier, raise awareness of the subject of sustainability and help to enable suppliers to effectively increase their involvement in this area.



# Further information

## GRI Content Index

For the 2022 reporting year we orientate ourselves towards the GRI standards. If insufficient information exists regarding a GRI aspect, attention is drawn to this. GRI Content Index also encompasses the corresponding principles of the UNGC.

UNGC PRINCIPLES	GRI STANDARDS	PAGE/ REFERENCE	COMMENTS
	<b>GRI 1: Basis 2021</b>		
	<b>GRI 2: General information 2021</b>		
<b>The organization and its reporting</b>			
	GRI 2-1: Organization profile	6	
	GRI 2-2: Entities that need to be taken into consideration in the sustainability reporting of the organization	8	
	GRI 2-3: Reporting period, reporting frequency and contact office	3	
	GRI 2-4: Reformulation of information	3	
	GRI 2-5: External audit	3	External support provided in 2022; auditing for 2023 reporting year
<b>Activities and employees</b>			
	GRI 2-6: Activities, value chain and other business relationships	10, 12, 13	
6	GRI 2-7: Staff	8	
6	GRI 2-8: Employees that are not staff members	8	
<b>Company management</b>			
	GRI 2-9: Management structure and composition	6, 7, 8	
	GRI 2-10: Nomination and selection of highest control body	6, 7	
	GRI 2-11: Chair of highest control body	8	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-12: Role of highest control body for the supervision of management of impacts	6, 7	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-13: Delegation of responsibility for the management of impacts	6, 7	Energy management officer present
	GRI 2-14: Role of highest control body in sustainability reporting	10	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-15: Conflicts of interests	9, 23	Principles covered in compliance training
	GRI 2-16: Communication of critical issues	20, 21	

UNGC PRINCIPLES	GRI STANDARDS	PAGE/ REFERENCE	COMMENTS
	GRI 2-17: Assembled knowledge of the highest control body	6, 7	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-18: Assessment of performance of the highest control body	6, 7	According to AktG - Stock Corporation Act - only regulated for the stock corporation
	GRI 2-19: Remuneration policy	32, 33,34	According to AktG - Stock Corporation Act - only regulated for the stock corporation; company-based collective pay rate in place, for AT-MA BV remuneration system
	GRI 2-20: Procedure for specification of remuneration	32, 33, 34	Company-based collective pay rate in place, for AT-MA BV remuneration system; remuneration committee (AG and works council)
	GRI 2-21: Ratio of total annual compensation		Subject to confidentiality; remuneration according to collective pay system.
<b>Strategy, guidelines, and practices</b>			
1-10	GRI 2-22: Declaration of application for sustainable development strategy		See IDT QM manual for pharmaceutical companies
1-6, 7, 10	GRI 2-23: Declaration of commitment to principles and forms of action		See IDT QM manual for pharmaceutical companies
	GRI 2-24: Inclusion of political commitments		See IDT QM manual for pharmaceutical companies
	GRI 2-25: Procedure for removal of negative effects		See IDT QM manual for pharmaceutical companies
	GRI 2-26: Procedure for obtaining advice and reporting issues		See IDT QM manual for pharmaceutical companies
	GRI 2-27: Observance of laws and regulations		See IDT QM manual for pharmaceutical companies
	GRI 2-28: Membership of associations and interest groups	18	
<b>Involvement of stakeholders</b>			
	GRI 2-29: Approach for involvement of stakeholders	12	
3	GRI 2-30: Collective pay agreements	34, 35, 36	
<b>Key issues</b>			
<b>GRI 3: Key issues 2021</b>			
	GRI 3-1: Procedure for the designation of key issues	12	
	GRI 3-2: List of key issues	15, 16, 17	
<b>Climate protection</b>			
7-9	GRI 3-3: Management of key issues	18, 19	
	GRI 201: Economic performance 2016		





UNGC PRINCIPLES	GRI STANDARDS	PAGE/REFERENCE	COMMENTS
7-9	GRI 201-2: Financial consequences of climate change for the organization and other risks and opportunities associated with climate change	2, 18, 19, 20, 21	
	GRI 302: Energy 2016		
7, 8	GRI 302-1: Energy consumption within the organization	24, 25, 26	
8	GRI 302-3: Energy intensity	24, 25, 26	
8	GRI 302-4: Reducing energy consumption	24, 25, 26	
	GRI 305: Emissions 2016		
7, 8	GRI 305-1 Direct GHG emissions (Scope 1)	24	
7, 8	GRI 305-2: Indirect energy related GHG emissions (Scope 2)	24	
7, 8	GRI 305-3: Other indirect GHG emissions (Scope 3)		Not yet identified in reporting year.
8	GRI 305-4: Intensity of GHG emissions	24	
8, 9	GRI 305-5: Reduction in GHG emissions	15	
<b>Environmental protection</b>			
7-9	GRI 3-3: Management of key issues	23	
	GRI 303: Water and wastewater 2018		
7, 8	GRI 303-1: Water as commonly used resource	27, 28	
7, 8	GRI 303-2: Dealing with the effects of water recirculation	27, 28	
8	GRI 303-3: Water extraction	27, 28	
8	GRI 303-4: Water recirculation	27, 28	
8	GRI 303-5: Water consumption	27, 28	
	GRI 304: Biodiversity 2016		
8	GRI 304-1: Own, leased, or managed operating sites that are located in or adjacent to protected areas and areas with high biodiversity outside of protected areas	27	
7-9	GRI 304-2: Significant impacts of activities, products, and services on biodiversity	27	
	GRI 305: Emissions 2016		
7, 8	GRI 305-6: Emissions of ozone depleting substances (ODS)	27	
7, 8	GRI 305-7: Nitrous oxides (NOx), sulfur oxides (SOx) and other significant air emissions	27	See annual environmental report
	GRI 306: Waste 2020		
8	GRI 306-1: Waste created and significant waste-related impacts	29, 30	
8	GRI 306-2: Management of significant waste-related impacts	29, 30	
8	GRI 306-3: Waste created	29, 30	
8	GRI 306-4: Waste diverted from disposal	29, 30	
8	GRI 306-5: Waste designated for disposal	29, 30	
	GRI 307-1: Failure to observe environmental protection laws and regulations	27, 28, 29, 30	

UNGC PRINCIPLES	GRI STANDARDS	PAGE/REFERENCE	COMMENTS
<b>Innovation</b>			
10	GRI 3-3: Management of key issues		Is illustrated in all parts of this report
<b>Business ethics</b>			
10	GRI 3-3: Management of key issues	19, 20, 21	
	GRI 205: Tackling corruption 2016		
10	GRI 205-1: Operating sites checked for corruption risks	19, 20	
10	GRI 205-2: Communication and training on guidelines and procedures for tackling corruption	19, 20	
	GRI 206: Anti-competitive behavior 2016		
10	GRI 206-1 Legal proceedings on the basis of anti-competitive behavior, antitrust and monopoly formation		See Code of Conduct and part of annual compliance training
	GRI 207: Taxes 2019		
	GRI 207-1: Tax concept		As located in Germany, subject to German tax law
	GRI 207-2: Tax governance, control, and risk management		Testing occurs via accountants and auditors; operatively via holding
	GRI 207-3: Involvement of stakeholders and management of fiscal considerations	12	Not a key aspect as per the materiality matrix
	GRI 207-4: Country-by-country reporting		We do not report country-by-country details, as this does not constitute a finding of the materiality analysis.
	GRI 415: Political influence 2016		
10	GRI 415-1: Party donations		No party affiliation, therefore, no party donations
	GRI 418: Protection of customer data 2016		
	GRI 418-1: Justified complaints regarding breach of protection and loss of customer data		We do not report country-by-country details, as this does not constitute a finding of the materiality analysis.
<b>Product responsibility</b>			
7	GRI 3-3: Management of key issues	38, 39	
	GRI 417: Marketing and labelling 2016		IDT does not make its own products - contract manufacturer
<b>Employees</b>			
1, 3, 6	GRI 3-3: Management of key issues	33	
	GRI 401: Employment 2016		
6	GRI 401-1: Newly hired employees and employee fluctuation	34	

UNGC PRINCIPLES	GRI STANDARDS	PAGE/ REFERENCE	COMMENTS
	GRI 401-2: Operational benefits that are only offered to full-time employees, not temporary employees, or part-time employees		We do not report results for this, as it does not represent part of the materiality analysis.
6	GRI 401-3: Parental leave	8	
	GRI 402: Employer-employee relations 2016		
3	GRI 402-1: Minimum notification period for operational changes	35	
	GRI 404: Training and further training 2016		
6	GRI 404-1: Average number of hours of training and further training per year and employee	36	Approx.10 % of working hours are used for training (anchored in annual training plan)
6	GRI 404-2: Program for improvement of employee skills and transition aid	16, 17	See goals
6	GRI 404-3: Percentage of employees who receive a regular appraisal of their performance and career development		As per annual employee appraisal Consideration of individual further development for all employees
	GRI 405: Diversity and equal opportunities 2016		
6	GRI 405-1: Diversity in control bodies and amongst employees	35	
6	GRI 405-2: Ratio of basic salary and remuneration of women to basic salary and remuneration of men	35	
	GRI 406: Non-discrimination 2016		
6	GRI 406-1: Discrimination incidents and rectifying measures taken		Anchored in Code of Conduct
<b>Supplier management</b>			
1-8	GRI 3-3: Management of key issues	41	
	GRI 204: Procurement practices 2016		
	GRI 204-1: Share of expenditure for local suppliers	42	
	GRI 308: Environmental assessment of suppliers 2016		
7, 8	GRI 308-1: New suppliers checked according to environmental criteria	42, 43	Anchored in supplier code of conduct and supplier assessment
7, 8	GRI 308-2: Negative environmental impacts in the supply chain and measures taken	42, 43	Anchored in supplier code of conduct
	GRI 414: Social assessment of suppliers 2016		
1-6	GRI 414-1: New suppliers checked according to social criteria	42, 43	Anchored in supplier code of conduct
1-6	GRI 414-2: Negative social impacts in the supply chain and measures taken	42, 43	Anchored in Code of Conduct
<b>Human rights</b>			
2-5	GRI 3-3: Management of key issues	20	
	GRI 408: Child labor 2016		

UNGC PRINCIPLES	GRI STANDARDS	PAGE/ REFERENCE	COMMENTS
2, 5	GRI 408-1: Operating sites and suppliers with a significant risk for child labor incidents	12, 20, 42	Anchored in Code of Conduct and supplier code of conduct
	GRI 409: Forced or compulsory labor 2016		
2, 4	GRI 409-1: Operating sites and suppliers with a significant risk for forced or compulsory labor incidents	12, 20, 42	Anchored in Code of Conduct and supplier code of conduct
<b>Occupational health and safety</b>			
1	GRI 3-3: Management of key issues	33	
	GRI 403: Occupational health and safety 2018		
	GRI 403-1: Management system for occupational health and safety	33	
	GRI 403-2: Identification of dangers, risk evaluation and investigation of incidents	31, 37	
	GRI 403-3: Occupational health services	37	
	GRI 403-4: Employee involvement, consultation and communication regarding occupational health and safety	34, 35	
	GRI 403-5: Employee training on occupational health and safety	16, 17, 34, 37	
	GRI 403-6: Promotion of employee health	16, 17, 34, 37	
	GRI 403-7: Avoidance and minimization of impacts directly related to business relations on occupational health and safety	32, 33, 34, 35, 42, 43	
	GRI 403-9: Work-related injuries	31	
	GRI 403-10: Work-related illnesses	17, 31	
<b>Stakeholder and community involvement</b>			
1	GRI 3-3: Management of key issues		Is illustrated in all parts of this report
	GRI 201: Economic performance 2016		
	GRI 201-1: Directly generated and disbursed economic value		Part of the consolidated financial statement (Klocke Group)
	GRI 203: Indirect economic effects 2016		
	GRI 203-1: Infrastructure investments and promoted services		Part of the consolidated financial statement (Klocke Group)



# Glossary

## C

**Corruption:** This concerns the abuse of power entrusted for private gain or advantage. In Germany there is a whole catalogue of offences regarding the issue of corruption. These include the giving and receiving of bribes, granting and receiving of undue advantage etc.

## D

**Diversity:** Diversity refers to the differences and commonalities of employees. These may be physical characteristics such as sex, ethnicity, age, or disability, as well as subjective characteristics such as expertise, lifestyle, cultural background, sexual orientation, or religion.

## E

**ESG (Environment, Social, Governance):** ESG is used as a broad term for CSR (Corporate Social Responsibility). This concerns the evaluation of corporate social responsibility. In other words, the voluntary contribution of business to sustainable development, beyond the extent statutorily required.

## G

**GcP (Good x Practice):** An overall term for good working practice. The “x” in the middle is replaced by the respective abbreviation for the specific area of application.

**GRI (Global Reporting Initiative):** Is a continuous international dialogue for company reporting, which the company and its stakeholders participate in. The GRI develops guidelines and aims to increase and standardize the quality of reporting, thereby making it more comparable.

## H

**Human rights:** These apply for all people equally. They are universally applicable, indivisible and cannot be denied to anyone. States and companies are obliged to protect them. This means that they are directly responsible for observing human rights.

## I

**ISO 50.001:** Is a standard of the International Organization for Standardization (ISO), aimed at supporting organizations and companies in the establishment of a systematic energy management system. Unused energy efficiency potential should thereby be developed, energy costs lessened, and the emission of greenhouse gases and other environmental impacts of energy consumption reduced.

## M

**Materiality analysis:** Is a strategic analysis tool with which the sustainability issues of relevance to the organization and its stakeholders are identified. It encompasses external environment analysis, internal organization analysis and the analysis of stakeholder expectations. The findings of the environment and the organization analysis indicate the first dimension of the matrix. The second dimension illustrates the findings of the analysis of the stakeholder expectations. Contrasting the themes of relevance for the organization and for the stakeholders enables the deduction of the areas of action for strategic planning.

## P

**Product life cycle:** Refers to the entire process of the product prior to market entry, on the market and following removal from the market. It therefore also includes impacts from the areas of design, raw materials, manufacture, transport, use and recycling. From the viewpoint of sustainability, reuse rather than disposal is the ultimate goal.

## S

**SDGs (Sustainable Development Goals):**

The 17 development goals of Agenda 2030 for sustainable development link the principle of sustainability to economic, ecological, and social development. The goal system of Agenda 2030 is universal and applies for developing, emerging and industrialized nations in equal measure. In this way, the new agenda is intended to form the basis for a changing global partnership. The goals were passed in a resolution of the General Assembly of the United Nations (UN) and entered into effect on 1 January 2016 for a duration of 15 years (until 2030).

**Stakeholder:** Are legal or natural persons or groups of persons from the environment of the organization, who either exert an influence on business activities or are significantly affected, now or in the future, by activities, products and/or services of the organization.

**Supply chain:** The supply chain is the sequence of activities or actors that provide products and/or services for the organization.

**Sustainability strategy:** A sustainability strategy describes the plan for dealing with relevant sustainability issues. Sustainability strategies are the instrumental core of sustainability management. They concern core processes within the company and politics and should be integrated systematically into processes and measures in all areas.

## T

**TEW (Technik-Energie-Wasser Service-gesellschaft mbH):** Site operator and service provider for media at the Pharmapark Dessau-Roßlau.

## V

**Value chain:** The complete sequence of activities or actors that create or receive value in the form of products or services. Activities may be: Procurement of raw materials, prefabrication, refining, sales, logistics as well as recycling and disposal of products consumed. Actors creating value include suppliers, outsourced personnel, contractors, and others. Actors receiving value include customers, consumers, clients, members, and other users.



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