



**Sustainability Report**  
**2021/2022**

# Contents

- 03 About Uhlmann**
  - 03 Interview
  - 05 Uhlmann at a glance
  - 07 Our values
  - 10 Sustainability management
- 13 Strategic fields of action**
- 28 Methodology and appendix**
  - 28 About this report
  - 29 Data appendix
  - 34 SC<sup>1</sup>/GRI<sup>2</sup> index
  - 37 Imprint



## Interactive PDF

**Optimized for viewing with Adobe Acrobat**  
This PDF document is optimized for on-screen use. You can access the desired content by clicking on the chapter titles in the contents, the headings in the headers, the page references or the weblinks in the text.

### Navigation buttons

-  Contents
-  Page forward
-  Page back
-  Previously viewed page
-  Search

### References in the text

-  Page reference
-  Website
-  Hidden content

<sup>1</sup> SC: Sustainability Code.  
<sup>2</sup> GRI: Global Reporting Initiative.

## A clear path to sustainable development

Three questions posed to Tobias Uhlmann (TU), Chairman of the Supervisory Board, and Prof. Dr.-Ing. Matthias Niemeyer (MN), CEO of the Uhlmann Group and Uhlmann Pac-Systeme, on developments in the field of sustainability at the Uhlmann Group.

### Where does Uhlmann currently stand on the topic of sustainability?

**TU:** We have developed a sustainability and climate strategy for the entire Uhlmann Group – which includes Uhlmann Pac-Systeme. This strategy is founded on our vision, mission, and purpose. Our sustainability strategy spanning to the 2024/2025 business year and our climate strategy to 2030 set out a clear pathway for all managers and employees and provide a binding framework for sustainable development to the company and all stakeholders. In pursuing these strategies, we ensure that the 10 principles of the UN Global Compact are effectively implemented in our business to best contribute to fulfilling the Sustainable Development Goals.

**MN:** An important step in this process has been our Climate Disclosure Project (CDP) reporting. We submitted our report for the “Climate” category at the end of July 2021. The scores we received once again reaffirmed our decision to establish a stringent climate management system, account for our greenhouse gas emissions (GHG emissions) and track their development, and set ourselves clear reduction targets supported by appropriate actions. This is how we can ensure greater sustainability within our direct sphere of influence and take responsibility for our supply chains at the same time. For example, we completed the first estimate of our Scope 3 emissions from our upstream and downstream business activities. These emissions currently account for 98 percent of the Uhlmann Group’s total CO<sub>2</sub> footprint and include all indirect emis-



**Prof. Dr.-Ing. Matthias Niemeyer**, CEO of the Uhlmann Group and Uhlmann Pac-Systeme (left), and **Tobias Uhlmann**, Chairman of the Supervisory Board of the Uhlmann Group (right)

sions across the entire value chain. The upstream activities, for example, include purchased goods and services; the downstream activities consist of transport, distribution and, above all, the long-term operation of our machines. These estimates also serve as a foundation for determining the product carbon footprint of our products. Likewise, we have established a risk management system for our suppliers, enabling us to continuously review the status and progress of their compliance with our Corporate Social Responsibility (CSR) criteria through the use of surveys, assessments, and on-site audits.

»Our new sustainability strategy provides a clear path through the middle of the decade.«

**Are there any other developments related to sustainability that you would like to highlight for the 2021/2022 business year?**

**MN:** The assessments conducted by external rating platforms show the evolution of our sustainability performance as a company. Since 2014, we have undergone regular assessments conducted by EcoVadis.



In conversation with Tobias Uhlmann and Prof. Dr.-Ing. Matthias Niemeyer.

The external assessment by EcoVadis in December 2019 awarded us Silver status and 48 points. For the 2021/2022 reporting year, we were able to increase our sustainability performance rating to 52 points. In the systematics of this assessment, despite the rating of “good”, we missed the Silver status by four points. Nevertheless, we are confident that we will be able to achieve an even greater improvement in our score in future assessments.

**TU:** This form of transparency also presents us with new insights. As a medium-sized, family-owned company, we believe transparency is a prerequisite for meeting the increasing sustainability requirements with responsibility and innovative strength. Long-term thinking and sustainable actions have been an aspiration and obligation for each and every one of us for over 70 years. This is one reason why we use external assessments as a sound basis for identifying areas where we need to continue to make progress.

»We are meeting increasing sustainability requirements with responsibility and innovative strength.«

**External assessments have been voluntary until now. Where do you see their benefits and potential?**

**TU:** Irrespective of the specific ratings achieved, three factors are important to us. The first is the neutrality and professionalism of external assessments. We use the feedback from these assessments internally to review our strategy and operational efficiency. Second is the transparency we are able to provide our customers through these assessments because they give us results that we can share and discuss with customers. The “360-degree view” that results from these conversations helps us to understand and drive forward the key sustainability issues on the customer side and their implications for us. We also want to approach our partners in

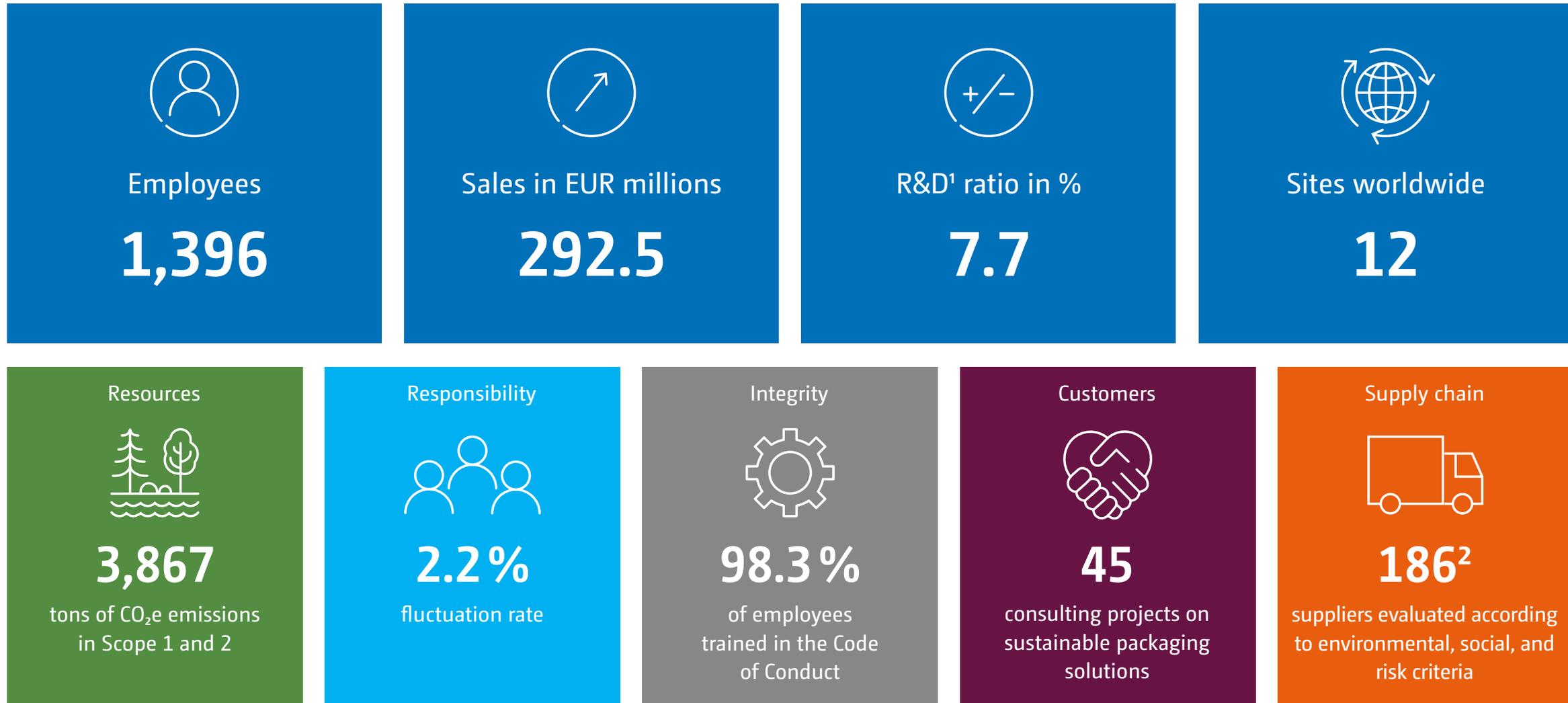
»Taking a ‘360-degree view’ helps us drive forward the key sustainability issues.«

the supply chain with this in mind and are currently looking into using external assessments as part of our supplier management. In doing so, our aim is to identify, record, and minimize sustainability risks in our upstream supply chain even more systematically than before. The neutrality of assessments also helps us to focus our communication with suppliers directly on finding solutions and improving the situation should any potential risks arise in our supply chain.



## Data and facts

For our corporate headquarters in Laupheim – Germany



<sup>1</sup> Research and development.

<sup>2</sup> Corresponds to 89% of sales volume.

# Uhlmann at a glance

Since its foundation by Josef Uhlmann in the Upper Swabian town of Laupheim in 1948, Uhlmann Pac-Systeme GmbH & Co. KG has evolved as a family-owned company into a leading global supplier of pharmaceutical packaging solutions. With a focus on the digitalization and sustainability of production and packaging processes, our expertise extends far beyond the manufacturing of high-tech packaging machines.

Over 1,500 employees work on comprehensive, flexible packaging systems, services, and digital solutions for pharmaceutical products. The production sites in Laupheim and Singapore, as well as subsidiaries in the USA, Brazil, UK, Sweden, Spain, Russia, Switzerland, France, China, and India, are all supported by more than 40 additional representative offices around the globe. With investments amounting to 7.7 percent of the total budget for the reporting year, our R&D expenditures exceeded the EU's Barcelona target of 3 percent again by a wide margin.

### Technical innovations facilitate the achievement of sustainability goals

One of our most strategically important goals is to support the technological development of the industry and markets. Through our technical innovations, we help customers achieve their business goals and, at the same time, their respective sustainability targets. With our energy monitoring application, in the future we will be able to measure actual energy consumption during plant operation and help customers identify potential savings. We also plan to establish a Packaging Competence Center and Partner Network by the 2022/2023 business year. Our initial focus will be on development and offering consulting to customers on PVC-free packaging processes as well as on across-the-board efficiency improvements when using recyclable packaging materials.



## Our values

For many companies, sustainability means a paradigm shift away from traditional growth and profit maximization to the incorporation of all-encompassing corporate responsibility. As a family-owned company, Uhlmann has successfully combined economic, social, and ecological interests for decades – letting our vision as market leader and our values guide us.

Uhlmann's corporate headquarters in Upper Swabian Laupheim.



### **Vision, culture, and values as the foundation of our sustainability strategy**

Strong, open-minded, and reliable. These three characteristics should be precisely what our customers, partners, and employees appreciate about us. We are becoming the leading partner for sustainable packaging solutions and driving forward the transformation of the pharmaceutical value chain. Our daily actions, operating targets, and strategic goals are all geared toward realizing this vision.

Our current sustainability strategy  [page 11](#), developed in the 2021/2022 reporting year, is based on our culture and values. We have placed responsibility for the operating management of the key sustainability issues  [page 11](#) with the respective departments. This ensures that the sustainability strategy is firmly integrated into our business practices. Our sustainability team  [page 10](#) works together with the departments to continuously optimize processes.

### **Our culture and values**

### **Binding guidelines make our principles tangible**

By including binding policies and processes, we ensure that our vision, culture, and values shape Uhlmann's business practices as well as those of our business partners. This is how we convey a concrete understanding of our corporate principles and standards of honesty and integrity to all of the stakeholders involved in our value-creation processes.

### **Initiatives and partnerships support our path to sustainability**

Our engagement in sustainability-oriented initiatives and partnerships demonstrates our firm belief that we can only manage and drive sustainability together, with the involvement of all internal and selected external stakeholders.

## Policies and processes

To carry out our duties sustainably and successfully, we must be reliable. This is why we first require that we ourselves always act with integrity and in accordance with the law in our everyday dealings with employees, business partners, and authorities. We underscore this commitment through our Code of Conduct for employees, our Supplier Code of Conduct and Supplier Handbook, and our whistleblower management system – all of which are essential components of our comprehensive Compliance Management System (CMS).

Our Code of Conduct [website](#) describes and explains to all employees the most important aspects of our understanding of honesty and integrity, providing numerous examples and demonstrating the limits of permissible conduct. The Code applies equally to Uhlmann and the Uhlmann Group. The contents and focal points of the Code result from a risk analysis for the period of October 2020 to May 2021, conducted by the compliance officers [page 19](#) at Uhlmann Pac-Systeme and the Uhlmann Group.

To ensure our procurement and purchasing are sustainable, we have developed and introduced a comprehensive Supplier Code of Conduct [website](#) in addition to our Supplier Manual [website](#). While the Supplier Code of Conduct obliges suppliers to comply with all applicable laws and regulations, respect human rights and social standards, and protect the environment, the Supplier Manual aims to build long-term, reliable, and cooperative partnerships to jointly develop high quality products. Both of these documents apply to all business relationships and contracts with suppliers.

To continue our development of sustainable procurement, we drafted an implementation plan in 2021. We successfully launched a training program in the reporting year for employees in the procurement department, started developing a risk management tool, and carried out our first risk analysis. As part of our audit planning, we have been conducting regular CSR audits since 2021.

Our Supplier Code of Conduct is supported by our audits. In the reporting year, we did not find any violations of legal regulations in any compliance area.

Via the whistleblower management system [website](#), introduced in November 2021, all employees can make a complaint or point out circumstances that indicate a violation of a law or the Code of Conduct. Employees have the option of contacting their supervisors, the senior management, the works council, or the compliance officer (CO) responsible for their legal entity.



## Initiatives and partnerships

Uhlmann firmly believes that the sustainable development of the company, its value-adding processes, and its products are effectively supported by its cooperation with selected external stakeholders. Through our involvement in various initiatives and partnerships, we support their goals alongside the changes in the social, economic, and ecological framework required for a sustainable future.

### **United Nations Global Compact (UNGC): An integral part of forward-looking corporate governance**

Uhlmann has been a part of this independent multi-stakeholder initiative under the umbrella of the United Nations since 2019. The UNGC promotes responsible corporate governance by actively implementing the ten universal principles within its scope of influence, making its own contribution to the achievement of the 17 Sustainable Development Goals (SDGs).

### **Excellence United: A strong alliance for holistic solutions**

The strategic alliance of four leading German family-owned specialty machinery and equipment manufacturers delivers top-quality, advanced technological solutions to customers worldwide. Through this alliance, Fette Compacting, Glatt, Harro Höfliger, and Uhlmann have pooled their expertise along the entire value chain of medical goods and pharmaceutical production. Collaborating on joint projects benefits our customers by offering holistic solutions for their entire production process.

### **Energy Efficiency Networks Initiative:**

#### **Saving energy, reducing costs**

Uhlmann is a member of the Energy Efficiency Networks Initiative sponsored by EnBW. As part of this Alb-Black Forest-Lake Constance regional network, we have a targeted, unbureaucratic exchange of experience and ideas with other experts and companies, which leads to practical measures that further improve our energy balance.

### **Folding Cartons Research Association (FPPI) for the pharmaceutical industry: Driving innovation forward**

The FPPI is a voluntary association of experts from the folding carton value chain for the pharmaceutical industry. It represents manufacturers from cardboard packaging, folding cartons, and packaging machines, as well as pharmaceuticals. The aim of this research-driven association is to make pharmaceutical product packaging even safer and more economical.

### **Food Technology and Packaging Industry Association (IVLV): Interdisciplinary research**

For interdisciplinary issues at the interface of the value chain, it helps to pool the expertise of companies as well as research institutions. Uhlmann is one of more than 220 members who use the IVLV to increase its innovation and secure future market opportunities. Members use external know-how to their advantage while benefiting from their cooperation with other companies, universities, colleges, and research institutions.

### **Lake Constance Innovation Cluster (BIC):**

#### **Digital transformation and sustainability**

We have been participating in the Lake Constance Innovation Cluster (BIC), sponsored by the Zeppelin University in Friedrichshafen, Germany, since 2019. The BIC brings together the region's research institutes, technology companies, and relevant stakeholders and serves as a platform for exchange and holds regular events. It focuses on the consequences of digital transformation for the economy, society, and each individual, as well as on the fundamental topic of sustainable business models.

# Sustainability management

At Uhlmann Group, we focus our sustainability management on the issues we believe to be crucial to the company's success and to meeting today's global sustainability challenges. We conducted our first materiality analysis as early as 2018 to identify our topics. Because the demands on corporate sustainability management have grown significantly since that time, we updated our analysis in the 2021/2022 business year.

## Sustainability strategy derived from the materiality analysis

The results of the 2021 materiality analysis formed the starting point for the development of our sustainability strategy in that same year, which translates Uhlmann's culture and values [page 7](#) into a pragmatic framework for action and management. Our climate strategy applies to the entire Group within the framework of our 4ward25 strategy.

The sustainability strategy incorporates the requirements of a variety of standards, including the Sustainability Code (SC) and GRI standards, which form the framework for reporting. As a member of the UN Global Compact, we have committed to complying with the Ten Principles linked to the UN SDGs. In addition, we apply specific standards such as ISO 9001 as a quality management standard and the Greenhouse Gas (GHG) Protocol as a framework for accounting for our GHG emissions.

## Sustainability organization

To promote sustainable action and make it an integral part of the everyday work of all our employees, we established a sustainability team in the 2021/2022 business year. The team consists of

two sustainability managers and ten representatives from a range of departments. The sustainability managers are responsible for strategic development and promotion of internal networking and cooperation between the individual departments. They also stay in close contact with the departments to exchange information on

the progress of sustainability-related projects and the strategy's implementation. Their tasks also include coordinating and preparing the annual sustainability report. The sustainability committee, consisting of the managing directors, is kept regularly informed of sustainability management's overall development.

## Materiality analysis and sustainability strategy

Our sustainability team conducted a broad-based stakeholder survey to update the 2018 materiality analysis for our 2021/2022 strategy process. The content of this online survey was derived from an updated list of potentially important topics based on internal assessments, benchmarks against competitors and good practice companies, as well as the focal points of the current social sustainability debate. The survey took place from July 19 to August 9, 2021.

### 2021 materiality analysis according to the principle of dual materiality

A total of 115 questionnaires were sent to internal and external stakeholders (including employees, members of the works council, customers, and suppliers), who were identified by means of a stakeholder analysis. Of these, 66 stakeholders responded whose questionnaires could be used. The results were later discussed in an internal workshop involving all of the departments concerned and prioritized according to their significance for Uhlmann's business model.

This process encompassed an assessment of the corporate activities having actual or potential, negative or positive, short-term or long-term, intended or unintended, and reversible or irreversible impacts on the list of potentially important environmental and/or social issues. It also took into account the impact of environmental and social challenges as well as the risks to our business. Upon its completion, the 2021 materiality analysis showed the environmental and social risks and opportunities

- » from the company's business activities (inside-out), as well as those
- » most relevant from the perspective of its stakeholders (outside-in).

The varying interests and assessments of the stakeholder groups were then used to form a matrix of the topics determined to be important and their prioritization.

### Clustering the main topics into five fields of action

The 22 topics that resulted were grouped into 14 essential topics, which were further clustered into five overarching fields of action. These five fields of action are reflected in our sustainability strategy and are each underpinned by appropriately weighted programs and targets. We are currently giving increased priority to climate-related issues and the implementation of the Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz) by means of a risk analysis of our supply chains.

**1. Managing our environmental impact** [page 13](#): Reducing energy consumption, emissions, waste, and water consumption using management systems.

- 2. Caring for our employees and society** [page 16](#): Actively promoting the well-being of our employees and our region.
- 3. Maintaining integrity** [page 19](#): Ensuring data privacy and information security while complying with the relevant regulations.
- 4. Adding long-term customer value** [page 22](#): Providing sustainable, safe, and high quality products that enable sustainable packaging solutions.
- 5. Taking responsibility in our supply chain** [page 25](#): Systematically selecting suppliers based on predefined sustainability aspects and sustainable procurement.

## Stakeholder engagement

Uhlmann's employees, Supervisory Board, Executive Board, and executives regularly engage with the company's various stakeholder groups. We place a particular emphasis on the growing demands of our customers when it comes to the sustainability of our products and processes. Important topics include the use of environmentally friendly materials, reducing packaging materials through innovative technologies, and meeting the ecological and human rights due diligence obligations in the supply chain.

### **Continuous exchange and focused inquiry**

We have numerous opportunities for an in-depth exchange with our stakeholders, including technical discussions, expert panels, analyses, meetings, conferences, and trade fairs. Our sales team is also in continual contact with our customers and further strengthens this exchange through regular on-site visits.

We communicate with our internal stakeholders in operational feedback meetings, at regular employee information events, and especially through the yearly personnel development discussions with our employees. Employees also have the opportunity to participate in a variety of bodies, such as the works council.

We also take part in various interest groups, industry associations, and initiatives [page 9](#) and various platforms. We use the direct exchanges we have with our stakeholders to learn about their concerns as well as their expectations for Uhlmann and take these on board and incorporate them into our strategic development. This continual focused and formalized interaction with our stakeholders makes it possible for us to identify and prioritize today's and tomorrow's strategically relevant issues and incorporate them into our decision-making process.

## Managing our environmental impact

### Energy

13,348 MWh

total energy consumption\*

### Emissions

3,961 t CO<sub>2</sub>e

Scope 1 and 2\*

### Waste

1,009 t

total waste volume\*

\* Attributable to the Laupheim and Singapore sites.



**Conserving natural resources and protecting the environment:**  
These are integral components of Uhlmann's corporate principles and the sustainable development of our company.

#### Our central concern

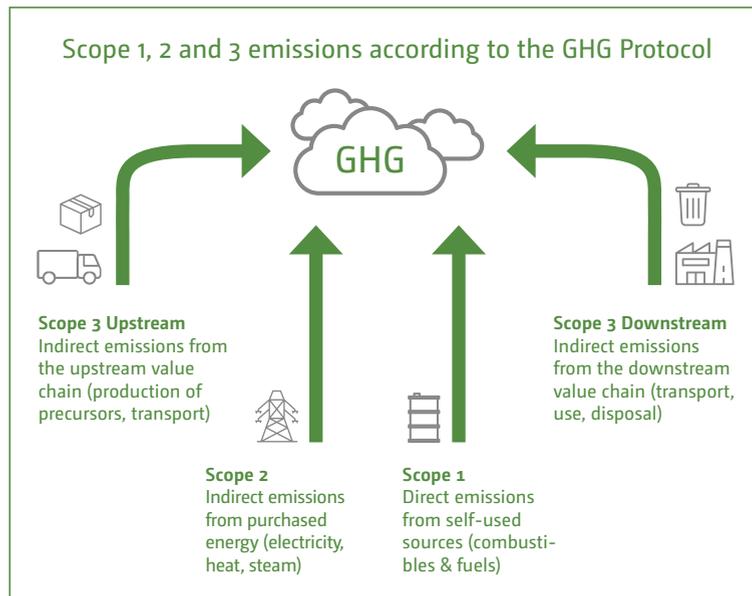
High economic and social benefits with the lowest possible use of natural resources: A company's reputation and "license to operate" depend on this. In line with our current sustainability strategy [page 11](#), we are focusing on the key issues of energy and emissions, waste, and water to reduce our environmental impact.

## Greatest potential to reduce emissions lies in the supply chain

1.

In the 2021/2022 business year, in addition to determining the Scope 1 and 2 greenhouse gas emissions for our Laupheim and Ehingen sites, we also determined the GHG emissions for all sites belonging to the entire Uhlmann Group. This accounting was made in accordance with the GHG Protocol. We regularly report all of our emissions data to CDP.

Our calculation takes into account GHG emissions from stationary and mobile combustion processes, fugitive gases, as well as indirect sources from purchased energy. The hotspots of emission sources when looking at Scope 1 and 2 emissions include purchased electricity and heat. The base year for our GHG accounting is the 2019/2020 business year. We also carried out a recalculation to ensure that the emission values were suitably comparable over time.



## Energy, waste, water – further potential for resource conservation

### Energy – increasing the share of renewable energies

Uhlmann is focused on protecting the environment for the long term by reducing energy consumption. All of the steps in our processes are designed to use electricity, heat, and fossil fuels as sparingly as possible. In concrete terms, we are moving forward with converting our vehicle fleet to electric drives, increasing energy efficiency in our production, converting our lighting to LEDs, and renovating our buildings. Technical measures are accompanied by training courses to raise employee awareness as to how they themselves can utilize savings opportunities.

1.

### Waste – reducing with further measures

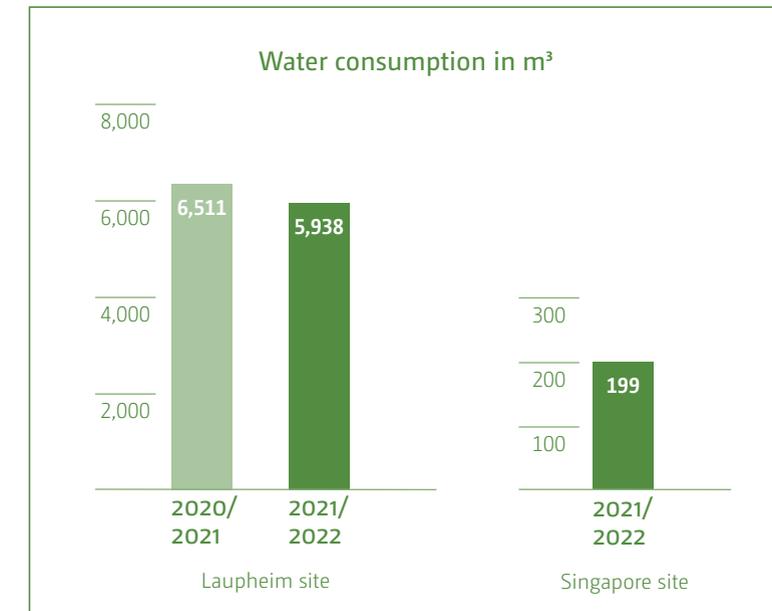
The topics of waste and recycling play a key role when it comes to our ecological footprint. To keep our footprint as low as possible, we avoid waste wherever possible, thereby mitigating the impact on air, soil, and water. Second to energy recovery, recycling is our top priority. This involves the separate collection and reprocessing of products and product components that can no longer be used and turning them into recyclates, which take the place of primary raw materials as the starting materials for new products.

2.

### Water – identifying savings potentials

Uhlmann's production processes run largely without the use of water. As a result, our water requirements are mostly concentrated at consumption points, for example, sanitary and kitchen areas, and our company cafeteria. Despite the comparatively minor importance of this topic, we plan to introduce a water management policy by spring 2024 and, based on this policy, develop a water management system. Our first aim is to identify further savings potential and follow this up by implementing steps that will further reduce our water consumption.

3.



## Caring for our employees and society

### Safety

3.6

Accidents with downtime per 1 million working hours\*

### Training

100%

of trainees hired\*

### Diversity

50+

nationalities

\* At the Laupheim site.



As a family-owned company, Uhlmann strives for a culture of togetherness characterized by an appreciation for its employees and the company's social environment.

#### Our central concern

Our goal is a relationship built on trust with our workforce and the diverse communities in which we operate. We enhance national and international labor and human rights regulations with binding internal guidelines and processes [page 8](#). In many areas, our employee benefits, projects, and initiatives go far beyond the minimum legal requirements. We bear social responsibility by managing the key issues of health and safety, diversity and equal opportunities, regional and social commitment, and career, training, and development in a targeted and transparent manner, in addition to our fair employment conditions.

## Safety, good prospects, and fair conditions

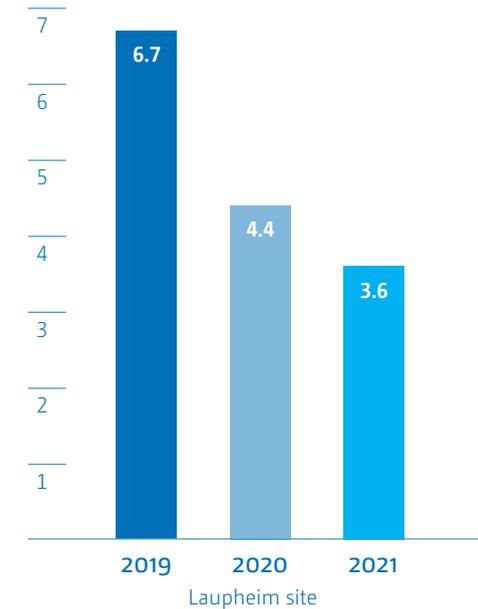
4.

### Health and safety at work through consistent occupational health and safety

The well-being of our employees is a central concern for us. We therefore devote attention and energy to ensuring our employees' safety at work and maintaining their health and motivation. Our focus is on assessing hazards as well as on targeted occupational safety training and sensitization of all employees. Uhlmann's Occupational Safety Committee deals with fundamental issues on an ongoing basis and develops programs on current safety and health topics.

As part of our efforts to promote an ergonomically healthy working environment, we regularly offer employees special occupational health examinations. In Singapore, the Health and Safety Committee takes care of occupational health and safety issues.

Reportable occupational accidents per 1 million hours worked<sup>1</sup>



<sup>1</sup> Key figures recorded per calendar year in accordance with official reporting obligations.



## Career, training, and development for a promising future

7.

As a family-owned company with a tradition spanning more than 70 years, Uhlmann makes strong employee retention and long-term job security a priority. In this context, we take special care to ensure that our employees remain employable throughout their lifetime. The Employee Life Cycle requires an annual qualification meeting for all employees, in which managers and employees discuss which qualification and further training activities best facilitate the employee's further development. Uhlmann's employee development takes a proactive approach to ensure employees are qualified for future challenges. To this end, we have introduced Lean Six Sigma Black Belt training, among others, to support the topics of agile working and lean management. We also actively shape and manage transformation and change processes as part of our organization's strategic development.

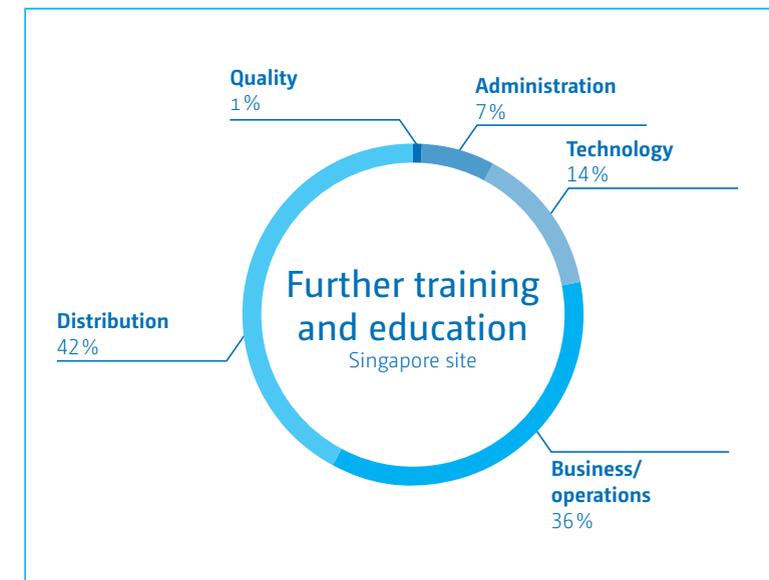
### Training and continuing education for lifelong learning

We offer an extensive training program that promotes lifelong learning. A modern learning management system is in charge of the program's implementation and automatically assigns the required mandatory training to employees. Our compliance rate for mandatory training in Laupheim is 98.2 percent. Employees also have access to a wide range of training programs covering professional and methodological competence, as well as social competence. Programs also include content on promoting and maintaining health. Within the scope of our annual assessment, we determined a qualification rate of 81 percent.

### Advancing careers through internal job opportunities

All of our vacant positions are advertised both internally and externally, which opens up the opportunity for employees to advance their careers internally. More than half of all vacancies in the past few years have been filled by internal transfers or promotions, which is also a testament to the success of our extensive qualification programs.

At our international subsidiaries, we follow a policy of filling vacant positions with specialists found locally whenever possible. In the 2021/2022 reporting year, we succeeded in filling more than 80 percent of our vacant positions in this manner. Pursuing this strategy also leads to greater diversity among our managers in terms of cultural background, languages, and religions.



## Maintaining integrity

### Compliance

98.25%

of employees have received training in the Code of Conduct

### Whistleblower management

100%

of our employees have received information about our whistleblower management system

### Data protection and information security

ISO 27001

certified



Integrity is a strength that Uhlmann's entities, managers, and staff renew every day through their decisions and actions.

#### Our central concern

Our culture and values [page 7](#) and our binding policies and processes [page 8](#). form an important basis for acting with integrity. They provide clear guidance for all employees. Nevertheless, challenging situations can arise in daily work that make it difficult to follow our shared values and convictions. Our Compliance Management System, whistleblower management system, and our data protection and information security system create the necessary structure to act with integrity in such situations. They support employees and other stakeholders in acting ethically and legally trustworthy.

## Compliance processes strengthen our competitive position

### Ensuring compliance through a Group-wide CMS

Uhlmann Pac-Systeme and the Uhlmann Group jointly developed a Compliance Management System (CMS). The implementation of the CMS began in the 2021/2022 reporting year and is now largely completed. The chief compliance officer (CCO) of Uhlmann Group Holding and the division compliance officer (DCO) of Uhlmann Pac-Systeme are responsible for the system's implementation and management. Compliance targets were first defined for the 2022/2023 business year, and the degree of target achievement will be determined in mid to late 2023. Compliance management is designed as a continuous improvement process. Uhlmann Germany is expected to be certified according to ISO 37301 in 2025.



8.

### Implementation and further development of the CMS

1. In addition to the Code of Conduct, the system's rules and regulations encompass all compliance-relevant guidelines and instructions, including, for example, the anti-corruption and antitrust guidelines.
2. Training courses are typically conducted as e-learning courses online, with on-site training also possible, depending on the needs and requirements. All target groups are required to periodically repeat the training offered.
3. Monitoring measures (checks made independent of specific events) verify whether the rules and processes are being observed.
4. Compliance risks indicated or discovered through monitoring are investigated in a structured manner (event-driven checks).
5. After an investigation is completed, a report is prepared for the management detailing the results of the investigation. The results, including the risks or compliance violations identified and sanctioned in the following step, are documented in the report.
6. If a compliance risk or violation is identified after the conclusion of the investigations, the Human Resources department shall decide on an appropriate sanction after consultation with the Corporate Legal and Compliance department.

A review is carried out to determine whether regulatory or procedural weaknesses were the cause of the risks or compliance violations discovered or whether they have facilitated their occurrence in any way. Should this be the case, the CMS is modified accordingly.

### Focus of action: Anti-corruption

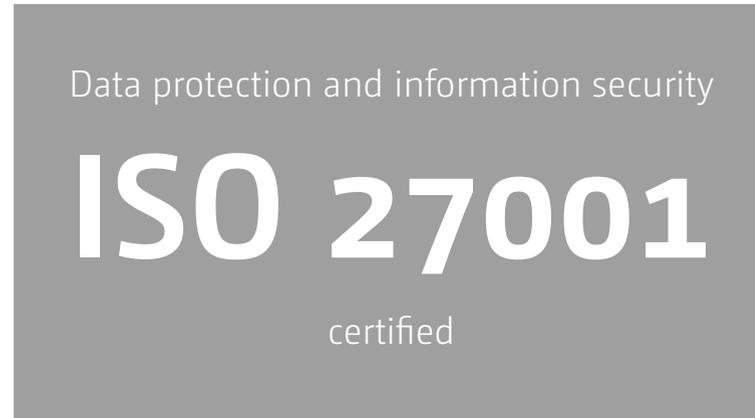
Based on a risk analysis prepared with external compliance experts, relevant compliance areas and their fields of action were initially identified, followed by the definition and implementation of concrete measures. One area of focus of our CMS is anti-corruption due to our operations in regions with a higher risk of corruption and the fact that some of our business relationships are conducted through business intermediaries.



### Management for internal whistleblowers

An important component of the Uhlmann CMS is the whistleblower management system [website](#). All employees can access this system to make a complaint or point out circumstances that indicate a legal violation or infringement of internal company guidelines. Employees have the option of contacting their superiors, the management, the works council or the responsible compliance officer.

We have also appointed a lawyer of trust employees can turn to. The lawyer of trust can keep the identity of the person making the report vis-à-vis Uhlmann fully anonymous if desired.



## International standards for data protection and IT security

9.

Uhlmann takes a holistic approach to data protection and information security and develops the ISO 27001-certified data protection management system for the Laupheim site on a continuous basis. This includes the ongoing implementation of technical and organizational measures to keep the security level up to date. Further forward-looking measures are planned and have already been approved within the scope of our “Improving Level of Information Security” strategy project.

### Ensuring data protection and information security

The future organizational structure for data protection and information security has been coordinated with the company’s respective departments and approved by the management. Management and responsibility for data protection have been harmonized within the Uhlmann Group and will be centrally controlled in the future. To ensure the implementation of data protection and security rules, the internal control system (ICS) and internal audits

<sup>1</sup> IS: Information security.

<sup>2</sup> ICS: Industrial control system.

will also be strengthened and supplemented by mandatory external independent audits. These security reviews, which are mandatory under our internal rules, are also carried out in accordance with common international standards.



Adding long-term  
customer value

**Extended  
machine life cycle**

25+  
years of life through upgrades

**Machine upgrades**

34  
machine modernizations to  
maintain machine availability

**Product safety and  
quality**

with  
ISO 9001  
quality management



We develop innovative products and services to make our customers' value-creation processes more sustainable and efficient. This is how Uhlmann creates lasting customer value.

**Our central concern**

Our customer-focused concept for innovation includes the development of a sustainable product portfolio, the promotion of sustainable packaging solutions, and a continuous evolution of the packaging process in terms of product safety and quality. Innovations at Uhlmann Pac-Systeme are not only aimed at developing new machines and packaging solutions but also at creating solutions for modernizing existing machines. With our upgrade portfolio, we can extend the product life cycle of machines to over 25 years. This conserves ecological and financial resources and, at the same time, supports machine availability.

## Sustainability through upgrades, digital solutions, and rebuilds

10.

In addition to sustainable operation, our goal is to keep as many Uhlmann machines as possible available to our customers safely, reliably, and cost-efficiently over the average 25-year life cycle of industrial goods. Accomplishing this depends first and foremost on having high quality machines and components, as well as a reliable maintenance and repair strategy that includes local services and spare parts supply.

### Sustainable product portfolio through complete electrical conversions and upgrades

When machines reach age-related performance or safety limitations, compatible mechanical rebuilds and electrical upgrades can extend their operating life. Preconfigured assemblies, the latest machine software and components based on the newest standards, as well as lower energy consumption, extend the service life while increasing production safety, machine availability, and energy efficiency.

### Automation, connectivity, and optimized consumption through digital solutions

Through our Pexcite digital solution platform, we support pharmaceutical companies in automating all of their processes by providing high data security and pharma compliance. The special feature of this solution is its comprehensive connectivity, which makes it possible to network machines and devices from different manufacturers. The application bundles together equipment data into user-friendly dashboards and numerous analysis tools, regardless of whether for one line, one plant, or worldwide. Here is where efficiency improvements and savings are gained in the process. We are currently developing and testing our Energy Monitoring application, which makes energy consumption transparent and offers users an opportunity to conserve energy. A comparison with historical data shows users their potential for additional savings, giving them the option to further optimize their usage.



Refurbished used machine – Uhlmann UPS4



## New packaging solutions with less impact – what lies ahead

11.

### Sustainable product portfolio with integrated product carbon footprint

The development of sustainable products and solutions is part of the Uhlmann development guidelines. We are currently integrating the carbon footprint method into our development processes and will successively extend it to our product portfolio as of 2023. CO<sub>2</sub> reduction potentials will then be systematically identified throughout the entire life cycle. With this step, we are creating the methodological prerequisites for defining science-based climate targets for our company and its products and taking further climate protection measures.



Alternative packaging solutions, e.g., direct in carton

Certification according to

# ISO 9001

since 1994

### Product safety and quality

12.

Whether machines, services or digital solutions: we offer our customers the highest quality. How we do this in practice is described in our nine quality principles [website](#) which, combined, form our quality policy. Our QM system has been certified to DIN EN ISO 9001 since 1994, and we have been a member of the German Society for Quality (Deutsche Gesellschaft für Qualität e. V. –DGQ) since 2004.

We see the quality of our products as a central factor in sustainability, because their longevity effectively reduces the use of resources.

Customer orientation and continuous improvement play a special role for us. With the continuous optimization of our implemented processes, we not only reduce risks but also take advantage of the opportunities offered by our innovative solutions for the diverse challenges of sustainability. We regard the fact that our solutions are safe for operators, fitters, and service personnel as a central matter of course, just like the fact that end users can rely on pharmaceutically safe packaging from production with our machines.



## Taking responsibility in our supply chain

### Suppliers

1,459

in total

### CSR review

100%

of new suppliers reviewed

### Production material

82%

originating from the DACH<sup>1</sup> region<sup>2</sup>

<sup>1</sup> DACH stands for the countries Germany (D), Austria (A), and Switzerland (CH) based on national vehicle license plates.

<sup>2</sup> Based on the Laupheim location.



Quality and sustainability throughout our supply chain are important foundations for our competitiveness and strategic factors in our market success.

#### Our central concern

In addition to the economic, technical, and process-related criteria for strategic purchasing, we take great care to identify and assess sustainability risks among our suppliers. To this end, we look at the social and ecological practices of all direct suppliers in our upstream value chain. When necessary, we introduce measures for supplier development. These measures are all derived from questionnaires and audit results, and we work on them proactively with the respective company. This is one way we ensure that our core concerns of supplier management and sustainable procurement are addressed effectively.

## Our suppliers share our commitment to sustainability

13.

### Supplier management for the sustainable alignment of our supplier portfolio

Human rights, fair working conditions, environmental protection, and the fight against corruption – these values, together with other requirements, form the basis for every business activity undertaken at Uhlmann. We are committed to the ten principles of the United Nations Global Compact and have also integrated responsible action into our procurement processes. We therefore award business contracts not just according to economic, technical, and process-related criteria, but also in consideration of the relevant requirements for sustainable procurement. In order to consistently implement our values, requirements, and commitments, we maintain a close exchange with our suppliers.

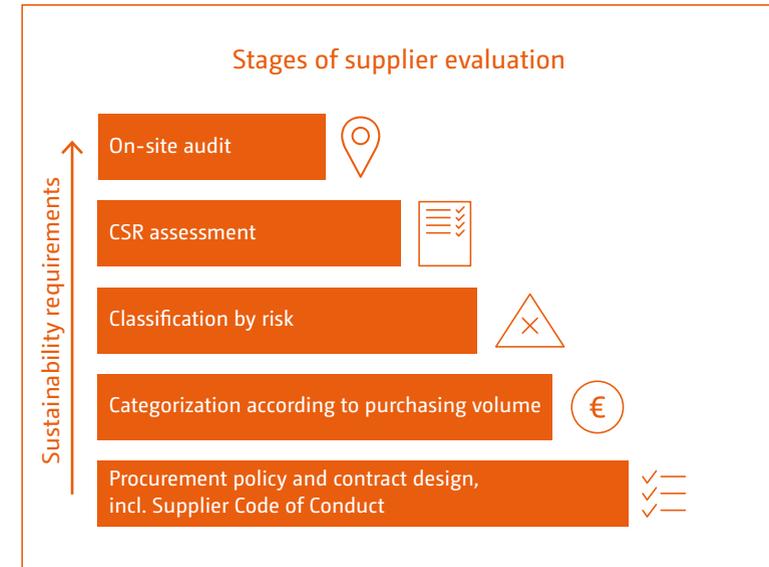
### Suppliers as strategically important and reliable value-creation partners

Selecting new suppliers starts with a supplier self-assessment. Next to questions on general aspects, the questionnaire covers quality and technology. At the same time, we collect information on environmental risks, social and human rights aspects, as well as on the topics of cyber security and material compliance.

The Uhlmann procurement team reviews and evaluates the self-disclosures from potential suppliers. After they receive approval from the lead buyer responsible, a separate application for supplier approval must also be approved by the quality management, purchasing management, and global material group management departments. Following the final approval, the new supplier is established in the system. All new suppliers then undergo a compliance review as part of our third-party management.

### Our documentation for supplier management

Every new and existing business relationship is based on the acceptance of our Code of Conduct for Suppliers [website](#). This document serves as a central component of all supply contracts. Uhlmann's general requirements for suppliers are also all contained in the Supplier Manual [website](#). These documents support the goal of establishing long-term, reliable, and cooperative partnerships and jointly creating high quality products. Finally, our business partners confirm their agreement and compliance with the requirements set out in detail in the Supplier Self-Declaration focusing on "Sustainable Procurement".



### Supplier management as an evolving system

As regulatory requirements and the demands on sustainability continue to grow, we are continuously developing our supplier management and conducting periodic internal sustainability training for all employees in our procurement department. In addition to risk analyses, assessments, and audits, a complaint mechanism is also available as part of our compliance management. Internal and external stakeholders can use this mechanism to report potential incidents or violations of CSR agreements and obligations. The Uhlmann Group Compliance Committee ensures that guidelines for all of the relevant compliance areas are up to date, monitors their compliance, and ensures that incidents are systematically processed should they occur.



## Sustainable procurement – sustainable supply chains in practice

14.

Sustainable procurement practices across our entire supply chain is one of our main competitive features. In cooperation with our suppliers, we uncover new opportunities to use resources in pharmaceutical packaging processes as responsibly, environmentally friendly, and efficiently as possible. This makes sustainable procurement an important building block for our innovative, advanced packaging solutions and represents a strategic success factor for Uhlmann.

This advantage is based on our supplier management system and dealings with business partners, both of which are characterized by mutual fairness and trust. It is essential to analyze and manage sustainability risks in the supply chain with well-thought-out, regulated, and evolving business processes. Building on this, however, the innovative solutions required to meet growing sustainability requirements emerge only from practising the fundamental principle of fostering long-term, equitable business relationships.

### Origin and conformity of raw materials and materials

In June 2021, we adopted our Statement on Handling Conflict Minerals in the Supply Chain [website](#). This is how we bring transparency to the origin of our raw materials and what is referred to as “conflict minerals”. Our aim is to identify existing risks and areas of conflict as early as possible and support our customers in meeting the corresponding reporting obligations. At the same time, we have adopted a task plan aimed at fully disclosing to our customers in even greater detail the compliance of the

materials we use with the REACH Regulation and RoHS Directive. Here, too, we are working closely with our suppliers and expect them to also comply with all the obligations contained in the regulation and directive.

### Short distances for reduced emissions

Long-term business relationships with local supply partners have been a part of Uhlmann’s operating policy since it was founded. At our Laupheim site, we choose suppliers from the region whenever possible. In the 2021/2022 reporting year, we continue to source 82 percent of our production material from the DACH region, a further 11 percent from Europe, and only 7 percent from North America and Asia [page 6](#).

Through short transport routes, we contribute to reducing the climate emissions of our upstream supply chain while ensuring the highest quality, which is verifiable at all times.

### Waste prevention through recyclable packaging materials

We receive our goods primarily on euro-pallets; packaging materials must be able to be separated directly and by type. We only accept cardboard boxes and corrugated cardboard with a recycling guarantee and labeled in an environmentally friendly manner. Films such as PET and PP must be labeled, and wooden packaging must be untreated or non-toxically protected against pests. For fillers, we only allow recyclable materials. These rules for goods deliveries help to avoid waste by using recyclable packaging materials [page 30](#).



# About this report

## Scope of report

All of the information, facts, and figures disclosed in this report refer exclusively to Uhlmann Pac-Systeme GmbH & Co. KG unless otherwise stated. The operating facilities at the Laupheim and Ehingen sites, as well as our production site in Singapore, were included in the collection of key figures. The non-financial key figures collected for Singapore for the first time in this reporting period do not yet cover the complete set of key figures we are aiming for. The sites to which the data relate are noted in each case.

This sustainability report was prepared in accordance with the criteria of the Sustainability Code (SC) and in compliance with the standards of the Global Reporting Initiative (GRI) (GRI 2016 – Core). We have paid particular attention to the GRI Principles of Reporting to ensure the reliability of the information and high quality reporting.

## Report content

Uhlmann Pac-Systeme GmbH & Co. KG continuously and systematically addresses all issues that are or could be relevant to the company's sustainable development. The material topics were identified within the scope of a materiality analysis and weighted with the input of our stakeholders [page 12](#).

The results of the materiality analysis form the basis of the Uhlmann sustainability strategy that was developed during the reporting period [page 11](#). We have structured the report contents in line with our five strategic fields of action and 14 material topics.

## Reporting period

The Uhlmann Pac-Systeme GmbH & Co. KG business year runs from April 1 to March 31 of the following year. The report encompasses the period from April 1, 2021 to March 31, 2022. Some of the key figures represent the calendar year. In such cases, this is indicated in the tables in the appendix.

Prior business and calendar years have been shown for easier comparison and understanding of the development of the key figures over a longer period of time.

## Reporting cycle

Uhlmann Pac-Systeme GmbH & Co. KG publishes a sustainability report each business year. The last report for the 2020/2021 business year was published on June 14, 2022.

## Data quality

Deviation of the data +/-5 percent. When determining energy values and direct energy-related CO<sub>2</sub>e emissions, we apply generally accepted conversion factors.

## More information

The report has not been subjected to an external audit. If you would like further information on individual topics covered in this report, or if you have any questions or suggestions, please contact the following address: [sustainability@uhlmann.de](mailto:sustainability@uhlmann.de).

# Data appendix

Emissions <sup>1</sup> in t CO <sub>2</sub> e	Laupheim			Singapore
	2019/2020 <sup>2</sup>	2020/2021	2021/2022	2021/2022
Scope 1	680.74	768.63	884.35	0
Scope 2	2,885.16	2,720.49	2,982.56	94.00
Gross volume, market-based	2,256.83	2,304.29	2,352.55	94.12
Scope 3 <sup>3</sup>	202,166.13	–	–	4,821.95
thereof upstream	2,547.92	–	–	125,170.2 <sup>4</sup>
thereof downstream	2,364.03	–	–	76,995.93 <sup>4</sup>
<b>Total Scope 1 + 2 emissions</b>	<b>3,565.90</b>	<b>3,489.12</b>	<b>3,866.91</b>	<b>94.00</b>
Biogenic CO emissions	0	0	0	0
<b>Total Scope 1 – 3 emissions</b>	<b>205,732.03</b>	<b>–</b>	<b>–</b>	<b>4,915.95</b>
Scope of the reduction in GHG emissions	–	-76.78	+377.79	–

<sup>1</sup> Based on greenhouse gases according to the GHG Protocol: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, FKW, PFKW, SF<sub>6</sub>, NF<sub>3</sub>.

<sup>2</sup> Reference year.

<sup>3</sup> Scope 3 GHG accounting based on the 2019/2020 business year.

<sup>4</sup> Value for the 2019/2020 business year.

Water in m <sup>3</sup>	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
<b>Water consumption</b>				
Third-party water	–	6,511.08	5,938.38	199.2
<b>Water recirculation (wastewater)</b>				
Public sewage treatment	–	6,511.08	5,938.38	199.2

Energy	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
<b>Energy consumed</b>				
Electricity	4,951.91 MWh	4,804.14 MWh	4,693.52 MWh	230.40 MWh
Heat	3,514.17 MWh	3,803.76 MWh	4,209.92 MWh	0 MWh
Cooling	0 MWh	0 MWh	0 MWh	0 MWh
Steam	0 MWh	0 MWh	0 MWh	0 MWh
Total fuels	3,017.48 MWh	3,530.09 MWh	4,214.05 MWh	0 MWh
<b>Total energy consumption</b>	<b>11,483.56 MWh</b>	<b>12,137.99 MWh</b>	<b>13,117.49 MWh</b>	<b>230.40 MWh</b>
thereof renewable sources	1,561.32 MWh	1,488.25 MWh	1,627.94 MWh	0 MWh
Share of renewable energy sources	13.60%	12.26%	12.41%	0%
thereof non-renewable sources	9,922.24 MWh	10,649.74 MWh	11,489.55 MWh	230.40 MWh
<b>Energy demand</b>				
Local CHP	6,815.17 MWh	7,277.25 MWh	8,031.30 MWh	–
CHP share of energy consumption	59.35%	59.95%	61.23%	–
Share of energy expenditures in total	–	–	1.00%	0.25%
<b>Value added</b>				
Employees	9.89 MWh/FTE	9.75 MWh/FTE	9.40 MWh/FTE	5.01 MWh/FTE

Waste <sup>1</sup> in t	Laupheim			Singapore
	2019	2020	2021	2021/2022
<b>Hazardous waste</b>				
Total amount	337.77	336.32	80.99	0
for recycling	336.02	336.26	80.76	0
for materials recovery	0.17	0.01	0.07	0
for energy recovery	1.58	0.06	0.11	0
for disposal	–	–	0.05	0
<b>Non-hazardous waste</b>				
Total amount	1,103.00	1,000.41	894.90	32.74
for recycling	439.53	368.47	363.76	0
for energy recovery	660.45	623.76	530.34	0
for disposal	3.03	8.18	0.79	0
<b>Total amount of waste</b>	<b>1,440.77</b>	<b>1,336.73</b>	<b>975.89</b>	<b>32.74</b>

<sup>1</sup> The key figures on waste and occupational safety are collected per calendar year and not per business year, in accordance with the official reporting requirements.

Occupational health and safety <sup>1</sup>	Laupheim			Singapore
	2019	2020	2021	2021/2022
Total number of working hours	2,085,015	2,051,127	1,944,794	95,680
Total number of lost time accidents (Lost time injury rate)	14	9	7	0
Lost time injury frequency rate (per 1 million working hours)	6.70	4.40	3.60	0
Total number of days of absence due to injuries	328.64	81.09	58.43	0
Number of fatalities due to work-related injuries (FAT)	0	0	0	0
Number of work-related injuries with serious consequences	1	0	0	0
Number of documented work-related injuries	14	9	7	0

<sup>1</sup> The key figures on waste and occupational safety are collected per calendar year and not per business year, in accordance with the official reporting requirements.

Employees	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
<b>Total number of employees</b>	<b>1,462</b>	<b>1,476<sup>1</sup></b>	<b>1,396<sup>2</sup></b>	<b>46</b>
Men	–	1,211	1,120	32
Share of total	–	82.00%	80.00%	70.00%
Women	–	265	280	14
Share of total	–	18.00%	20.00%	30.00%
Minorities (severely disabled)	–	–	58	0
Share of total	–	–	4.15%	0
< 30 years	–	–	17.00%	4.00%
30–50 years	–	–	53.00%	70.00%
> 50 years	–	–	30.00%	26.00%
Fluctuation rate	2.80%	2.20%	2.18%	6.50%
<b>Employees in management positions</b>	–	–	<b>140</b>	<b>14</b>
Share of total	–	–	10.03%	30.00%
Women in management positions	–	–	7	4
Share of total	–	–	0.50%	29.00%
Minority groups in management positions	–	–	5	0
Share of total	–	–	0.36%	0
<b>Employees in governing bodies</b>	–	–	<b>6</b>	<b>–</b>
Men	–	–	5	–
Women	–	–	1	–
< 30 years	–	–	0	–
30–50 years	–	–	1	–
> 50 years	–	–	5	–
<b>Senior management employees</b>	–	–	<b>7</b>	<b>6</b>
Men	–	–	6	5
Women	–	–	1	1
< 30 years	–	–	0	0
30–50 years	–	–	5	3
> 50 years	–	–	2	3

<sup>1</sup> Total number of employees of Uhlmann Pac-Systeme & Holding (available, inactive and unavailable), excluding trainees.

<sup>2</sup> Total number of employees of Uhlmann Pac-Systeme & Holding (available, inactive and unavailable), including trainees after spin-off of Axito GmbH.

Employees	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
<b>Middle management employees</b>	–	–	<b>129</b>	<b>8</b>
Men	–	–	119	5
Women	–	–	10	3
<30 years	–	–	0	0
30–50 years	–	–	71	6
>50 years	–	–	41	2
Employees represented on the Management Committee	–	–	1,396	46
Share of total	–	–	100%	100%
Employees covered by collective bargaining agreements	–	–	1,396	46
Share of total	–	–	100%	100%
Employees represented by employee representatives	–	1,476	1,396	–
Share of total	–	100%	100%	–
Employees in permanent positions	–	–	1,347	46
Share of total	93%	93%	96%	100%
Part-time employees	–	147	150	0
Share of total	–	10%	11%	0
Number of trainees	28	19	16	0
Trainees hired	–	24	19	0
Total employees on parental leave	–	–	79	2
Women	–	–	4	1
Men	–	–	75	1
Returning from parental leave	–	–	95	2

Qualification	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
Employees who receive regular performance appraisals and plans for further development	–	100%	100%	100%
Employees receiving qualification-related training	–	100%	100%	90%
Employees receiving training on discrimination and human rights	–	1,461	1,396	46
Share of total	–	99%	100%	100%
Employees who receive training on environmental topics	–	1,461	1,396	46
Share of total	–	99%	100%	100%
Employees trained in the Code of Conduct	–	1,461	1,371	–
Share of total	99%	99%	98.25%	–
Average number of hours for education and training per year and employee (men)	–	–	22	–
Average number of hours for education and training per year and employee (women)	–	–	16	–
Average number of hours for education and training per year (total)	22.00	22.00	20.8	21.20
Qualification rate	–	–	81%	–
Fulfillment rate	–	–	98.20%	–

Corporate governance	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
Sites that have undergone an environmental impact assessment	–	–	0	–
Sites with a formal environmental management system (EMS)	–	–	0	–
Sites that have undergone a health and safety risk analysis	–	–	1	–
Sites with a quality management system	–	–	100%	100%
Operating sites with an Information Security Management System (ISMS) according to ISO/IEC 27001:2013	100%	100%	100%	–
Occupational safety assessment	–	–	100%	100%
Operating sites audited for business ethics	–	20.00%	100%	100%
Operating sites with a certified anti-corruption management system	–	–	0	–
Operating sites audited for corruption risks	–	–	100%	–
Sites that have been audited for human rights compliance	–	–	0	–
Number of documents that use gender-neutral terms	–	–	100% <sup>1</sup>	–
People at management level who have participated in training and communication formats on the subject of anti-corruption	–	–	100%	–
<b>Financial assets</b>				
Direct economic value generated and distributed	EUR millions 298.6	EUR millions 270.9	EUR millions 292.5	EUR millions 11.49
Investments in R&D	EUR millions 20.7	EUR millions 20.6	EUR millions 22.4	EUR millions 1.76
Share of investments in R&D	6.90%	7.60%	7.70%	15.31%
Donations	EUR 25,000	EUR 49,000	EUR 33,000	–

<sup>1</sup> Notices posted.

Suppliers	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
<b>Total number of suppliers</b>		<b>1,459</b>	<b>1,459</b>	<b>154<sup>1</sup></b>
thereof new suppliers	28	11	5	
<b>Suppliers</b>				
Suppliers with information about conflict minerals	–	–	186	–
Share of total	–	–	12.75%	–
Suppliers who have signed the Code of Conduct	–	–	1,459	–
Share of total	–	–	100%	–
Suppliers who have signed contracts with environmental, labor & human rights requirements	–	–	1,459	–
Share of total	–	–	100%	–
Suppliers evaluated according to risk criteria	–	–	186	–
Share of total	–	–	12.75%	–
Suppliers who underwent a CSR assessment	–	43	186	–
Share of total	–	3.00%	12.75%	–
Suppliers who underwent an on-site CSR audit	–	–	46	–
Share of total	–	–	3.15%	–
<b>Environmental criteria</b>				
Suppliers evaluated according to environmental criteria	–	–	186	–
Share of total	–	–	12.75%	–
Suppliers screened for negative environmental impacts	–	–	186	–
Share of total	–	–	12.75%	–
Suppliers with actual negative environmental impacts	–	–	0	–
Share of total	–	–	0	–
thereof with agreements for improvements	–	–	0	–
Share of total	–	–	0	–
thereof where business relationship was terminated	–	–	0	–
Share of total	–	–	0	–

<sup>1</sup> 118 suppliers were awarded the same rating as at the Laupheim site.

Suppliers	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
<b>Social criteria</b>				
Suppliers evaluated according to social criteria	–	–	186	–
Share of total	–	–	12.75 %	–
Suppliers screened for negative social impacts	–	–	186	–
Share of total	–	–	12.75 %	–
Suppliers with actual negative social impacts	–	–	0	–
Share of total	–	–	0	–
thereof with agreements for improvements	–	–	0	–
Share of total	–	–	0	–
thereof where business relationship was terminated	–	–	0	–
Share of total	–	–	0	–

Procurement	Laupheim			Singapore
	2019/2020	2020/2021	2021/2022	2021/2022
<b>Regions of origin of our suppliers according to purchasing volume of production materials</b>				
DACH share of total	86.00 %	82.00 %	82.00 %	39.00 %
Europe share of total	11.00 %	11.00 %	11.00 %	3.51 %
North America share of total	1.00 %	3.00 %	3.00 %	4.99 %
Asia/Pacific share of total	2.00 %	4.00 %	4.00 %	52.13 %
Material usage	–	–	–	58,555 kg
Share of production material from Germany (corresponding to share of purchasing volume)	83.00 %	79.00 %	79.00 %	–
Countries where customers are served	94	81	–	–
Purchasers trained in sustainable procurement	–	100 %	100 %	–

# SC/GRI index



SC criteria	Page	GRI indicators	UN Global Compact Principles	UN SDGs
<b>1–10 Sustainability concept</b>				
<b>Strategy</b>				
1 Strategy	3, 4, 7, 10, 11, 12, 13, 16, 19, 22, 25	103-1 Material topics 103-2 Management approach and components 103-3 Evaluation of management approach	1	
2 Materiality <sup>1</sup>	9 10, 11 12 11, 12 11	102-21 Consulting stakeholders on economic, environmental, and social topics 102-29 Identifying and managing economic, environmental, and social issues 102-40 List of stakeholder groups 102-43 Approach to stakeholder engagement 102-47 List of material topics		
<b>3 Objectives</b>	11, 14, 15, 20, 24			
Objectives	3, 4 7 13, 16, 19, 22, 25 12	102-14 Statement from senior decision-maker 102-16 Values, principles, standards, and norms of behavior 103-2 Management approach and its components 103-3 Evaluation of management approach	10 1	
4 Depth of the value chain <sup>2</sup>	25, 26, 27 n.a.	102-9 Supply chain 102-10 Significant changes to the organization and its supply chain <sup>3</sup>		

SC criteria	Page	GRI indicators	UN Global Compact Principles	UN SDGs
<b>Process management</b>				
5 Responsibility	10	102-23 Chair of the highest governance body		
6 Rules and processes	7, 8, 10	102-16 Values, principles, standards, and norms of behavior	10	
7 Control	28, 29f, 31 ff.		10	
8 Incentive schemes	17	102-41 Collective bargaining agreements 102-35 Remuneration policies <sup>4</sup> 102-38 Annual total compensation ratio <sup>5</sup>	3	8.8
9 Stakeholder engagement	12	102-44 Key topics and concerns raised		
10 Innovation and product management <sup>6</sup>	4, 6, 22			

<sup>1</sup> Aspect 1: We have explored and assessed the environmental, socio-economic, and political characteristics of our environment in 2021 with our key stakeholders. The results of the online survey were condensed into five strategic fields of action as part of the materiality analysis on which the report is based. Aspect 4: The results of an opportunity and risk analysis related to the sustainability topics were not available at the time of publication and will therefore be included in the next report.

<sup>2</sup> Aspect 1: In addition to business, technical and process-related criteria for strategic purchasing, we take great care to identify and assess sustainability risks related to raw materials and intermediate products among our suppliers. To this end, we examine the social and ecological practices of all direct suppliers in our upstream value chain.

<sup>3</sup> There were no significant changes in the 2021/2022 reporting year.

<sup>4</sup> Our remuneration system is not linked to the achievement of sustainability targets, and we have no plans to introduce such a remuneration component.

<sup>5</sup> We do not collect this indicator because the general design of our remuneration is task-related, performance-oriented, and competitive.

<sup>6</sup> Aspect 1: A detailed analysis of this impact is planned in the years ahead. Performance indicator G4-FS11: This indicator is not currently collected.

SC criteria	Page		GRI indicators	UN Global Compact Principles	UN SDGs	
<b>11–15 Sustainability aspects</b>						
<b>Environmental concerns</b>						
11	Usage of natural resources	13, 14				
12	Resource management <sup>7</sup>	13, 14	301-1	Materials used <sup>8</sup>	7, 8	8.4, 12.2
		15, 29	302-1	Energy consumption within the organization	7, 8	8.4, 12.2, 13.1
		15, 29	302-4	Reduction of energy consumption	8, 9	8.4, 12.2, 13.1
		15, 29	303-3	Water withdrawal	8	8.4, 12.2
		15, 29	306-3	Waste generated	8	3.9, 12.4
		15, 29	306-5	Waste directed to disposal	8	
13	Climate-relevant emissions <sup>9</sup>	14, 30	305-1	Direct (Scope 1) GHG emissions	7, 8	3.9, 12.4, 13.1
		14, 30	305-2	Energy indirect (Scope 2) GHG emissions	7, 8	3.9, 12.4, 13.1
		14, 30	305-3	Other indirect (Scope 3) GHG emissions	7, 8	3.9, 9.4, 12.4, 13.1
		14, 30	305-5	Reduction of GHG emissions	8, 9	9.4, 13.1

<sup>7</sup> Aspect 3: The sustainability strategy and its respective targets were not defined until the 2021/2022 business year; consequently, a review of target achievement could not yet be carried out.

<sup>8</sup> The quantity or volume of the materials used has not yet been recorded.

<sup>9</sup> Aspect 4: The sustainability strategy and its respective targets were not defined until the 2021/2022 business year; consequently, a review of target achievement could not yet be carried out.

<sup>10</sup> Aspect 4: Over 1,500 employees work on comprehensive, flexible packaging systems, services, and digital solutions for pharmaceutical products. The production sites in Laupheim and Singapore, as well as subsidiaries in the USA, UK, Brazil, Sweden, Spain, Russia, Switzerland, France, Singapore,

SC criteria	Page		GRI indicators	UN Global Compact Principles	UN SDGs	
<b>Society</b>						
14	Employee rights <sup>10</sup>	5, 16	401-1	Newly employee hires and employee turnover	6	8.5, 8.6
		17	403-1	Occupational health and safety management system		8.8
		17	403-2	Hazard identification, risk assessment, and incident investigation		3.3, 3.9, 8.8
		17	403-3	Occupational health services		3.3, 3.9, 8.8
		17	403-4	Worker participation, consultation, and communication on occupational health and safety		8.8
		17	403-5	Worker training on occupational health and safety		
		18	403-6	Promotion of worker health		
		17	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
		17	403-8	Workers covered by an occupational health and safety management system		
		17	102-41	Collective bargaining agreements	3	8.8
15	Equal opportunities <sup>11</sup>	17, 18				

China and India, are supported by more than 40 additional representative offices around the globe. Our Code of Conduct [website](#) therefore describes and explains to all employees the most important content of our understanding of honesty and integrity, providing numerous examples and demonstrating the limits of permissible conduct. The Code applies equally to Uhlmann and the Uhlmann Group. The contents and focal points of the Code result from a risk analysis for the period of October 2020 to May 2021, conducted by the compliance officers [page 19](#) at Uhlmann Pac-Systeme and the Uhlmann Group. Aspect 5: We regularly review compliance with employee rights at all Uhlmann Pac-Systeme sites. We are currently planning an analysis to identify risks in the upstream value chain.

<sup>11</sup> Aspect 3: The sustainability strategy and its respective targets were not defined until the 2021/2022 business year; consequently, a review of target achievement could not yet be carried out.

SC criteria	Page	GRI indicators	UN Global Compact Principles	UN SDGs
<b>16–20 Sustainability aspects</b>				
16 Qualifications <sup>12</sup>	17	403-9	Occupational accidents	
	30	403-10	Work-related diseases	
	17	403-4	Participation, consultation, and communication of employees on the subject of safety and health at work	
	18, 31	404-1	Average hours of training per year per employee	6 8.2, 8.5
	18	404-2	Programs for upgrading employee skills and transition assistance programs	8.2, 8.5
	17, 30 f.	405-1	Diversity of governance bodies and employees	6 8.5
			406-1	Incidents of discrimination and corrective actions taken <sup>13</sup>
17 Human rights <sup>14</sup>	25, 26, 32	412-1	Operations that have been subject to human rights reviews or impact assessments	1 (4, 5)
	n.a.	412-3	Significant investment agreements <sup>15</sup> and contracts that include human rights clauses or that underwent human rights screening	2 (4, 5)
	7, 25	414-1	New suppliers that were screened using social criteria	2 (4, 5) 8.8

SC criteria	Page	GRI indicators	UN Global Compact Principles	UN SDGs
18 Corporate Citizenship	17	201-1	Direct economic value generated and distributed <sup>16</sup>	8.1, 8.2, 9.1, 9.4, 9.5
19 Political influence <sup>17</sup>	–	415-1	Political contributions <sup>18</sup>	10
20 Conduct that complies with the law and policy <sup>19</sup>	19, 20, 32	205-1	Operations assessed for risks related to corruption	10
		205-3	Confirmed incidents of corruption and actions taken <sup>20</sup>	10
			419-1	Non-compliance with laws and regulations in the social and economic area <sup>20</sup>

<sup>12</sup> Aspect 4: Analysis has not yet been conducted.

<sup>13</sup> We have implemented remedial measures in the company in case of discrimination.

<sup>14</sup> Aspect 4: A detailed analysis of this impact is planned in the years ahead.

<sup>15</sup> This indicator is not currently collected.

<sup>16</sup> Precise data is not reported for competitive reasons.

<sup>17</sup> Aspect 1/3/4: We do not currently analyze these aspects; we will examine their relevance for Uhlmann in the future. Aspect 2: Uhlmann's employees, Supervisory Board, Executive Board and managers are in regular contact with the various stakeholder groups of our company, including politicians and administrators. Through direct discussions with our stakeholders, we take on board their concerns and expectations of Uhlmann and involve them in our strategic development. Indirect communication takes place, for example, via associations, such as Südwestmetall, talks with authorities and participation in seminars on legal changes, such as the CSRD and EU taxonomy.

<sup>18</sup> We do not currently analyze these aspects; we will examine their relevance for Uhlmann in the future.

<sup>19</sup> Aspect 6: The introduction of the CMS with its respective objectives was not completed until the 2021/2022 business year, with the result that a review of the achievement of objectives has not yet been conducted.

<sup>20</sup> Precise data is not reported for competitive reasons; every suspected case of corruption is dealt with in-depth within the scope of our compliance management.

## Further mandatory disclosures for compliance with the GRI Standards (Core option)

	GRI indicators (Core option)	Description	Page	
<b>Organizational profile</b>	102-1	Name of the organization	36	
	102-2	Activities, brands, products and services	6	
	102-3	Location of headquarters	6, 36	
	102-4	Location of operations	6	
	102-5	Ownership and legal form	6	
	102-6	Markets served	6	
	102-7	Scale of organization	5, 6, 32	
	102-8	Information on employees and other workers	16, 17, 18, 30f.	
	102-11	Precautionary Principle of approach	8, 10, 19, 20, 32	
	102-12	External initiatives	9	
	102-13	Membership of associations	9	
	<b>Governance</b>	102-18	Governance structure	10
	<b>Stakeholder engagement</b>	102-42	Identifying and selecting stakeholders	11
<b>Reporting practice</b>	102-45	Entities included in the consolidated financial statements	28	
	102-46	Defining report content and topic boundaries	11, 12, 28	
	102-48	Restatement of information	– <sup>1</sup>	
	102-49	Changes in reporting	28	
	102-50	Reporting period	28	
	102-51	Date of most recent report	28	
	102-52	Reporting cycle	28	
	102-53	Contact point for questions regarding the report	28	
	102-54	Claims of reporting in accordance with the GRI Standards	28	
	102-55	GRI content index	34, 35	
102-56	External assurance	28		

## Imprint

### Owner and media proprietor

Uhlmann Pac-Systeme GmbH & Co KG  
 Uhlmannstrasse 14 - 18  
 88471 Laupheim  
 Tel. +49 7392 702-0  
 info@uhlmann.de

### Publisher and editor

Uhlmann Pac-Systeme GmbH & Co. KG, Sustainability Management

### Concept, design, realization

HGB Hamburger Geschäftsberichte GmbH & Co. KG  
 www.hgb.de

### Image credits

gettyimages: Title  
 istockphoto: Pages 6, 19, 20, 25  
 Uhlmann: Pages 3, 4, 6, 7, 8, 10, 13, 16, 17, 18, 19, 22, 23, 24

Copyright © 2022 Uhlmann Pac-Systeme GmbH & Co. KG, all rights reserved.

<sup>1</sup> No reasons to restate information.