



# Environmental and Social Report 2022

Our contribution to more sustainability

**37**

**Employees**

in Germany

**100 %**

**Employees**

employed in Germany

**11 %**

**Reduction of CO<sub>2</sub> emissions**

compared with the base year 2020

**9 %**

**Reduction of energy consumption**

compared with 2021

**100 %**

**Recycling rate relative to total waste**

**0 %**

**Temporary employees**

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# Foreword



Wolfgang Nicolaus

## Dear reader,

The Brand Group, with its BRAND, VACUUBRAND, and VITLAB brand products, is an integral part of life science, pharmaceutical, chemical, process analytics, and renewable energy laboratories worldwide. With our products, our customers are working towards solutions for key future issues in health, nutrition, and energy supply.

A sustainable use of natural resources and a responsible corporate governance are an essential part of our actions. These values represent crucial prerequisites for the long-term success of the Brand Group.

This Environmental and Social Report is a building block of continuous sustainability reporting. We thus want to underline our responsibility in the area of ESG (Environment, Social and Governance) and report transparently on our measures and targets. The report covers key topics such as emissions, waste, water, and employees. In all these areas, we have already been working for many years in order to make a tangible contribution to sustainability regardless of the pressures of the changing times. We provide this for the laboratories of our customers, at our worldwide sites, and along our global supply chains.

This report is based on the standards of the Global Reporting Initiative (GRI). In the coming years, we will expand the scope of reporting and present a joint sustainability report for the

entire Brand Group. To update our sustainability strategy, we are carrying out a Group-wide materiality analysis from which we intend to derive the most important and effective measures.

Join us on the way to a sustainable future. We wish you a stimulating and interesting read.

With best regards,

A handwritten signature in blue ink that reads "W. Nicolaus". The signature is written in a cursive, slightly slanted style.

Wolfgang Nicolaus  
Managing director

# Waste and resources



## Waste

We take responsibility for what we produce. That's why avoiding and reducing waste is an important part of our sustainable corporate management. With an effective waste management strategy, we promote the development of a circular economy in which resources are used for as long as possible and waste is regarded as a by-product. We also want to do our part to conserve our planet's limited resources by recycling materials through regional partners.

### Management approach

Waste management is part of our ISO 14001-certified environmental management system and thus helps us to keep our disposal volumes at a low level and reduce them even further. In this way, we keep material consumption and disposal volumes as low as possible. We also ensure strict waste separation and safe disposal. That's why we rely on trusting cooperation with certified regional waste disposal companies close to our sites.

Our waste in Großostheim consists mainly of paper/cardboard, foil, mixed waste, and plastic waste. In order to avoid waste and further improve the eco-balance of our products, we strive for optimum material yield in the production process.

Despite the scrap generated on our plastic material, we try to recycle as much as possible. In order to ensure this, it is essential that the plastic parts and packaging produced or sorted out are separated by type.

Where this is not technically possible, we ensure proper disposal. Our goal for accumulating packaging is to reuse or re-purpose it and to avoid disposal.

# Waste and resources

## Key figures and measures

Our regional partners recycle or dispose of the waste through various processes according to the Circular Economy Act. In 2022, the volume of waste at our sole production site in Großostheim increased from 15 t to 16 t. This was partly due to a Corona-related surge in sales.

Our non-hazardous waste accounted for 100% of total waste generated in the 2022 reporting year. However, our goal remains to keep the use of hazardous materials to the absolute minimum.

## Waste generation in t

		2020	2021	2022
<b>Waste</b>	<b>Overall</b>	<b>20</b>	<b>15</b>	<b>16</b>
<b>Non-hazardous waste</b>	<b>Overall</b>	<b>20</b>	<b>15</b>	<b>16</b>
	Recycling (R)	20	15	16
	Elimination (D)	0	0	0
<b>Hazardous waste<sup>1</sup></b>	<b>Overall</b>	<b>0</b>	<b>0</b>	<b>0</b>
	Recycling (R)	0	0	0
	Elimination (D)	0	0	0
<b>Recycling rate</b>		100 %	100 %	100 %
<b>Proportion of non-hazardous waste relative to total waste generation</b>		0 %	0 %	0 %

<sup>1</sup>Hazardous waste defined according to Waste List Ordinance (AVV)

Of the total waste of 16 t in 2022, 16 t were sent for recycling. As a result, the recycling rate was 100% and thus remained constant in comparison. The proportion of our hazardous waste relative to total waste generation is 0% because all waste was paper/cardboard, foil, mixed waste, plastic waste, and scrap. In this context, the data are subject to fluctuation because of a demand-based collection of waste.

Our measures include labeling our reusable products with a recycling label. In this way, we provide our customers with support on proper recycling and disposal. For the longest possible use of the respective products, we give our products instructions for cleaning and use.

In addition to strict waste separation and reuse of resources, this includes changing packaging from single-use plastic packaging to cardboard packaging. In addition, the plastic scrap generated is collected by type and separated according to product group (blow-molded and injection-molded

goods) and colors. A defined group in the company decides on the use.

The reusable portions are transported to a partner in our supplier network for processing during a return transport so that no extra transport is required. There, the plastic scrap is processed (ground in a plastic cutting mill) and reused. This fraction is thus reused up to 100%, and the process prevents waste. The small proportion of non-recyclable plastics is handed over to certified disposal companies for recycling

# Waste and resources

In addition to the previously described handling of plastic scrap, VITLAB collects packaging materials received and strives to reuse them as returnable packaging in the same cycle. This maximizes the reuse of packaging in a closed loop. When using the circulation drums, collection is always combined with delivery.

If this is not possible, we try to reuse the packaging when we ship our own products. Packaging materials that cannot be recycled or reused are handed over to certified disposal companies for recycling.



## Water

The limited resource of water is not only the basis of all life on earth but also essential for the operation of industrial companies. Because of climatic changes, it is becoming increasingly important in our part of the world. In particular, the increasing water shortages in large parts of Germany (increasing water stress) is showing its effects through challenges in agriculture and river navigation, among others. This makes it all the more important for us as a company to use this important resource carefully and to further reduce industrial water consumption.

### Management approach

Our aspiration to use resources sparingly therefore also applies to water. Water management at VITLAB is part of the ISO 14001-certified environmental management system. Key figures on water consumption and groundwater are regularly collected, and measures are defined. Water consumption at VITLAB consists of various areas: sanitary facilities, kitchens, and machinery and machine cleaning as well as the irrigation of green areas.

### Key figures and measures

The basis for the data are consumption values recorded by meters of the public utility company as well as the meters installed in our company. In 2022, VITLAB used 135 m<sup>3</sup> of water. Compared with 2021, water consumption decreased by 1%.

# Waste and resources

Water consumption in m<sup>3</sup>

	2020	2021	2022
Water consumption	130	136	135
of which fresh water	130	136	135
Water consumed in water stress areas <sup>1</sup>	130	136	135

<sup>1</sup>Classified according to Aqueduct Water Risk Atlas.

According to the Aqueduct Water Risk Atlas, our Großostheim site is located in an area of high water stress in which 40–80% of the renewable water supply is used. This means a burden on the environment and a threat to the water supply. We are therefore acutely aware of our responsibility to safeguard the precious resource of water.

That’s why, in addition to drinking water, we resort to a cistern on the premises. This is supplied with surface water (rainwater). This is used to supply water to the restrooms. The wastewater produced is treated by the Bachgau community sewage treatment plant.

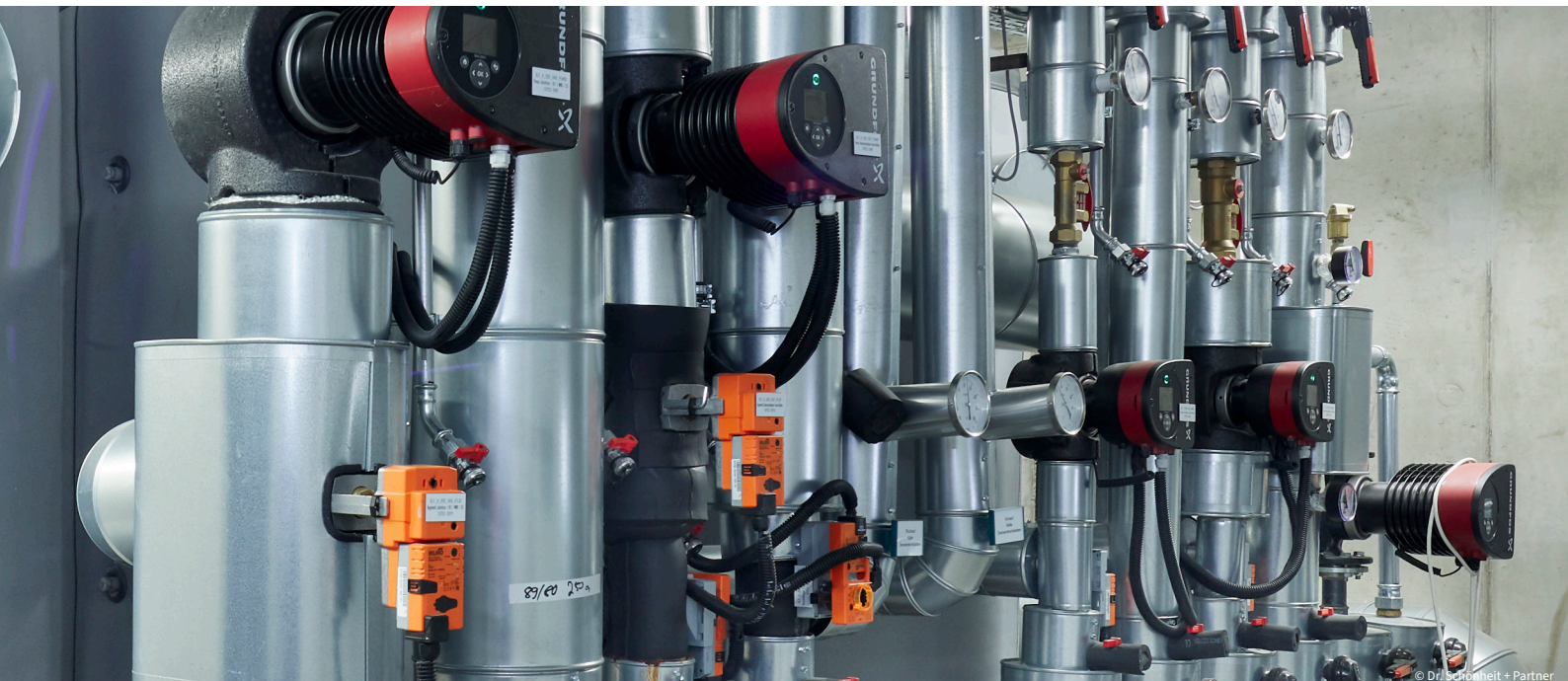


**Biodiversity**

In 2019, a flowering meadow for insects and small animals was planted on an unused area in cooperation with the market town of Großostheim.



# Energy and emission



## Energy

As a company, we have a duty to closely monitor our energy consumption, to question it time and again, and to reduce it as much as possible. This means not only lower costs and higher efficiency for us but also less greenhouse gases released into the environment. By taking advantage of potential savings, we remain competitive and make a contribution to climate protection. This enables us to combine economic and sustainable action.

### Management approach

The increased efficiency in our production and the efficient use of resources in our office buildings represent an important influencing factor for greenhouse gas emissions. Every kilowatt hour saved – also as electricity from renewable sources – leads to a long-term saving of resources and emissions.

That's why we have long been committed to using resources sustainably and producing in an environmentally-friendly manner. Our goals for energy are also defined in our corporate policy. The focus is on the efficiency of our energy-related performance, which we are continually improving. To this end, we provide the necessary information and resources, thereby making a greater contribution to protecting the environment.

### Key figures and measures

In 2022, the total energy consumption of VITLAB was 390 MWh. This decreased sharply by 9% compared with the previous year. Even though fuel and natural gas consumption increased slightly, we were able to reduce electricity consumption.

In 2022, electricity and heat demand at our sole production site in Großostheim was 273 MWh of energy (down 15% from 2021). Compared with the 2020 baseline, this demand represents an 18% reduction in energy. Among other things, the replacement of the heating system and the air-conditioning systems led to the savings.

# Energy and emission

At VITLAB, energy intensity – the ratio of energy consumption (consisting of electricity and natural gas) to sales – developed quite positively. This is down 27% in 2022 compared with the 2020 baseline.

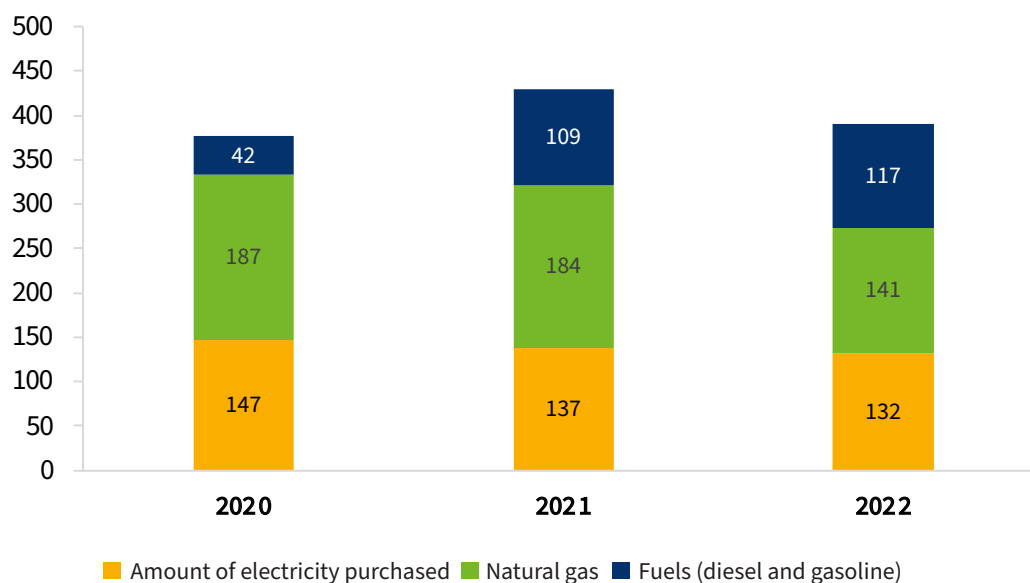
This means that overall we were able to improve the efficiency of our operating activities. The reason for this is the aforementioned savings measures in electricity consumption as well as the constant level of sales.

## Energy consumption in MWh and energy intensity in MWh per million EUR of sales

	2020	2021	2022
<b>Total energy demand</b>	<b>376</b>	<b>430</b>	<b>390</b>
<b>Electricity and heat demand</b>	<b>334</b>	<b>321</b>	<b>273</b>
<b>Amount of electricity purchased</b>	147	137	132
<b>of which from renewable energies</b>	0	137	132
<b>Natural gas</b>	187	184	141
<b>Vehicle fleet<sup>1</sup></b>	<b>42</b>	<b>109</b>	<b>117</b>
<b>Fuels (diesel and gasoline)</b>	42	109	117
<b>Energy intensity (electricity and heat consumption in MWh) per million EUR of sales</b>	<b>33</b>	<b>30</b>	<b>24</b>

<sup>1</sup>Conversion of fuel consumption (diesel and gasoline) taken from the information sheet for determining total energy consumption of the Federal Office for Economic Affairs and Export Control

## Energy consumption in MWh



# Energy and emission



## Emission

One goal of the German Federal Climate Change Act is to reduce emissions from industry by at least 88% by 2040 compared with 1990 levels. The greenhouse gas carbon dioxide (CO<sub>2</sub>) is the most relevant. One of the necessary measures is the switch to renewable energy. Also at VITLAB, we also follow this path. In recent years, we have considerably reduced greenhouse gas emissions by switching to electricity from renewable sources (essentially hydroelectric power).

### Management approach

Greenhouse gas (GHG) emissions and pollutants play a critical role in the development and impacts of climate change. We are therefore aware of our responsibility to minimize emissions during the manufacture and use of our products at all stages of the value chain. The greatest effect we have on the environment is through the emission of greenhouse gases, primarily carbon dioxide.

In greenhouse gas accounting, the Greenhouse Gas Protocol divides emissions into three scopes. Scope 1 includes direct emissions that arise directly from our actions. These include the use of natural gas for our combined heat and power plant or the operation of our vehicle fleet with fuels.

Scope 2 and 3 include indirect emissions that are not directly caused by us as a company. Scope 2 includes emissions caused by our electricity purchases because we do not produce the electricity ourselves but nevertheless require it for our site or production.

Scope 3 includes all other emissions in the upstream and downstream value chain. Upstream emissions arise from the manufacture and transport of raw materials for our production and operations. Downstream emissions arise from the transport of our products to our customers and the disposal of our waste.

Most greenhouse gas emissions (Scope 1) generated within the company result from the combustion of primary energy sources such as natural gas and fuel. By using natural gas, we generate electricity and heat for our offices and production area. Because of our field of activity, other gases or further emissions do not occur or occur only in small quantities.

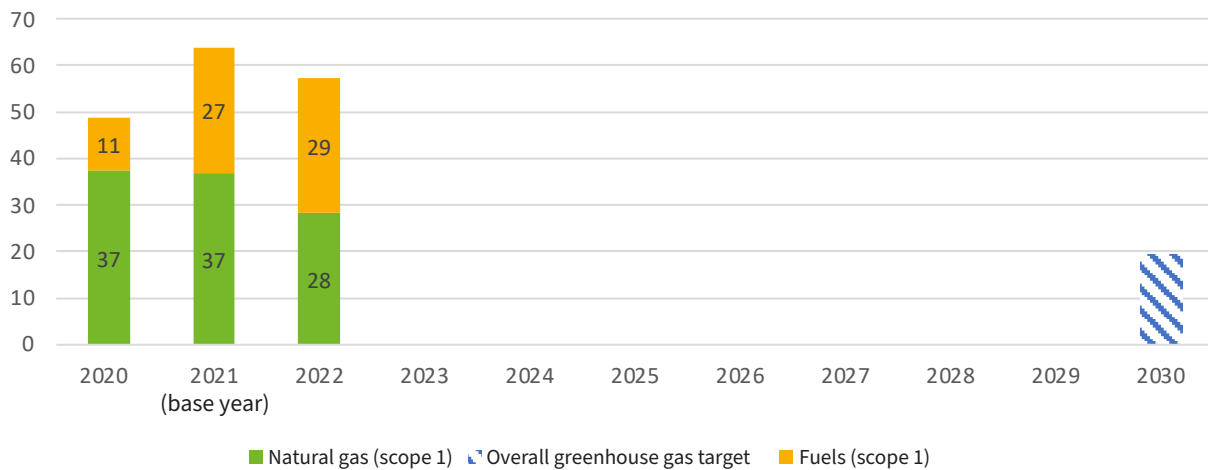
# Energy and emission

## Emission

In reporting greenhouse gas emissions, we are guided by the international Greenhouse Gas Protocol standard for companies. We use the CO<sub>2</sub> equivalents from the Emission Factor Database (EFDB) of the Intergovernmental Panel on Climate Change (IPCC) and Stadtwerke Wertheim GmbH as the unit of measurement. In order to raise awareness of this important topic, we also address our environmental management as part of the training plan for new employees.

Our greenhouse gas reduction target is to reduce absolute emissions (Scope 1 and 2) at the production site (Großostheim) by 70% from 2021 to 2030. We chose 2021 as the base year because this year approximates the state before the major changes. We have drawn up our own catalog of measures to achieve these goals. The concrete steps range from switching to green electricity and electrifying our fleet of company cars to refurbishing our existing buildings.

Greenhouse gas target by 2030 in t CO<sub>2</sub>



## Key figures and measures

After reducing GHG emissions in 2018 by purchasing CO<sub>2</sub>-neutral electricity from renewable sources, we were also able to considerably reduce emissions by 11% in 2022.

The emission intensity remained constant at 8 t of CO<sub>2</sub>/million EUR of sales (2022).

Greenhouse gas emission in t of CO<sub>2</sub>

	2020	2021 (base year)	2022
Emission Scope 1 + 2	49	64	57
Emission Scope 1	49	64	57
Emission Scope 2	0	0	0
Emission intensity (t of CO <sub>2</sub> per million EUR of sales)	5	6	5

# Energy and emission

Scope	Emission sources	Action	Implementation year	Absolute savings compared with the base year [t CO <sub>2</sub> ]
2	Purchased electricity	Switch to electricity from renewable sources	2018	31
1	Fuel	Electrification of the company car fleet	by 2030	20,5
1	Natural gas	Investments in existing buildings - Insulation of buildings - Reduction of natural gas consumption	by 2030	24

# Employees



## Forward-looking employer

### Management approach

As part of the Brand Group, our company makes a sustainable contribution to society at our sites and beyond. This will ensure our long-term international success.

We offer our employees a secure, modern workplace in an owner-managed, medium-sized company.

We can achieve our corporate goals of long-term success and economic independence only as a community with a motivated and highly qualified workforce.

Therefore, the personal and professional development of each individual is important, and we attach great importance to optimal further training in the sense of lifelong learning. In this way, we offer career changers a long-term professional perspective with development opportunities.

### Corporate culture

Respect and appreciation for our employees are a natural part of the values we live by. In order to give our common understanding of values as broad a basis as possible, workshops and discussion rounds were held in all Brand Group companies. Together with the employees, we developed and defined the following values of the Brand Group:

- Appreciative communication.**
- Mutual trust**
- Promoting collaboration.**
- Living diversity.**
- Holistic responsibility.**
- Forward-looking development.**

# Employees

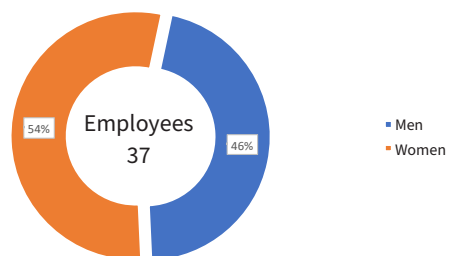
Throughout the corporate group, these values are brought to life in discussion groups so that all employees can better orient themselves to them. We will also continue to offer regular training sessions in order to further consolidate our shared values.

## Employee data

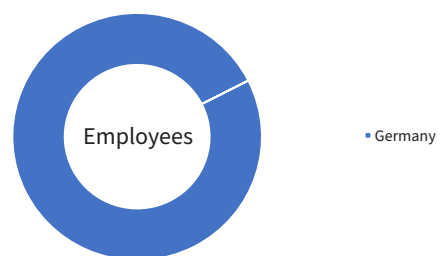
As of December 31, 2022, VITLAB employed 37 people worldwide; of these, all were employed in Germany. The workforce consisted of 46% men and 54% women.

The employees at VITLAB GmbH do not have their own representation of interests; however, the works council agreements are based on those of the works council of BRAND GMBH + CO KG and VACUUBRAND GmbH + CO KG.

Employees in figures by gender 2022



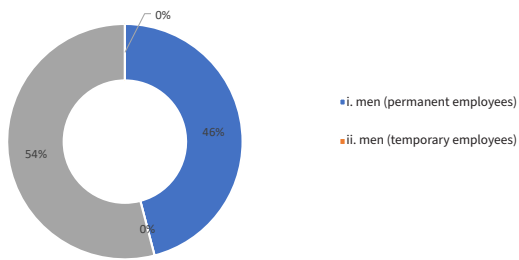
Employees in figures by region 2022



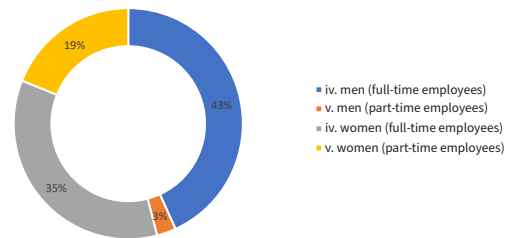
# Employees

At VITLAB GmbH, 0% of the total workforce was employed on a fixed-term contract in 2022.

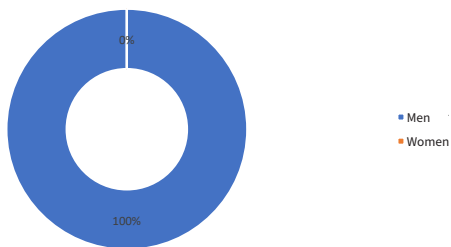
Employees in figures by employment status and gender 2022



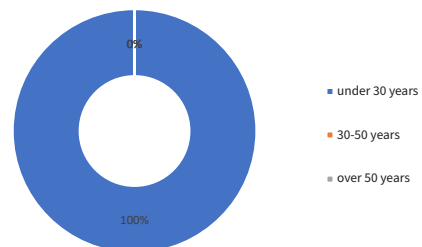
Employees in figures by employment type and gender 2022



Total number of new employees by gender during the 2022 reporting period



Total number of new employees by age during the 2022 reporting period



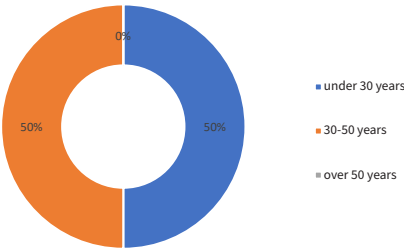
In the reporting period from January 1 to December 31, 2022, VITLAB hired one person. This corresponds to a new hire rate of 3%. In contrast, employee turnover is 5% (2 people) with one person in each of the age groups under 30 and between 30 and 50 leaving the company.

The fluctuation includes all employee and employer terminations, severance agreements, retirements, and deaths.

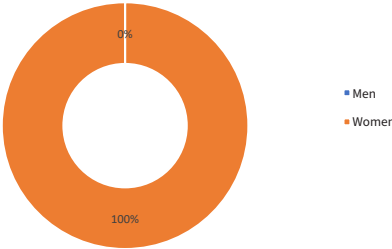


# Employees

Total number of employee fluctuations by age during the 2022 reporting period



Employee fluctuation by gender 2022



# Employees



## Education and training

**The personal and professional development of our employees is important to us. That's why we offer in-house training on a wide range of topics. Individual needs are met through external seminars and training.**

Lifelong learning is lived practice at VITLAB. During the on-boarding process, new employees receive an overview of the company as well as instruction in occupational safety and energy, quality, and environmental management.

Feedback sessions with supervisors are then used to identify personal training needs – ranging from further training in IT to languages and soft skills (e.g., communication) to certificate courses and Master's degrees.

The medium-term goal is to develop a company-internal knowledge management system from which our employees and our company will benefit equally.

The Personnel Development Program is run on a cross-divisional basis with participants from the entire Brand Group and serves to prepare employees for specialist and management tasks with suitable training.

# Employees

## Health management

The health and well-being of our employees are essential to the success of VITLAB in the corporate group and are therefore close to our hearts. We want our employees to be healthy and fit. We therefore offer a comprehensive range of services to promote and maintain health as part of our active health management.

We work with the Brand Group to support various athletic events such as company soccer tournaments and runs and offer weekly fitness classes such as yoga and full-body workouts.

In cooperation with external consultants, we offer our employees the opportunity to participate in the Employee Assistance Program (EAP). They receive help in all situations in life – for example, to cope with stress or to achieve a (better) work-life balance.

Our company physician is available to all employees for advice and support on all questions relating to occupational health and safety. The company physician also offers vaccinations such as the flu shot. During the COVID-19 pandemic, the occupational health vaccination program was released by the legislature. As a result, our corporate group was one of the first in the country to operate its own vaccination center on the factory premises.



## Occupational safety

Occupational safety is a central component of preventive health management and is overseen by a qualified occupational safety specialist. In order to prevent hazards and accidents at work and to enable safe and ergonomic work, the work rooms, operating equipment, machines, and devices are designed accordingly.

Potential hazards are regularly assessed, and software-supported risk analyses are carried out. The risk analyses result in measures such as the mandatory use of protective equipment. In addition, regular software-based training for our employees is a mandatory standard.

# Employees



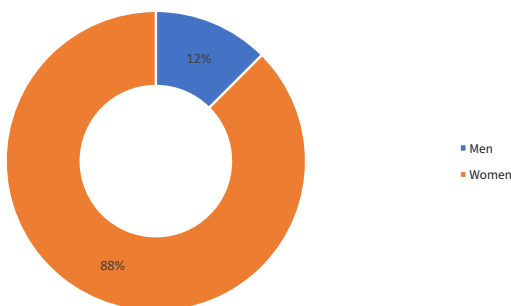
## Reconciling career and family life

For us, reconciling the professional and private interests of our employees is an important concern. Therefore, among other things, they have flexible working hours and, as far as possible, alternative work locations at their disposal. In order to offer our employees the highest flexibility, we have introduced a framework working time from 6:00 am to 8:00 pm. Particularly attractive is the possibility for full-time employees to meet the daily minimum working time by means of a core duration of 4 h, which can also be distributed over several non-contiguous blocks. As a family-friendly company, we provide special support for expectant mothers.

In close coordination with our company physician, the occupational safety specialist, and the HR department, we take care to implement all measures in order to ensure the health and well-being of expectant mothers at the workplace. The opportunities offered by statutory parental and child-raising leave are regularly taken up.

The use of part-time models was taken up by 22% of employees in 2022. This was divided between 88% women and 12% men in the part-time model.

Part-time employees by gender 2022



# Employee data

GRI 2 General information

Reporting period January 1 – December 31, 2022

		Women	Men	Overall
<b>GRI 2-7a employees</b>				
Employees, total <sup>1</sup>		20	17	37
	Germany	20	17	37
i. permanent employees	<b>Germany</b>	20	17	37
ii. temporary employees	<b>Germany</b>	0	0	0
<i>Proportion of fixed-term employees in total employees by gender</i>		0 %	0 %	0 %
<i>Proportion of women among temporary employees</i>		0 %		
iii. Employees with non-guaranteed working hours <sup>2</sup>		0	0	0
iv. full-time employees	<b>Germany</b>	13	16	29
v. part-time employees	<b>Germany</b>	7	1	8
<i>Proportion of part-time employees relative to total employees</i>		35 %	6 %	22 %
<b>GRI 401-1 employees</b>				
Employees	Overall			37
	under 30 years			2
	30–50 years			20
	over 50 years			15
a. Total number <sup>3</sup> of new employees during the reporting period	Gesamt	0	1	1
	under 30 years	0	1	1
	30–50 years	0	0	0
	over 50 years	0	0	0
<i>Proportion of entrants of an age group relative to the total number of employees in the respective age group</i>	Gesamt			3 %
	under 30 years			50 %
	30–50 years			0 %
	over 50 years			0 %

<sup>1</sup>All data used refer to the reporting date of December 31, 2022

<sup>2</sup> This includes the use of temporary workers, mini-jobbers, student trainees, and vacation workers

<sup>3</sup> This data is a total in the period January 1 to December 31, 2022

# Employee

GRI 2 General information

Reporting period January 1 – December 31, 2022

		Women	Men	Overall
<b>GRI 401-1 employees</b>				
<b>b. Total number<sup>3</sup> of employee turnover during the reporting period</b>	Overall	2	0	2
	under 30 years	1	0	1
	30–50 years	1	0	1
	over 50 years	0	0	0
<b>Proportion of persons of an age group leaving relative to the total number of employees in the respective age group</b>	Overall			5 %
	under 30 years			50 %
	30–50 years			5 %
	over 50 years			0 %
<b>Proportion of entrants of an age group relative to the total number of employees in the respective age group</b>	Overall			3 %
<b>GRI 404-1 further training</b>				
<b>Average training time<sup>4</sup> sam<sup>®</sup> in hours</b>				<b>1,9</b>

<sup>3</sup> This data is a total in the period January 1 to December 31, 2022

<sup>4</sup> Only data from sam<sup>®</sup> training periods. The full-time equivalent (FTE) of 226.3 was used in the calculation. Data from other training measures is missing because data has not yet been collected.

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