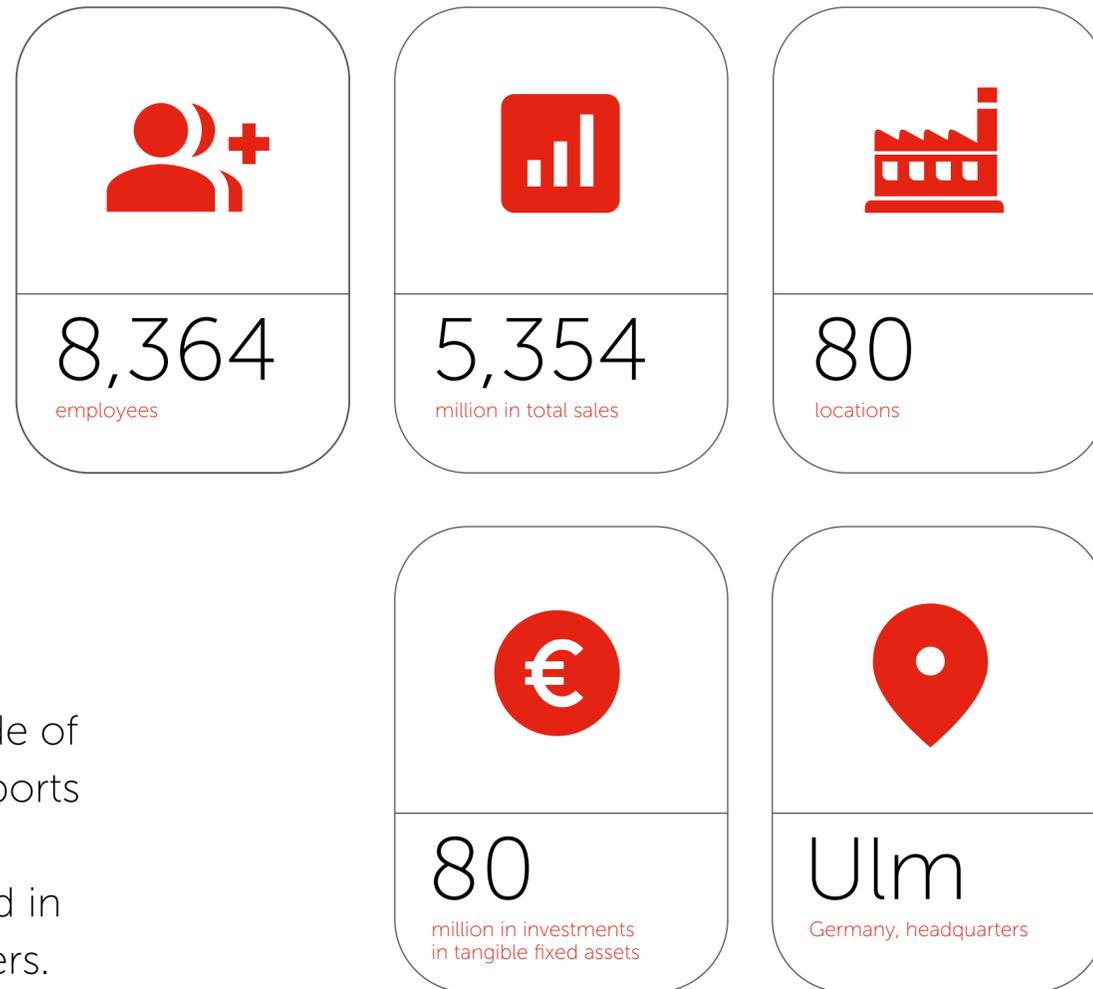


Creating value
over generations

The Wieland Group at a glance

GRI 102-1-7



Wieland is one of the world's leading suppliers of semi-finished products made of copper and copper alloys. Wieland supports its customers from prototype to series production. The company was founded in Ulm in 1820, where it has its headquarters. The German Wieland-Werke AG is the parent company of the internationally operating Wieland Group.

Total turnover by sector
according to NACE (Classification of Economic Activities), in %



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Preface

Dear Readers,

GRI 102-14 Creating value over generations – in economic, ecological and social terms: This long-established conviction is what drives us to achieve top performance. We strive to combine commercial success and sustainable action as an industry pioneer.

Rising global warming and the resulting climate risks urge society, and thus also the economic sphere, to take countermeasures. The expanded EU Non-Financial Reporting Directive and the Taxonomy Regulation are key tools allowing companies to adjust their climate performance. This provides a binding framework for economic transformation over the coming years and decades.

At Wieland, we have been successfully focused on sustainable corporate governance for 200 years now. The concept of sustainability permeates our processes, technologies, business development and strategic decisions. In addition, our Wieland culture plays a key role in creating sustainable value over generations.

In 2020, we charted the course that will lead us towards climate neutrality with our revised sustainability program and defined our ambitions in the process. Last year saw us define the cornerstones of these endeavors – as we move towards a zero-emissions future by 2045.

We have the next steps in our quest at the forefront of our minds. By 2025, we will cover more than one-third of our electricity requirements in Europe as well as in the US via local, long-term green power purchase agreements (PPAs), increasing our share of green energy dramatically. At the same time, we will continue to systematically electrify manufacturing processes in our production locations. As part of our recycling strategy, we are investing EUR 100 million in a new recycling center in Shelbyville, KY (USA) over the next few years. With the acquisition of

recycling specialist Total Metal Recycling in Granite City, IL (USA), we are expanding our annual capacities in North America for various metals by another 100 kt. The two investments underline our understanding that recycling is part of our core business.

We also want to help shape a climate-friendly future beyond the limits of our own production activities. This is why we are in constant dialogue with our business partners as we work with them to shape both our and their sustainable transformation. Our sustainability proposition focuses on our customers' technological requirements. The same endeavor applies to the sustainable procurement of our products. The Product Carbon Footprint (PCF) will be an integral factor in our purchasing decisions in the future.

Climate and environmental protection require collective action. Last year saw the Wieland Group sign the United Nations Global Compact, which pursues the vision of a sustainable and inclusive economy. We actively support the ten principles of the Global Compact in the areas of human rights, labor standards, the environment and the fight against corruption.

We have provided detailed information on the progress of our ambitious ecological, economic and social goals in our second Sustainability Report. My thanks go to everyone involved in shaping our sustainable transformation process and creating added value in the process. On that note, and on behalf of all of our employees, I wish you an interesting and informative read.



Dr. Erwin Mayr – CEO



Sustainability targets 2030



Decarbonization

Reduce Scope 1 and 2 emissions by 42%¹

-10%



Circular economy

Increase the share of recycled raw materials in product manufacturing to >90%

74%²



Eco-friendly products

Reduce the share of lead used across the alloy portfolio by 30%³

6.2 million kg



Health and safety

Reduce the LTI rate⁴ by 90%⁵

-35%



Diversity and inclusion

Increase the share of women in leadership roles to 20%

14%



Sustainable procurement

Increase the share of purchasing volume of relevant materials purchased from certified or audited suppliers to 100%

5%⁶

Targets 2030

Status 2020/21

¹ Compared to base year 2018/19.

² Product-specific recycling rates vary considerably. The average rate must not be taken as a blanket value at product level. Wieland is currently working on processes and approaches to establish transparency at product level.

³ Compared to base year 2020/21.

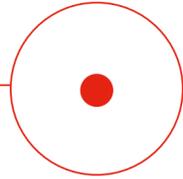
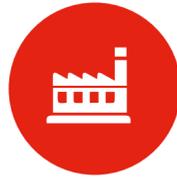
⁴ Lost Time Incident Rate; Incident with lost time ≥ 1 shift (excluding day of incident); Rate = Number of LTIs/total work hours * 1,000,000.

⁵ Compared to base year 2019/20.

⁶ Referring to certifications by The Copper Mark or RMI.

1 Strategy & Management





Company profile and business model

1.1

The Wieland Group has been offering its customers products made of copper and copper materials for more than 200 years now. With a high level of customer centricity, its global presence and broad product portfolio, Wieland is “the” reliable partner in the B2B business. Copper is an essential material for many industries and a number of megatrends due to its excellent conductivity, formability and recyclability.



With an extensive product range, the Wieland Group offers high-performance product solutions for numerous industries.

Business model

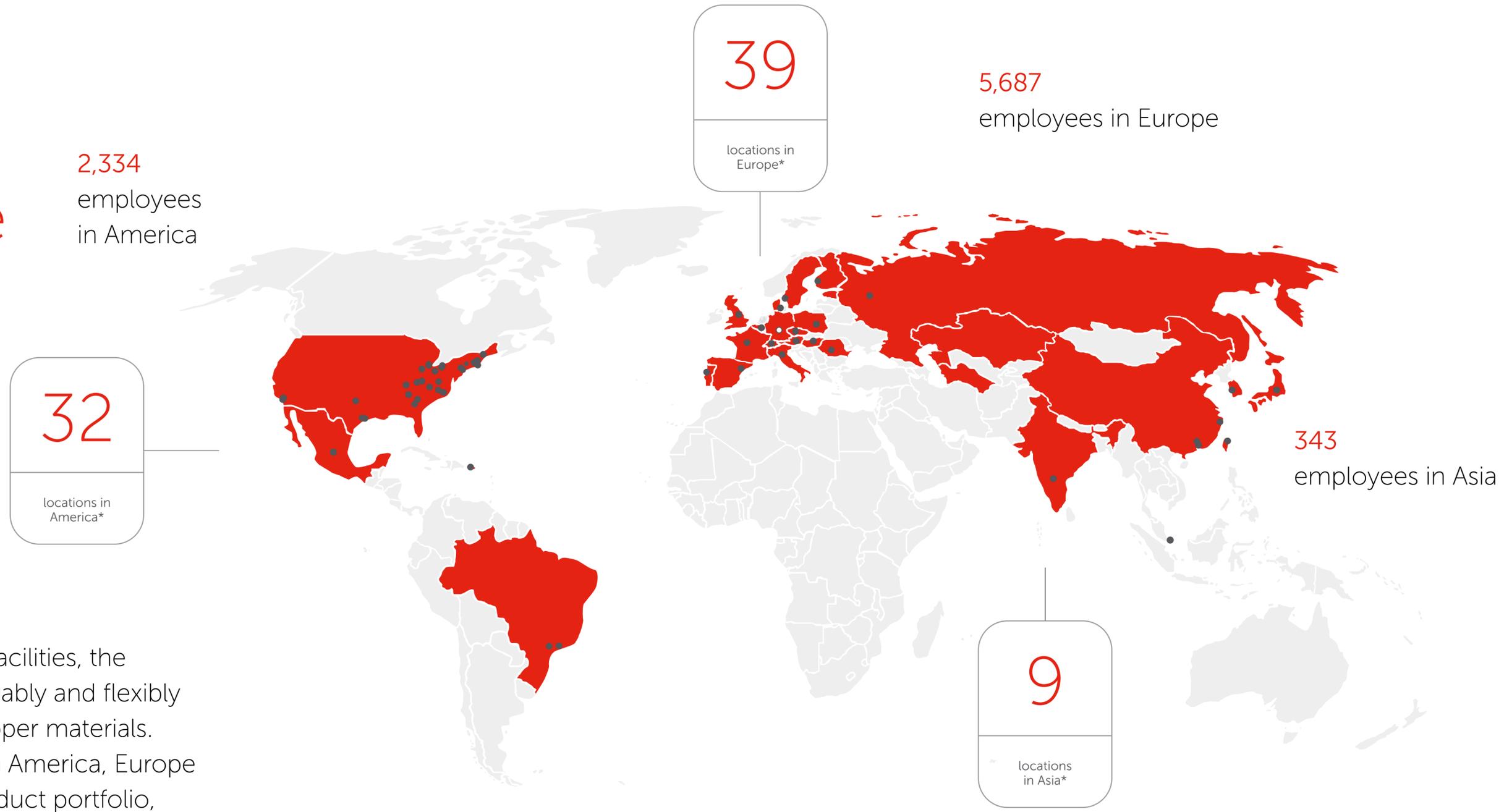
Be it on a global or local scale, the Wieland Group ensures its customers’ success with its international organization, local manufacturing and service companies and a broad product portfolio.

The knowledge and experience of our employees in the manufacture of semi-finished products are key factors in the success of our work. This is complemented by the ability to develop custom-fit solutions to meet customer requirements. Wieland offers a comprehensive supply concept for the markets it serves: with large and small batches, from prototypes to series production, but also ranging from stock material to customer-specific contract manufacturing assignments. Based on a wide range of high-performance materials and components, Wieland develops the required technical solutions for cutting-edge fields such as eMobility, digitalization or refrigeration and air conditioning technology. In addition to copper and copper alloys, other metals such as aluminum, titanium, a wide range of steels and also plastics are used.

The product portfolio comprises semi-finished products such as strip, sheet, tubes, rods, wire and sections, as well as products and solutions for applications in heating technology, slide bearings, components for eMobility and coatings. With its extensive product range, the Wieland Group offers high-performance product solutions for a whole number of sectors: electronics and electrical engineering, automotive, mechanical engineering, refrigeration, air conditioning and heating technology, as well as construction and installation. We also see ourselves as a service provider for consultancy and project planning, for example, in product and process development, machine tool construction and automation technology. As of the reporting date of September 30, 2021, the Wieland Group employed 8,364 people worldwide.

Wieland across the globe

GRI 102-6/7



As a global player with local production facilities, the Wieland Group supplies its customers reliably and flexibly with semi-finished products made of copper materials. A dense network of service companies in America, Europe and Asia complements the extensive product portfolio, offering other materials such as aluminum and plastics, as well as services. We support our customers with a combination of regional proximity and global presence, complemented by the best possible levels of service and consistently high quality.

* Locations of the production sites and service companies without sales offices and sales partners.

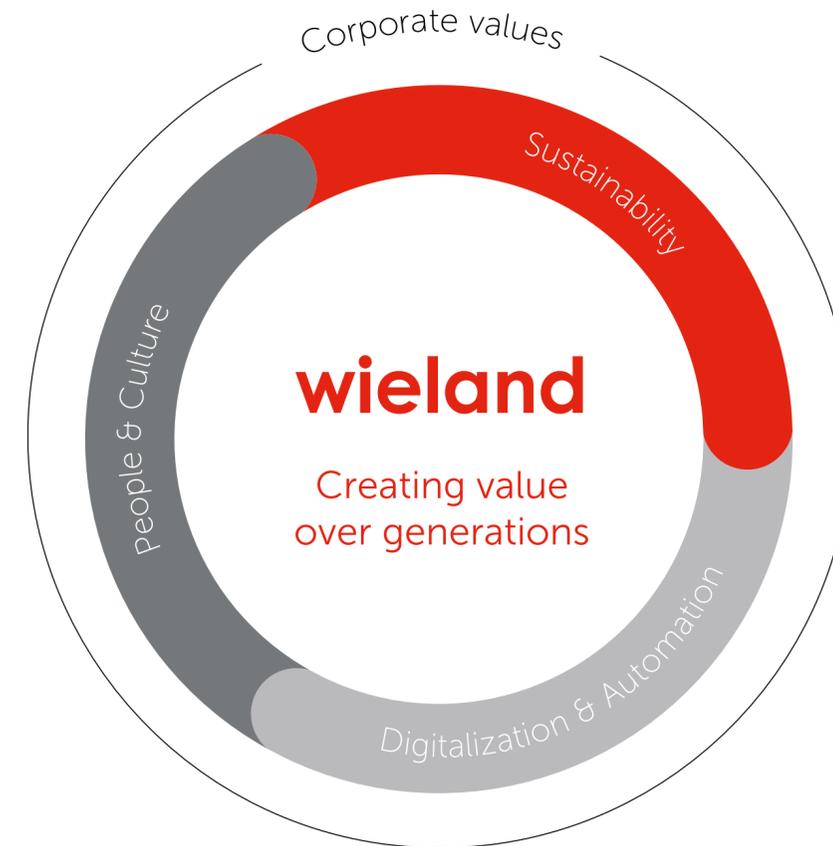
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Strategy and sustainability management

1.2

Creating value over generations – this is the motto we want to use to shape the process of transformation towards a sustainable economy. We are rising to this challenge from a position of strength. To achieve this goal, we have developed an integrated corporate strategy that is aligned with the expectations of our stakeholders as well as with our Wieland culture.



Our sustainability ambition

GRI 102-16 We want to exploit the opportunities arising from the transformation of the economy, a process that is as ecologically imperative as it is politically driven. Our sustainable business strategy firmly establishes sustainability issues in our day-to-day business – this is the only way we can continue to be successful as a company going forward. As part of this journey, we are rethinking our own processes

and developing innovative products that are characterized by resource-friendly manufacturing, considerable efficiency and durability [Chapter Eco-friendly products](#). At the same time, our solutions support our customers in their own transformation processes. This allows us to combine commercial success with sustainable action.

We are well aware of just how necessary our own transformation process is. If we want to achieve it, our strategic objectives and corporate culture have to complement each other. After all, we are convinced that we can only achieve far-reaching change with committed employees and agile teams. This was our motivation for developing a Group-wide cultural vision in 2020 based on seven values: ownership, optimism, respect, reliability, ambition, safety, health & environment and diversity. These seven values have applied to the Wieland Group with binding effect since the beginning of 2021. A central Executive Board unit works closely with voluntary cultural ambassadors within the workforce to realize the values on a global level.

Our values

- ✔ Ownership
- ✔ Optimism
- ✔ Respect
- ✔ Reliability
- ✔ Ambition
- ✔ Safety, Health & Environment
- ✔ Diversity

The cornerstones of our strategy

GRI 102-15 The corporate strategy of the Wieland Group is designed to ensure that our objective, namely "Creating value throughout the generations", is firmly established in all Business Units. It is supported by three cornerstones that are intended to guide the company on a solid, reliable and profitable path over many generations. As one of the key elements of our corporate transformation process, sustainability permeates processes, technologies, business development and strategic decisions within the Wieland Group.

International growth

Growth allows us to implement more efficient and scalable processes in our business, as well as to save costs. By expanding internationally, we can compensate for any market fluctuations, reduce risks and create an even more stable position for the company in the process.

Strengthening and selective expansion of the core business

We believe that we can harness growth potential beyond our core business in both backward and forward integration. In particular, we are further expanding the strategically important recycling segment to include new facilities, technologies and technical expertise

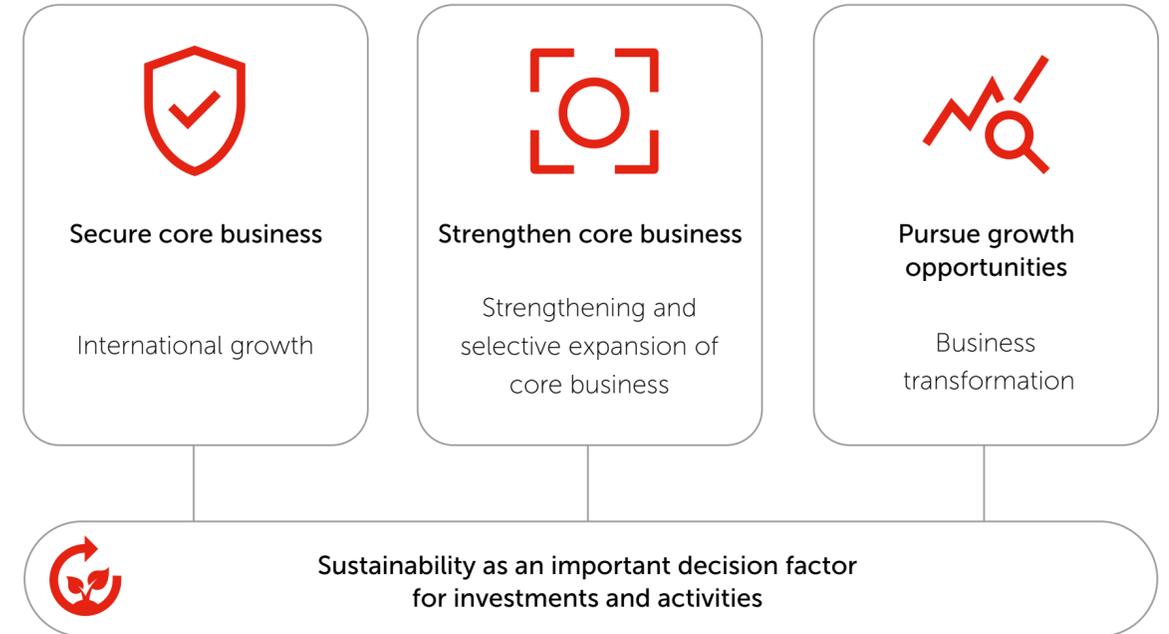
[Chapter Circular economy.](#)

We believe that sales and service offer further growth opportunities.

We are taking a selective approach to potential acquisitions in this area, which will be increasingly guided by ESG due diligence considerations in the future.

Corporate transformation

The cultural vision will change both interaction within the workforce and the leadership culture. We are guided by the principles of focus on results, commitment and consistency as well as familiarity and openness. Managers act first and foremost as coaches and enablers. Technical advances also play an important role: We see digitalization and automation as technological enablers of our strategy. We aim to use all of these factors to consolidate our role as an industrial pioneer in the field of sustainability.

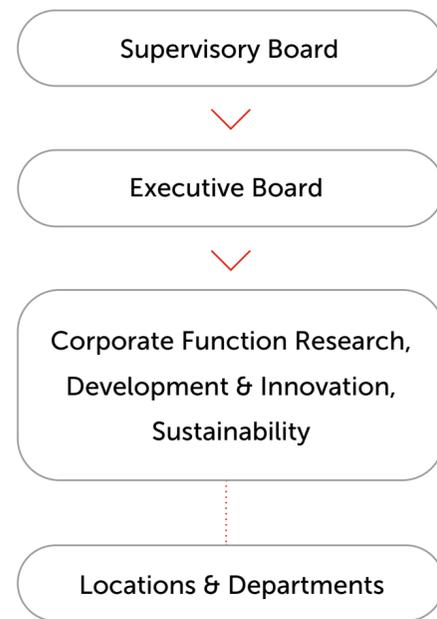


Sustainability as a key decision-making criterion

We are aware of the problems associated with global climate change and the urgent need to address this issue. This is why we have made the issue of sustainability a crosscutting topic as part of the company's strategic orientation process. This makes sustainability an integral component of many of our investments, decisions and activities. In the future, for example, ESG criteria and the EU Taxonomy will play an increasingly important role in our CapEx decisions (capital expenditure, investments in longer-term assets). This is also consistent with the growing attention devoted by banks as well as investors to this issue when deciding where to put their capital.

Wieland Group sustainability organization

GRI 102-18 The Executive Board of the Wieland Group is responsible for the company’s sustainability strategy, which is refined further in ongoing dialogue with the Sustainability department. The Supervisory Board is also provided with information on the current status of implementation at its meetings. What is more, it defines the sustainability targets that are used to incentivize the Executive Board – also with regard to the annual bonus.



The Sustainability department is part of the global corporate function Research, Development & Innovation. It manages the ongoing development of our ESG performance by defining targets and key performance indicators together with the central functions and Business Units and supporting the implementation of sustainability measures. The Sustainability department is also responsible for internal and external sustainability reporting and communication and for organizing stakeholder dialogue.

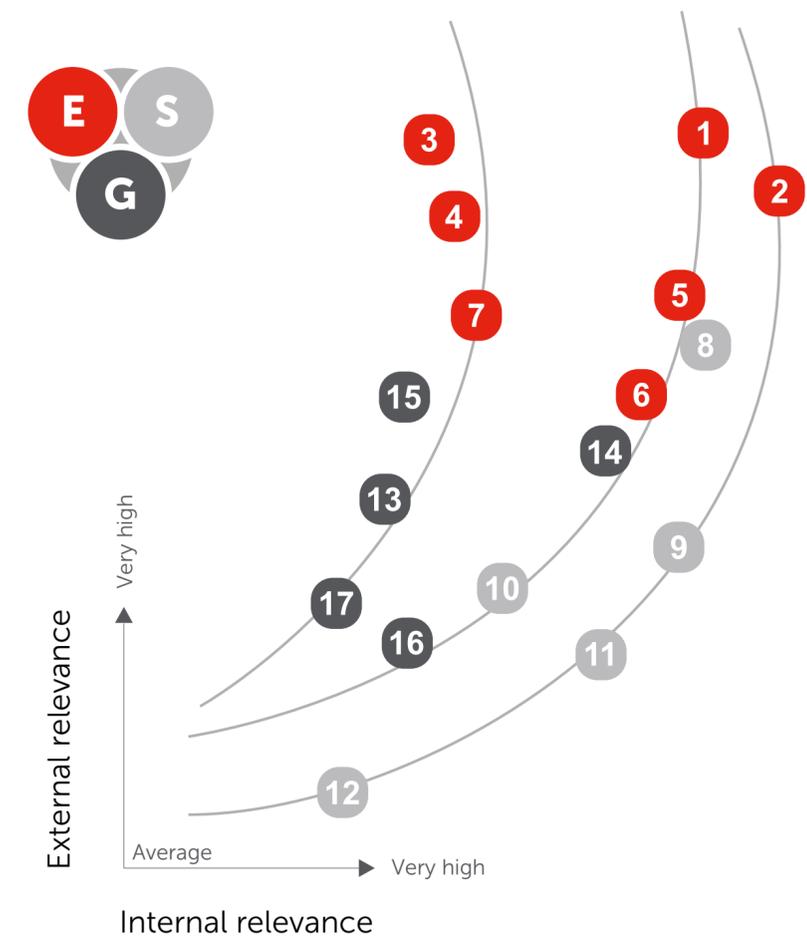
The sustainability objectives are implemented in the various corporate functions and regions of the Wieland Group. In the future, the Executive Board and Supervisory Board will be informed of current developments in the strategic focus fields on a quarterly basis in a “Sustainability Performance Report”.

Materiality analysis

GRI 102-44/46/47 In order to define the strategic sustainability priorities and the content to be reported on, the Wieland Group conducted a materiality analysis in 2020. This involved interviewing various stakeholders – from international executives within our company to customers of all Business Units and financial market players. This was supplemented by a benchmark of key players at all stages in our value chain.¹

17 topics were ultimately classified as material and summarized in a materiality matrix. We have defined six of these topics as strategic focus fields: decarbonization, circular economy, eco-friendly products, health and safety, diversity and inclusion, sustainable procurement. We have set ourselves ambitious medium-term targets for the period leading up to 2030 for all focus fields as part of our sustainability program and have initiated corresponding measures [Targets for 2030](#). We are guided closely by the UN’s Sustainable Development Goals (SDGs) – in particular SDGs 3, 5, 7, 8, 12 and 13 – as part of this process. We also measure our activities against the results of external ratings, such as EcoVadis or CDP. As far as EcoVadis is concerned, our goal is to achieve Silver status in 2022 and Gold status by 2024. We were awarded bronze status in the year under review. We are aiming to be awarded a mid-range rating for the publication of our first CDP Climate Questionnaire this year. Our performance targets are geared toward a steady improvement in ratings.

¹ A more detailed description of the approach to the analysis can be found in our [2019/20 Sustainability Report](#).



- | | |
|---|---|
| <ul style="list-style-type: none"> 1. Environmental protection 2. Energy efficiency 3. Carbon footprint 4. Responsible consumption & responsible production 5. Circular economy 6. Environmentally friendly expansion of the product portfolio (including innovation, product design, sustainable cities) 7. Pollution & waste | <ul style="list-style-type: none"> 8. Occupational safety and health protection 9. Diversity 10. Employee issues (including expertise, training, compensation) 11. Human rights 12. Civil engagement 13. Product liability 14. Supply chain responsibility 15. Business ethics 16. Strong cooperations 17. Transparency |
|---|---|

We update our materiality analysis every two years, with the next review set to take place in 2022. In particular, we will take into account new developments in sustainability standards and regulation, such as the revision of the EU Non-Financial Reporting Directive.

Stakeholder dialogue

GRI 102-12/13/40/42/43/44 We regularly assess which stakeholder groups are particularly important to the Wieland Group. Our primary stakeholders include owners, employees, customers, suppliers, financial institutions, and individuals from politics and civil society.

As well as involving our stakeholders as part of the regular materiality analysis, we rely first and foremost on direct dialogue in the context of industry and sustainability initiatives. The Wieland Group is an active member of the most important national and international business, industry and trade associations in our fields of business.

By way of example, we have been supporting the European Commission and the German government on sustainability-related regulation through our non-ferrous metal associations Eurometaux and Wirtschaftsvereinigung Metalle for many years now. The contributions made by the non-ferrous metals sector are currently focused on the European Green Deal and, in particular, on the areas of energy & climate change, circular economy and eco-friendly products as well as zero pollution ambition. Another focal point is sustainable finance and the EU Taxonomy.

In addition to industry-related activities, we are committed to the general principles of environmentally friendly corporate governance guided by a sense of social responsibility and integrity. This is why the Wieland Group has been a signatory to the United Nations Global Compact, which sees itself as an international forum uniting companies and organizations behind the Sustainable Development Goals (SDGs), since November 2021. We have also been an official member of Econsense's Sustainability Competence Program since 2022. This



allows us to exchange information with other companies on current sustainability developments and potential solutions.

Joining the Science Based Targets initiative (SBTi) was another crucial step. As part of this initiative, we have determined how we can reduce our direct and indirect greenhouse gas emissions on a scientific basis [Chapter Decarbonization](#). We will also participate in a Stakeholder Council of the software and metrics service provider right based on science in 2022. This program develops control instruments to reduce emissions in line with the Paris Climate Agreement.

We are aware that the process of transformation towards a more sustainable economy and society requires intensive dialogue and cooperation between different stakeholder groups. We therefore intend to further expand the dialogue with our stakeholders in the future.

An overview of our current memberships and important organizations can be found here: [Memberships](#).

2 Protecting Ecosystems



Targets



Environment

Environmental management

Decarbonization

Circular economy

Eco-friendly products

Continuously improve environmental protection

- Introduce a global waste database by 2023
- Develop a Group-wide target for air pollution control by 2022
- Provide Group-wide information on metal emissions in wastewater by 2022
- 82% ○ Introduce ISO 14001 certification by 2024¹

Net zero by 2045

- 10% ○ Reduce Scope 1 and 2 emissions by 42% by 2030²
- Reduce Scope 3 emissions by 12% by 2030²
- Increase the share of green power procurement³ to more than one-third by 2025
- Increase the annual energy reduction target to 2%
- Introduce ISO 50001/Energy Star⁴ by 2024¹

Expansion of the recycling division for our own production and for customers

- 74% ○ Increase the share of recycled raw materials in product manufacturing to >90% by 2030
- Operate the recycling center in Shelbyville, KY (USA), with a capacity of 100 kt per year by 2022
- Expand recycling capacities for copper scrap and alloying elements through the acquisition of US specialist Total Metal Recycling

Industry benchmark for environmentally friendly products

- Reduce the lead use across the alloy portfolio by 30% by 2030⁵
- Implement a product carbon footprint methodology and disclose transparently
- Develop a Group-wide concept for environmentally friendly products in accordance with recognized standards by 2023

¹ At all material production sites – the definition of our production sites can be found in the report profile.

² Compared to base year 2018/19.

³ Referring to the regions Europe and North America.

⁴ Energy-Star Program run by the US government.

⁵ Compared to base year 2020/21.

Legend: ○ in preparation ○ ongoing ● completed % Status 2020/21



Environmental management

2.1

We are aware of our responsibility for the environment and the climate, which is why we do everything we can to avoid water, soil and air pollution and to deal responsibly with waste and contaminated sites. We also aim to minimize the indirect impact that our production activities have on biodiversity – going beyond compliance with the applicable laws and regulations.



Prior to discharge, we analyze the water quality via our own final inspection points to prevent pollution of rivers, lakes and canals.

Our approach to environmental management

103-1-3, 102-11 To manage its environmental issues at its production locations¹, the Wieland Group has already largely implemented an environmental management system based on the international standard DIN EN ISO 14001:2015. The coverage rate for the reporting year is 82%. The environmental management system is part of an integrated management system comprising ISO 9001 and IATF 16949 (quality management), ISO 14001 (environmental protection management), ISO 50001 (energy management) and ISO 45001 (health and safety management).

Further production locations in North America and Asia are to be certified by 2024, establishing international environmental management standards throughout the Wieland Group. In the course of our international expansion, we are also aiming to achieve the corresponding standards for our new locations.

¹ A definition of our production locations can be found in the report profile [About this report](#)

The Executive Board, together with the Corporate Function Manufacturing Services, is responsible for company-wide environmental management. Operational implementation is controlled via a matrix organization. The Corporate Function Environment is responsible for coordinating environmental management across the Group.

The Wieland Group has also appointed local environmental protection officers at various production locations, who are closely involved in site-specific environmental measures. They report to the site managers as well as to the VP Operations of the various Business Units. They also exchange information with the central environmental management team. No breaches of environmental protection legislation were identified in any of the locations during the reporting period.

Integrated software solution

In the year under review, we purchased a new cloud-based software solution to facilitate data processing and compliance with statutory requirements in the areas of environmental protection, energy and health and safety. The plan is to roll out the software solution at Wieland-Werke AG by the end of 2022. Further sites will be connected on a step-by-step basis.

Consideration of environmental risks

The advent of the historic catastrophic flooding that hit western and central Europe in 2021 has highlighted just how pressing the issue of flood protection is. Our company was also affected at the Langenberg site [Chapter Corporate governance](#). All environmental risks for Wieland-Werke AG are identified and evaluated in the context of the risk management system.

Wieland also carries out regular incident and emergency drills – in coordination with the responsible authorities. Emergency or alarm and hazard prevention plans are in place for the individual locations.

Employee engagement

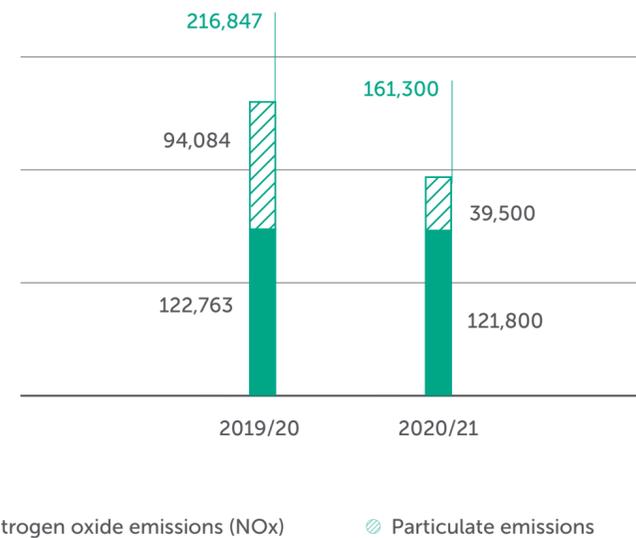
We are convinced that the commitment of our employees is crucial when it comes to achieving our environmental protection goals and boosting energy efficiency. As a result, the Wieland Group provides employees with ongoing information on all environmental and energy-related topics and offers them training online and face-to-face training courses. In Germany, more than 200 employees at various levels in the hierarchy completed in-house training on environmental issues. We will offer these training sessions at all of our sites in the future.

Ensuring good air quality

GRI 103-2, 305-7 Emissions are produced during the production of semi-finished non-ferrous metal products in the Wieland Group's plants, especially when metals are smelted. In addition to greenhouse gases, air pollutants such as dust or nitrogen oxides (NOx) are also released.

By systematically using the latest filter technologies, the Wieland Group has been able to significantly reduce the specific dust emissions from its largest emission sources at the foundries in East Alton (USA), Pine Hall (USA) and Vöhringen (Germany). By the end of 2022, the Corporate

Total air emissions in kg
GRI 305-7



Function Environment will have set a Group-wide target for air pollution control.

NOx emissions from pickling processes were also significantly reduced in the period from 2010 to 2021 by largely eliminating nitric acid as a pickling medium. In 2022, we aim to halve the volume again compared with 2021. The goal is to reduce these emissions to zero. From 2023 onwards, the aim is that no more exhaust gas containing NOx is to be released at the Vöhringen production location, our only site with NOx pickling processes.

We are also working on programs to reduce NOx emissions at all major production locations with heating and annealing processes. In order to achieve this, the burner technology used in the heating and annealing furnaces is being converted to low-nitrogen oxide combustion processes, or the annealing process is being fully electrified [Chapter Decarbonization](#).

Protection from noise pollution

The Wieland Group's newer manufacturing facilities are all located in industrial areas with a higher noise tolerance. The older sites, on the other hand, are often located near residential areas. There – especially in Vöhringen, Villingen and Langenberg – protecting residents from noise pollution is a very important matter. In addition to the actual production processes, freight trips also cause noise, prompting Wieland to erect noise barriers at its Vöhringen site. To ensure that noise limits are complied with, we also carry out voluntary measurements of noise emissions.

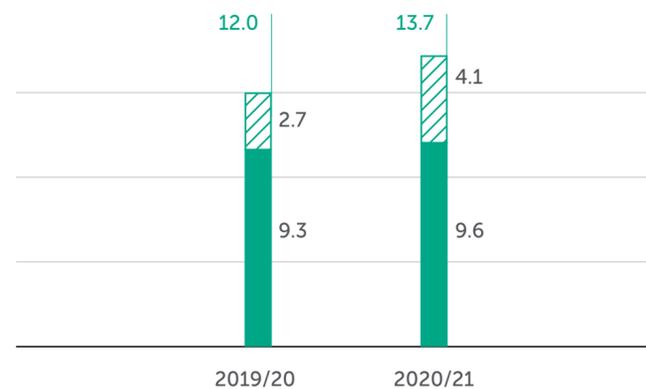
Water and water protection

GRI 103-1-3, 303-1/4/5 Water is of key importance for the Wieland Group's production activities, especially for cooling and surface treatment. This is why we have set ourselves the goal of continuously improving water protection by avoiding the input of pollutants and keeping the volume of water we use to a minimum. We conducted a water risk analysis using publicly available research maps to identify a total of four sites in Germany, China and the US that are located in areas affected by high water stress. All four sites obtain groundwater exclusively from public sources or external companies.

A total of 13.7 million m³ of water was used at our sites in the reporting year – 11.3 million m³ as cooling water, 1.9 million m³ as process water and 0.1 million m³ as drinking water. Some of this water is extracted at Wieland's own German sites. Of the 1.9 million m³ of process water, 0.7 million m³ of treated wastewater from production was discharged into public sewers or surface waters. The discharge amounts were always below the legal limits – especially for the substances copper, nickel, tin and zinc.

Water withdrawal in million m³

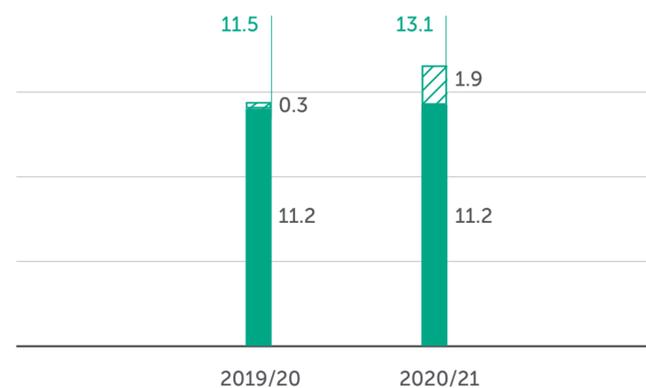
GRI 303-3



● Groundwater withdrawal ▨ Third-party water

Water discharge in million m³

GRI 303-4



● In surface water ▨ Transferred to third parties¹

¹This includes both the wastewater sewerage system and the delivery to service providers.

Metal emissions can enter the environment through the wastewater, which can result in the pollution of bodies of water. Reducing these emissions is one of the most important tasks of water management at Wieland. By the end of 2022, the company is planning to report metal emissions in wastewater for the entire Group.

GRI 303-2 In order to prevent pollution of rivers, lakes and canals, we analyze the water quality at our own final inspection points before discharge. These measurements fall well below the statutory thresholds and are usually below the analytical detection limits. To protect the soil and groundwater, we also ensure careful handling of substances hazardous to water and guarantee appropriate leakage protection.

Avoiding waste

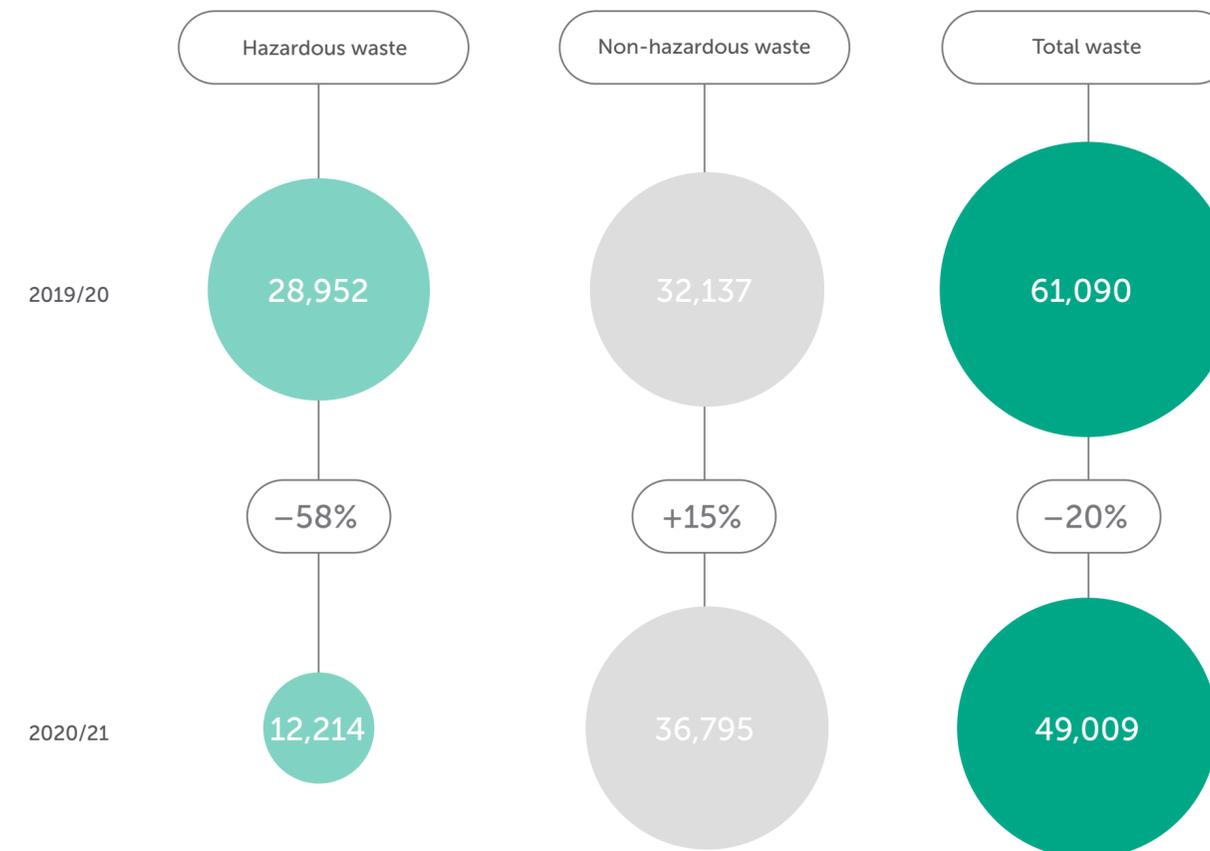
GRI 103-1-3, 306-1-3 Effective waste management is another component of corporate environmental protection at Wieland. 100% of the metal waste generated in production can be reused in the company's own foundries, eliminating the need for external disposal [Chapter Circular economy](#). When it comes to other waste, we follow the principles of "prevention before recycling" and "recycling before disposal". The total waste generated by the Wieland Group amounted to 49,009 metric tons for the reporting year. By the end of 2023, we plan to introduce a global waste database to document the main waste processes at all production locations.

Wieland-Werke AG reduces the commercial waste it generates by having waste streams as cardboard sleeves from rolling, polluted waste wood or insulation waste from pipe manufacturing recycled in addition to the more than 30 types of waste already produced in connection with its production activities.

When delivering our products, we primarily use wooden packaging, which is reused several times as part of a closed-loop process. We use recyclable material for packaging films and straps. Our packaging

Total waste in t

GRI 306-3



return system allowed us to reduce our carbon emissions by 210 metric tons of CO₂ year-on-year in 2020/21. We also saved 12,800 m³ (650 truckloads) of timber that would require 27 soccer fields to grow.



Decarbonization

2.2

Climate protection is a key part of Wieland's sustainability strategy. By 2045, we are aiming for our business operations to be climate-neutral based on the net zero principle. All activities within our value added chain are to have no negative impact on the climate from this point on.

Target 2045

Net Zero
along the value chain

Targets 2030

-42%¹
Scope 1 + 2

-12%¹
Scope 3

Our climate targets

GRI 103-1-3 Active climate protection is a top priority of Wieland's corporate governance. We strive to make a key contribution to limiting climate change, guided by scientifically based CO₂ reduction targets. In March 2021, the Wieland Group joined the SBTi, testimony to its commitment to achieving the 1.5 degree target. The emissions targets we have submitted will be validated by SBTi in the course of the current

fiscal year. We will also start working with an external partner in 2022 to analyze our climate impact in greater depth using an economic climate impact model. The model is designed to help us with the strategic management of our reduction measures [Strategy and sustainability management](#).

¹Compared to base year 2018/19.

Organizational responsibility for climate protection

The Corporate Function Manufacturing Services and the Sustainability department are responsible for implementing the Group-wide climate protection targets. The Sustainability department forms part of the Corporate Function Research, Development & Innovation. The Corporate Function Global Engineering coordinates the further development of energy management and energy monitoring systems in all relevant production locations. In doing so, it allows the individual locations to adopt a uniform approach and supports them in sharing their experience with each other.

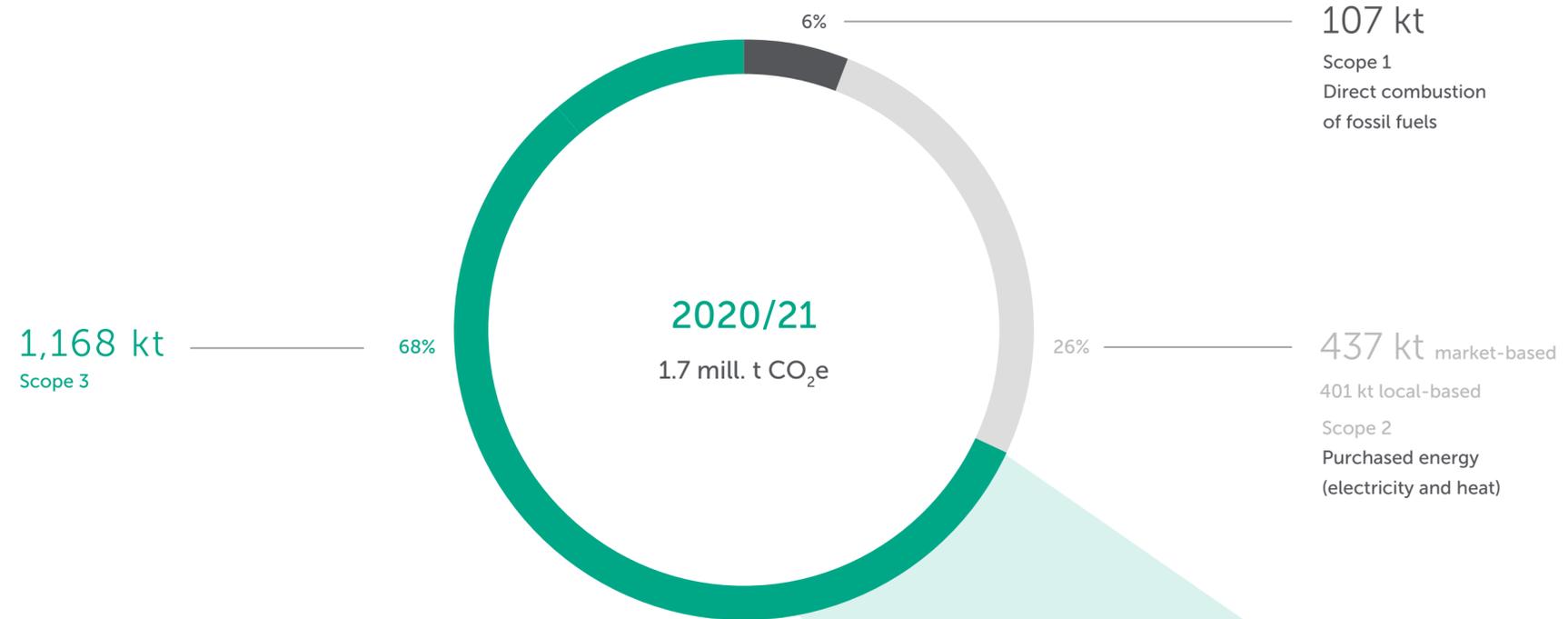
We aim to use this organizational responsibility for sustainability and climate protection to enable all sites to improve their sustainability performance on an ongoing basis. All relevant information on the company's climate performance is analyzed by the Sustainability department. The results are reported to the Executive Board and the Supervisory Board on a regular basis.

Emissions in the reporting year

GRI 302-1, 305-1/2/3 The total energy requirements of the Wieland Group in the 2020/21 fiscal year came to approximately 1.54 TWh, or around 0.5 million metric tons of CO₂e per year. A total of around 1.7 million metric tons of CO₂e were released in connection with our business activities, around 94% of which were indirect emissions. A large part of these indirect emissions, a total of 0.98 million metric tons of CO₂e, is attributable to the primary material purchased, and in particular to the energy-intensive production of casting formats, copper cathodes and other virgin metals (Scope 3).

A further approx. 0.4 million metric tons of CO₂e in the form of indirect emissions are attributable to the purchase of electrical energy (Scope 2). Only 0.1 million metric tons of CO₂e are produced directly by the Wieland Group – mainly in the heating of the halls and the operation of furnaces using natural gas (Scope 1).

Group-wide carbon footprint¹



GRI 305-5 Compared to the previous year, GHG emissions decreased by approximately 2.3% in the 2020/21 fiscal year, with a simultaneous 16.5% increase in the sales volume. Specifically, the change in Scope 1 was: +11% (+11 kt of CO₂e), for Scope 2: +1.5% (+6 kt of CO₂e) and in Scope 3 emissions that can be traced back to primary materials: –17.2% (–243 kt of CO₂e). This development was due above all to improved data quality for the emission factors of our metallic primary materials and the electricity composition.

Group-wide GHG emissions are calculated using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards (GHG Protocol) and DIN EN ISO 14064-1:2018. The figures are based on data from all production locations from the 2018/19 fiscal year.

¹ Values refer to the material production sites [About this report](#).

Scope 3 emissions	1,168 kt
Purchased metal feedstock and semi-finished metal products (purchased goods and services)	983 kt
Upstream transportation and distribution	57 kt
Auxiliary and operating materials (purchased goods and services)	43 kt
Capital goods	38 kt
Packaging (purchased goods and services)	19 kt
Fuel and energy-related activities	19 kt
Employee commuting	7 kt
Waste generated in operations	2 kt
Business travel	2 kt

CO₂ emissions¹

GRI 305-1/2/3/4

	Unit	2019/20	2020/21	Change in %
Scope 1	kt CO ₂ e	97	107	10.9
Specific Scope 1 emissions	kg CO ₂ e/t	150	143	-4.7
Scope 2 (local-based)	kt CO ₂ e	418	401	-4.1
Specific Scope 2 (local-based) emissions ²	kg CO ₂ e/t	650	536	-17.7
Scope 2 (market-based) ³	kt CO ₂ e	430	437	1.5
Specific Scope 2 (market-based) emissions ²	kg CO ₂ e/t	670	584	-12.8
Scope 1+2 (market-based)	kt CO ₂ e	527	544	3.2
Specific Scope 1 + 2 (market-based) emissions ²	kg CO ₂ e/t	820	727	-11.4
Scope 3 ⁴	kt CO ₂ e	1,411	1,168	-17.2

Product Carbon Footprint

Last year, we had our Product Carbon Footprint (PCF) verified by the technical inspection agency TÜV Nord Cert GmbH for the first time. The value is based on data from the 2018/19 fiscal year and takes into account all three scopes. The result of the conservative calculation⁴ based on a cradle-to-gate approach is 2.8 metric tons of CO₂e per metric ton of product. This is to be understood as an average value for all Wieland products [Chapter Eco-friendly products](#). The PCF for the current reporting year, based on concrete primary data from our suppliers, is already lower at 2.3 metric tons of CO₂e per metric ton of product.⁵ The PCF allows the Wieland Group to quantify the environmental impact of its products for customers and other stakeholders. We are aiming to achieve a continuous reduction in the PCF.



¹ The 2018/19 and 2019/20 decarbonization figures have changed slightly from the last report due to a slight change in the TÜV review. Wieland reports greenhouse gas emissions on the basis of the Greenhouse Gas Protocol/the German industry standard DIN EN ISO 14064-1.

² Values are based on the volume sold by the Wieland Group.

³ Market-based emission factors are available for approx. 95% of consumption; the remainder was determined on a local basis.

⁴ Scope 3 emissions describe the cradle-to-gate phase. All categories of the Greenhouse Gas Protocol relevant for the Wieland Group were taken into account. Some of the Scope 3 emissions were estimated.

⁵ Including a 5% uncertainty allowance.

⁶ Based on simple guarantees of origin.

Spotlight on Scope 1 and 2 emissions

We can exert a great deal of influence over the emissions generated by our direct manufacturing processes. In the quest to reduce Scope 1 and 2 emissions, the Wieland Group has identified a number of key levers: systematic electrification in conjunction with procurement and in-house production of green power and increased energy efficiency, for example by using district heating and expanding heat recovery.

In reporting year, the Wieland Group made the decision to systematically electrify its production processes, particularly its heating and annealing processes. We will be replacing old equipment step by step, taking advantage of investment cycles. All replacement or new investments are to be powered by electricity; other options will only be considered in exceptional cases, for example if the current design does not allow for electrification. In such cases, we examine other approaches to decarbonization on a case-by-case basis – be it through the use of hydrogen, carbon capturing or alternative manufacturing methods.

We are also investigating further technological options that will reduce our emissions and are preparing to make corresponding investments. For example, we are planning to connect the Ulm site to the district heating network by 2023. Compared to the current heating supply, which is based on natural gas, district heating only generates around one-quarter of the emissions.

In addition to direct greenhouse gas emissions (Scope 1), indirect emissions (Scope 2) play a key role in our climate strategy. Starting in 2024/25, we plan to cover more than one-third of our total power purchases through long-term green power purchase agreements (PPAs) for Germany and the United States. These measures will make an effective contribution to our Scope 1 and Scope 2 savings target of minus 42%. We consider the procurement of green electricity to be a key tool in helping us to achieve the climate targets set with a view to the Wieland Group's organic growth. To this end, we are currently reviewing corresponding offers and drawing up a roadmap for our sites across the globe. We take the following guidelines as a basis in these endeavors:

– **Regionality:** There must always be a direct link to our local sites. We plan to achieve this using on-site or off-site green PPAs.

– **Additionality:** Renewable energy should come from facilities that would not be built without PPAs.

In Singapore, for example, a solar power system installed on our buildings will be commissioned via a PPA in the 2022/23 fiscal year. The plant will supply around 25% of the site's annual electricity requirements.

In the reporting year, the share of green electricity⁶ in relation to our electricity requirements came to 5% for our production locations in Austria, which are also to be covered by PPAs from 2024/25.

In-house electricity production

At the same time, we also want to generate more renewable energy ourselves. Around 100 years ago, a waterworks was built in Vöhringen to generate sustainable energy for Wieland-Werke AG. We are currently investing in comprehensive refurbishment and replacement measures for our intake structure. One water turbine has also undergone a complete overhaul, boosting its efficiency by around 5%. In addition, a 1.5 MWp photovoltaic plant will be built on the plant premises at the Ulm site in two stages in the period leading up to 2023. One of these plants, generating around 0.75 GWh per year, which is enough to cover around 3% of our electricity requirements at the Ulm site, is scheduled to come on stream as early as 2022. By 2024, the share of power we supply ourselves, using our own renewable sources, is also to be increased at our German sites in Villingen and Langenberg.

Further options for in-house electricity production are currently being investigated for all of our global sites. Within this context, a Group-wide analysis of the potential associated with the use of photovoltaic systems at our sites was conducted in 2021.

Efficient energy use

Efficient energy use in production has been a priority for us for many years now. Corresponding improvements have already been implemented at many production locations to achieve the annual energy savings targets that apply throughout the Group. Following a resolution of the Executive Board, these were increased from 0.4% to 2% p.a. (year-on-year; based on the volume produced) in the reporting year.

We have laid the foundation for our efficiency programs by adopting a systematic energy management system (EnMS). The EnMS looks for potential savings and manages the reduction plan. Wieland-Werke AG, for example, has had ISO 50001 certification since 2012. It saves an average of around 5 GWh of energy every year by optimizing production runs. The coverage rates of the sites within the Wieland Group for DIN EN ISO 50001:2018 was 47% in the reporting year. The aim is to adopt the system behind the standard for the other sites. In the reporting year, for example, our sites in North America joined the Energy Star Program of the United States Environmental Protection Agency. We will be conducting a corresponding evaluation of all of our sites.

In the year under review, five trainees at Wieland in Germany also qualified as energy scouts. They are responsible for analyzing the energy consumption of IT equipment, for example, and for proposing specific measures to leverage potential savings, allowing them to support energy management within the Wieland Group [Chapter Employee issues](#).

Our approach to reducing Scope 3 emissions

In the reporting period, we expanded our analysis of our Scope 3 emissions and now cover seven categories in accordance with the Greenhouse Gas Protocol. This shows that 84% of our Scope 3 emissions come from metallic primary materials such as foundry feedstock or semi-finished products. This is why we are focusing on two key levers: (1) We are refining our sustainability criteria in purchasing processes and (2) reducing the proportion of primary raw materials in our alloys by increasing our recycling activities. Our new recycling plant in the US will also supply third-party customers.

To implement (1), we want to create the right incentives in dialogue with our suppliers. The first step will see us aim for more transparent primary data collection in metals purchasing [Chapter Sustainable procurement](#).

We have initiated various recycling activities for (2), for example, planning a recycling center in Shelbyville, KY (USA) [Chapter Circular economy](#).

Energy¹

GRI 302-1/3

	Unit	2019/20	2020/21	Change in %
Energy consumption within the organization	MWh	1,428,196	1,540,862	7.9
+ Consumption from non-renewable fuels (Scope 1)	MWh	524,533	582,293	11.0
Natural gas	MWh	509,044	564,988	11.0
Butane	MWh	537	1,993	271.1
Diesel fuel	MWh	10,511	9,874	-6.1
Propellant gas	MWh	3,708	4,658	25.6
Gasoline	MWh	376	428	13.9
Heating oil	MWh	357	351	-1.7
+ Consumption from purchased secondary energy (Scope 2)	MWh	903,663	962,074	6.5
Electricity purchased	MWh	881,087	936,431	6.3
from non-renewable sources	MWh	836,038	885,582	5.9
from renewable sources	MWh	45,049	50,849	12.9
Steam purchased	MWh	22,576	25,643	13.6
+ Self-generation of electricity from renewable sources ²	MWh	7,043	6,404	-9.6
- Electricity sold to third parties	MWh	-22,168	-3,505	-84.2
Energy intensity ³	kWh/t	2,224	2,060	-7.4

Reduction of energy consumption

GRI 302-4

	Unit	2019/20	2020/21	Change in %
Reduction of energy consumption (according to DIN EN ISO 50001) ⁴	MWh	-4,775	-10,345	116.7

¹The 2018/19 and 2019/20 numbers have changed slightly from the last report due to TÜV verification.

²Not added in total energy consumption, fed into the grid.

³Values are based on the volume sold by the Wieland Group.

⁴Based on production sites in Germany and Austria.



Circular economy

2.3

Closing the loop is part of the core business of the Wieland Group. We are already able to achieve a share of recycled material in our semi-finished products of well over 90% in some cases, depending on the material. To achieve this share for all of our products, we are focusing on organic and inorganic growth, as well as technology partnerships.

Our ambition



Expansion of the recycling division for our own production and for customers



Target 2030

>90%

recycled raw materials in product manufacturing

Our approach to the circular economy

GRI 103-1-3 As a producer of semi-finished products made of copper and copper alloys as well as system solutions, the Wieland Group processes a wide range of materials. In addition to copper, they also include aluminum, titanium, zinc and other metals. All of these metals are increasingly in demand as global digitalization and the focus on climate protection continue. Given the limited availability of primary raw materials and their energy-intensive processes involved in extracting them, closing the material loop is a major challenge for society as a whole.

The Wieland Group sees the circular economy as a growth driver. As a sociopolitical issue for the future and a component of the European Green Deal, it is extremely important for the business development of our company and our customers.

Responsibility for this business area has been consolidated in the Corporate Function Metal & Recycling. We also established the Corporate Function Global Metals Management in 2021. It manages

the entire metal procurement process and works hand-in-hand with our suppliers to develop solutions for higher recycling rates. Recycled materials for the foundry locations in Europe and America are processed at three different production sites each.

We aim to use our recycling strategy to continuously expand our capacities for processing recyclable materials. We believe that this area offers a great deal of potential, particularly in relation to copper and copper alloys. By 2030, we are aiming to increase the proportion of recycled raw materials¹ used in the manufacture of customer products from the current level of 74%² (previous year: 74%³) to 90%.

¹ Based on the sum total of virgin metal in relation to the shipment volume incl. foundry burnup.

² Product-specific recycling rates vary considerably. The average rate must not be taken as a blanket value at product level. Wieland is currently working on processes and approaches to establish transparency at product level.

³ Value from previous year adjusted due to change in calculation method.



Innovative recycling partnership

GRI 301-2 In December 2021, the Wieland Group invested in the US start-up PowerTech Water through its investment arm Wieland Ventures. Its ElectraMet technology allows wastewater and process water to be purified to remove heavy metals – including copper. The process does not produce any sludge and guarantees 100% water recovery. Together with PowerTech Water, Wieland is developing a scalable and decentralized solution for metal recovery using process and wastewater which can be used to recover high-grade copper through recycling activities.

The Wieland recycling center in Shelbyville, KY (USA) will play a key role in this process. It is expected to be operational by the end of 2023 and will meet the increasing demand for high-quality recycled metal among customers and end users alike. With this objective in mind, Wieland will be investing around USD 100 million in efficient technologies over the next two years. As a hub for the circular economy and a refining center for third-party scrap, it will recycle a wide range of metals and alloys. The site will process around 100 kt of scrap in the first expansion phase. With the acquisition of US recycling specialist Totall Metal Recycling in Granite City, IL, Wieland now has annual capacities of 100 kt and a wide range of recycled materials. In addition to copper scrap, this plant also processes lead, tin, cobalt, zinc, aluminum, nickel, titanium and other materials into new raw material. In doing so, Totall Metal Recycling contributes to our vision of assuming a leading role in North America for the recycling of various metals.

We will be expanding our recycling capacities and capabilities in North America as well as in Europe. In order to achieve this, we launched a European recycling initiative in the reporting year. In this context, we use a proven process for recycling copper scrap, optimizing this process based on improved sorting. This boosts our recycling rate, makes us more independent and generates sustainable economic growth. Over the next few years, we will allocate an amount running into the three-digit millions of euros for our circular business models and align our supplier management activities accordingly at the same time.

Recycling solutions for our customers

We not only develop closed-loop solutions in our own value added chain, but also help our customers to optimize their closed-loop processes. We are continuously expanding our range of services in the process. By way of example, we give our customers the option of returning metal chips or scrap through our subsidiary Wieland Metalix

so that they can be recycled based on customer specifications. Our goal is to expand our reach and capacity in the future to offer scrap returns to a broader customer base and process these scrap returns into secondary raw materials. In addition to our DIN EN ISO 14021:2016 certification, we are working with selected associations on the development of approaches to achieve a uniform understanding of “recycled content” throughout the industry in order to achieve better comparability between suppliers. Product-specific certification of the recycled content will be introduced for selected segments from 2022 [Chapter Eco-friendly products](#).

Circular economy and climate protection

With our growing range of high-quality recycled metals, we are taking an important step towards becoming carbon-neutral. The production of primary copper is energy-intensive, while the sourced scrap, and in particular end-of-life, i.e. post-consumer scrap, is assessed as carbon-neutral. It allows us to significantly reduce our indirect Scope 3 emissions from purchased primary metals [Chapter Decarbonization](#).

In addition to copper, the metal scrap we process includes other base materials such as nickel, lead or zinc as well as tin coatings. After separation, these elements can be reused as alloying elements. As a result, we commissioned a detinning system that was developed in-house at the Vöhringen site in August 2021. The chemical-based detinning process saves 80% of CO₂ and energy compared to the conventional smelting process. The second step will see us develop a process together with RWTH Aachen University to recover metallic tin from tin oxide using a process that helps to conserve resources.

Investments in recycling activities



USD 100

million capital expenditure



75+

local jobs



Eco-friendly products

2.4

Our aim is to use ongoing innovation to become ever more efficient. We are striving to transform in a way that meets our customers' growing demand for eco-friendly products. This is why we aim to offer product solutions with a low ecological footprint that meet the very highest standards of energy efficiency, environmental protection and circular economy in the medium term.

Our approach to sustainable product transformation

GRI 103-1-3, 416-1 The Wieland Group comprises a total of eight Business Units, spanning the manufacture and distribution of traditional semi-finished products to the development of highly efficient and tailor-made products and ready-to-install components [Chapter Company profile and business model](#).

As part of Wieland's sustainability strategy, we develop products with a low ecological footprint for our customers. In the 2020/21 fiscal year, R&D expenses amounted to around EUR 10 million. A large part of this went into developing eco-friendly technologies.

This will allow us to increase the recycling rate of our products [Chapter Circular economy](#), increasingly eradicating alloying elements that are hazardous to health and the environment, and upping the proportion of certified input material. We look at the entire value chain and establish valid standards for responsible production in line with The Copper Mark, as well as the environmental supplier declaration in accordance with ISO 14021.

This is why we have also set ourselves ambitious targets for our supply chain: By 2030, we aim to increase the share of certified input material in our supply chain to 100% [Chapter Sustainable procurement](#).

In the year under review, Wieland developed a methodology for calculating the carbon footprint at product level (Product Carbon Footprint, PCF). At present, Wieland is creating a PCF for slide bearings in a pilot project. We will continuously extend our calculations to further products, including use-phase considerations. For the current reporting year, the average value for all Wieland products is 2.3 metric tons of CO₂e per metric ton of product¹ [Chapter Decarbonization](#).

¹ Including a 5% uncertainty allowance.

Wieland also launched a certification process with an external service provider to calculate and disclose the recycling rate in accordance with DIN EN ISO 14021:2016 in the reporting year. This involved analyzing the copper alloys ECO BRASS® C69300 and ECO BRONZE® C87850 from the Business Unit Wieland Chase in North America. The high-quality brass rods are supplied to the commercial transportation and building and construction markets and are used in industrial machinery and electrical engineering applications. By 2023, Wieland will develop a Group-wide concept for environmentally friendly products in accordance with recognized standards.

For a lead-free future

Lead is widely used today in brass alloys for machining. Various regulations worldwide encourage the reduction or complete elimination of lead content in brass alloys.

Wieland has acknowledged the trend towards eco-friendly, lead-free alloys. We offer various machining solutions in Europe to meet the growing demand under the ecoline® product line. They include materials for the plumbing, electrical and automotive industries, as well as for the manufacture of accessories. In North America, too, a lead-free granulate product to be used primarily in the water industry was developed under the EZ Melt® brand in the reporting year.

This makes Wieland a pioneer with its product portfolio in the relevant markets for lead-free machining materials based on copper. In the reporting period, we extended our previous 2030 target regarding the reduction of the lead content in our machining alloys to cover the entire Wieland Group and all alloys, and adapted it accordingly. Taking the 2020/21 fiscal year as a baseline, we aim to reduce the proportion of lead from the current figure of 6.2 million kg for the alloys produced

in Wieland's foundries to 4.3 million kg by the 2029/30 fiscal year, which equates to a reduction of 30%. We have assumed that the total casting volume will remain constant. This will result in a cumulative total of 9 million kg of lead being avoided between the 2021/22 and the 2029/30 fiscal years. Corresponding sub-targets have been defined in all relevant Business Units.

Drive solutions for electric vehicles

The megatrend of sustainability and sustainable business practices arrived in the mobility industry some time ago. Our Business Unit Engineered Products already has a virtually lead-free product portfolio in the slide bearing product group. The slide bearings offered by the Business Unit Engineered Products are made from eco-friendly materials and meet all market requirements for strong performance and fast availability while remaining cost-effective at the same time.

The electrification of transport systems will be a key lever in the quest to achieve the climate targets that have been set. Wieland's Business Unit Engineered Products is involved in this market sector with a wide range of innovations for battery and electric engine technology, including interconnection components for the efficient contacting of stators in particular. Our copper rotors also serve to boost the efficiency of asynchronous motors. Within the battery, high-precision shunt resistors from the Business Unit Engineered Products make an important contribution to monitoring the state of charge of the high-voltage battery.

A self-assessment also enhances the transparency of economic activities based on defined criteria, first and foremost the product carbon footprint (PCF). This involves analyzing the entire process chain starting with product development and extending all the way to aftermarket processes. Measures are implemented based on the results as an integral part of our continuous improvement process.

Highly efficient low-friction components

Internal combustion engines will also play a role in protecting the climate – for example in conjunction with alternative fuels. As a long-standing partner of the automotive industry, Wieland is using its products to support the development of particularly efficient combustion engines based on the current Euro 6 emission standard (Euro 7 in future). In addition to conventional slide bearings, the Business Unit Engineered Products offers friction-optimized coating solutions to reduce losses, increase efficiency levels and cut emissions. The BU Engineered Products also develops a wide range of different alloys and components for various applications outside the automotive industry: from recyclable monometal bearings for agricultural and construction machinery to piston systems that are resistant to wear-and-tear for mechanical engineering and plant construction and low-maintenance bearing solutions for rail networks.

Efficient heat exchangers help save primary energy

The products offered by the Business Unit Thermal Solutions allow for optimum thermal performance with lowest possible levels of material and energy consumption. With the acquisition of Provides, a specialist in the development and manufacture of heat exchangers, in February 2022, the Business Unit is further refining its international and sustainable profile.

Heat exchangers are used for heat recovery, among other things. As a result, process or waste heat in industry and households or sanitary installations can be used to save primary energy. Modern refrigeration machines for the air conditioning industry feature enhanced finned tubes that offer up to ten times the efficiency of smooth-bore tube solutions. This translates into exceptionally low levels of material and energy consumption and reduces refrigerant charge quantities and GHG emissions at the same time. Wieland has also developed highly efficient heat exchangers for drinking water heat pumps with almost no heat loss during operation. When it comes to heat pumps for heating, we also offer purpose-designed coaxial heat exchangers.

Partnerships to boost innovative strength

The Wieland Group is always on the lookout for partnerships for innovation projects. In December 2021, for example, Wieland acquired a stake in the US start-up PowerTech Water. Its ElectraMet technology allows wastewater and process water to be purified to remove heavy metals – including copper [Chapter Circular economy](#). This not only results in less waste, but avoids the mining of primary metals.

We made a further investment in the US start-up Modern Electron. With its thermionic technology, it aims to make gas-fired boilers and furnaces more resilient, efficient and sustainable. Modern Electron is also developing a process to convert gas to hydrogen without producing carbon emissions in parallel. As well as making a financial commitment, Wieland also sees itself as a strategic partner, supporting Modern Electron on the journey towards series production of its innovative technology.

Wieland has also launched a partnership with UnternehmerTUM at the Technical University of Munich. This sees us focus on collaborations with start-ups as part of the TechFounders accelerator program, where we are developing technological solutions to suit our needs.

As well as entering into new collaborations, Wieland relies on long-standing partners. They include Technip Energies, a market leader in project management, engineering and construction in the energy industry.



Wieland Ventures

In 2017, we established the investment company Wieland Ventures that we use to invest in technologically innovative start-ups. We focus on sustainable business models. Investing in a start-up is all about long-term collaboration for us. We provide the founders with more than just financial support, also offering them access to our extensive knowledge and wealth of experience – unlike a conventional financial investor.

3 Empowering People





Targets



Social



Employee issues

Enable cultural transformation

-  Implement an e-learning platform by 2022
-  Implement a global talent management software by 2022
-  Implement a global employer branding strategy by 2022

Health and safety

100% safe at work

-  Further develop and implement a global strategy for occupational safety by 2023
-  **-35%**  Reduce the LTI rate¹ by 90%² by 2030
-  **53%**  Introduce ISO 45001 certification by 2024³
-  Introduce the "Behavior Based Safety" occupational safety approach by 2022
-  Implement a global health platform by 2024

Diversity and inclusion

Promote diversity and inclusion in the company

-  Introduce a Wieland mentoring initiative by 2023
-  **14%**  Strive to increase the share of women in leadership roles to 15% by 2025 and 20% by 2030
-  Extend the training offering for intercultural training by 2023

Civil engagement

Expand the engagement based on regional stakeholder requirements

-  Implement a groupwide concept for civil engagement by 2023

¹ Lost Time Incident Rate; Incident with lost time ≥ 1 shift (excluding day of incident); Rate = Number of LTIs/total work hours * 1,000,000.

² Compared to base year 2019/20.

³ At all material production sites – the definition of our production sites can be found in the report profile.

Legend:  in preparation  ongoing  completed  Status 2020/21



Employee issues

3.1

Wieland relies on a responsible HR policy that begins with vocational training and university studies and continues throughout an employee's entire career path. Our employees benefit from sophisticated training opportunities, generous social benefits and flexible working hours models.



Our goal is to position Wieland as a leading international company even more prominently in the applicant market.

How we organize our human resources work

GRI 103-1-3 Group-wide responsibility for human resources lies with the Corporate Function Human Resources (HR). Our local HR departments act as direct contacts on location. Employee issues that are relevant across the Group are handled in coordination with the individuals responsible in the regions and the Corporate Function Human Resources.

We are aiming to bring the Corporate Function Human Resources closer into line with entrepreneurial principles and position it as an enabler of our business model. It plays a key role in the transformation of our corporate culture [Chapter Strategy and sustainability management](#). In the current 2021/22 fiscal year, we are developing a new HR strategy for this purpose which will place greater emphasis on the following two topics:

1. Employee life cycle: We consider the entire employee life cycle and provide individual support depending on the current phase of their working life.
2. Organizational development: To support the corporate strategy, we are developing our organization, management structure and global data infrastructure on an ongoing basis.

The strategic realignment of the Corporate Function Human Resources is part of the transformation of the Wieland Group. Wieland can only achieve its strategic objectives with dynamic HR development. We also want to focus more on the diversity and individual potential of our applicants and employees, which is why we are continuing to expand

our talent management program. We see this as a key factor in our competitiveness.

Our objective is to position Wieland even more prominently as a leading international company in the applicant market. At the same time, we always want to be perceived by specialists as a future-oriented employer. This is why Wieland is currently developing a global branding strategy that will be rolled out on a step-by-step basis at all sites in 2022. The next step will involve expanding the current employer branding campaign to include our international sites.

Workforce development

GRI 102-8, 401-1 In the fiscal year under review, we employed 8,364 people in 80 locations worldwide, 64 more than in the previous fiscal year. Europe continues to account for the largest share of employees in the Group, at around 68%.

The 2020/21 fiscal year saw the Wieland Group acquire the US company Wrisco Industries Inc., strengthening its portfolio in the metals segment. Wieland North America Recycling was also established as a new company. In the Chinese city of Guangzhou, the Wieland Group acquired 100% of the shares from a previous joint venture and renamed it Wieland Metals Guangzhou Co., Ltd. The staff turnover rate based on the Schlueter formula increased in the year under review. This was mainly due to retirements.

Wieland Ideas Competition

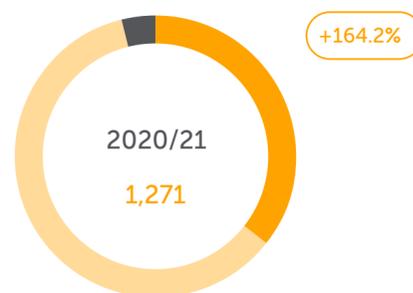
We use our ongoing Wieland Ideas Competition (Wieland-Ideen-Wettbewerb, WIW) to actively involve employees in improving operational processes at our German and Austrian sites. We award prizes for ideas in areas such as health and safety, environmental protection, work processes and working conditions. In the last fiscal year, 186 ideas were submitted with a net annual benefit of around EUR 680,000. The question as to how useful the idea might be – this also applies to non-financial suggestions – is assessed by steering groups made up of employer representatives and works council members. Exploiting the potential offered by the ideas of all employees allows us to boost our competitive standing and secure jobs within the Wieland Group.

Number of employees by region



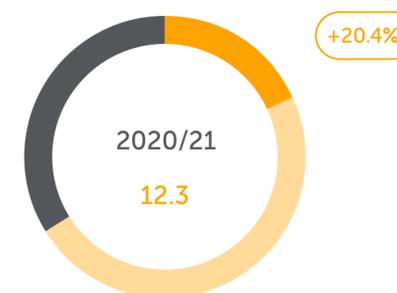
	2019/20	2020/21	Year-on-year change (%)
Total no. of employees	8,300	8,364	+0.8
Total male employees	7,070	7,140	+1.0
Total female employees	1,230	1,224	-0.5
Employees by region			
● Europe total	5,724	5,687	-0.6
● North America total	2,222	2,334	+5.0
● Asia total	354	343	+3.1

Number of new employees by region



	2019/20	2020/21	Year-on-year change (%)
Total new hires	481	1,271	+164.2
Total male employees	369	1,027	+178.3
Total female employees	112	244	+117.9
New employees by region			
● Europe total	170	454	+167.1
● North America total	230	769	+234.3
● Asia total	21	48	+128.6

Employee turnover rate by region



	2019/20	2020/21	Year-on-year change (%)
Staff fluctuation rate	10.2	12.3	+20.4
Total male employees	9.7	11.6	+19.7
Total female employees	12.9	15.9	+23.0
Employee turnover rate by region			
● Europe total	5.81	7.90	+36.0
● North America total	17.1	21.0	+22.4
● Asia total	7.2	14.7	+104.9



Values in Action Award

We strive to achieve continuous improvement and aim to exploit the inventiveness of all of our employees. This prompted us to launch a global program: Values in Action @ Wieland. In the future, we will be using these awards to recognize employees, teams or sites that show exemplary behavior in line with our values [Chapter Strategy and sustainability management](#).

Fair working conditions and family-friendly solutions

GRI 103-1-3 We attach great importance to co-determination in the workplace. We therefore hold regular dialogue with employee representatives and trade unions in order to reach joint decisions. In doing so, we observe the country-specific statutory provisions that apply in each of our locations.

GRI 102-41, 401-2 It is our fundamental objective to ensure that our employees receive fair pay that is commensurate with their performance. The basic pay for employees of Wieland-Werke AG in Germany is based on their assignment to a Wieland pay-scale group (WEG), which is based on the collective bargaining agreements with the IG Metall trade union. Around 94.2% of our employees are covered by collective bargaining agreements¹. By adhering to collective bargaining agreements, we ensure transparent and non-discriminatory pay. There are also other components such as performance bonuses and profit-sharing schemes. We also offer a company pension plan.

By offering flexible working hours models and a transparent workload, thanks to options for taking time off in lieu of overtime and working time accounts, we aim to help our employees strike a balance between their professional and personal commitments.

The compatibility of work and family commitments is particularly important to us, which is why we provide childcare in some locations. For example, we offer regional vacation care with various cooperation partners. The company's own "Kupfernest" daycare center is also currently being built at our headquarters in Ulm at a cost of EUR 3.5 million. We also make it easier for our employees to return to work after parental leave, for example by offering part-time models. Employees on parental leave can continue to participate in our training program. To balance out the stresses of daily work, we offer our employees various sports and leisure activities.

¹ Referring to salaried and wage-earning employees of Wieland-Werke AG.

² The training days relate to the four German sites of Wieland-Werke AG.

Back in 2020, we concluded a new general works agreement on tele-working together with the Works Council. The principles enshrined in the agreement give our employees greater flexibility in organizing their working day – even after the COVID-19 pandemic. In the future, the new approach will involve training courses for managers. Participants will learn how to support their employees who are working from home and create additional opportunities for remote collaboration.

Investing in the future: vocational training and degree programs at Wieland

GRI 103-1-3 We attach a great deal of importance to providing young people with good opportunities for the future in the form of sound training. This allows us to live up to our social responsibility and at the same time invest in the future of the Wieland Group. As a result, we continued with our global activities to train and recruit future specialists and managers in the year under review. In the 2020/21 fiscal year, Wieland employed a total of 200 trainees worldwide, mainly in technical professions. As in previous years, we offered significantly more traineeships at our German sites in the reporting year than were actually required to secure our own supply of young talent.

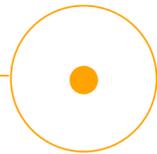
The high proportion of male trainees of 87.5% is due to the excess number of male applicants. In order to achieve a better balance, we have been taking part in "Girls' Day", an event organized by the Federal Ministry of Education and Research, among others, for some time now. We also maintain an educational partnership with a girls' school in the region. We also attach a great deal of importance to closely integrating vocational training, degree programs and professional practice, which is why we also offer dual or cooperative degree programs in Germany covering both technical and business management courses of study.

Professional qualifications and training

We offer professional development programs based on the requirements of the operating business that are executed based on standardized processes. After each training session, the learning process is evaluated and the achievement of objectives is assessed by the employee's manager. One focal point is digital transformation. To this end, we are currently rolling out an e-learning platform across the Group. The AI-powered Cornerstone human capital management system is scheduled for implementation starting in the first quarter of 2022.

All further training courses are bundled under the umbrella of the Wieland Training Academy, which offers face-to-face training and e-learning sessions, as well as self-study programs. In addition, the HR Development department develops individual training measures as and when required, e.g. coaching on resilience, leadership, how employees present themselves and what sort of impact they have. We place particular emphasis on leadership qualities. Every new manager has to complete a series of seminars in which he or she can explore Wieland's typical management style in practice.

GRI 404-1 In the 2020/21 fiscal year, our employees in Germany invested an average of 0.2 days² in further training. This figure is down on the previous year as the face-to-face training sessions on offer had to be reduced significantly due to the COVID-19 pandemic. It will be possible to offer more online training in the future with the introduction of Cornerstone E-Learning.

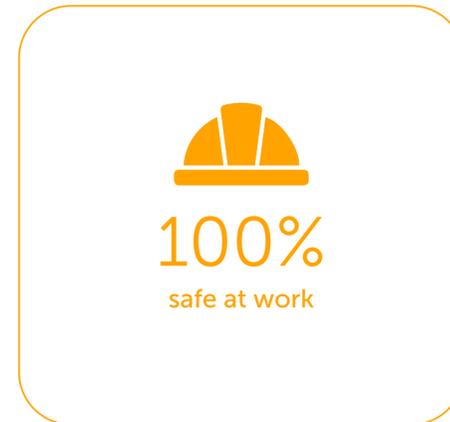


Health and safety

3.2

Health and safety are core values at Wieland. We strive to create a work environment that is free of accidents, injuries and illnesses – for everyone who works for us. Our vision is: 100% safe at work. This is why Wieland has established a safety culture with firm fundamental principles and clear rules of conduct.

Our ambition



Target 2030

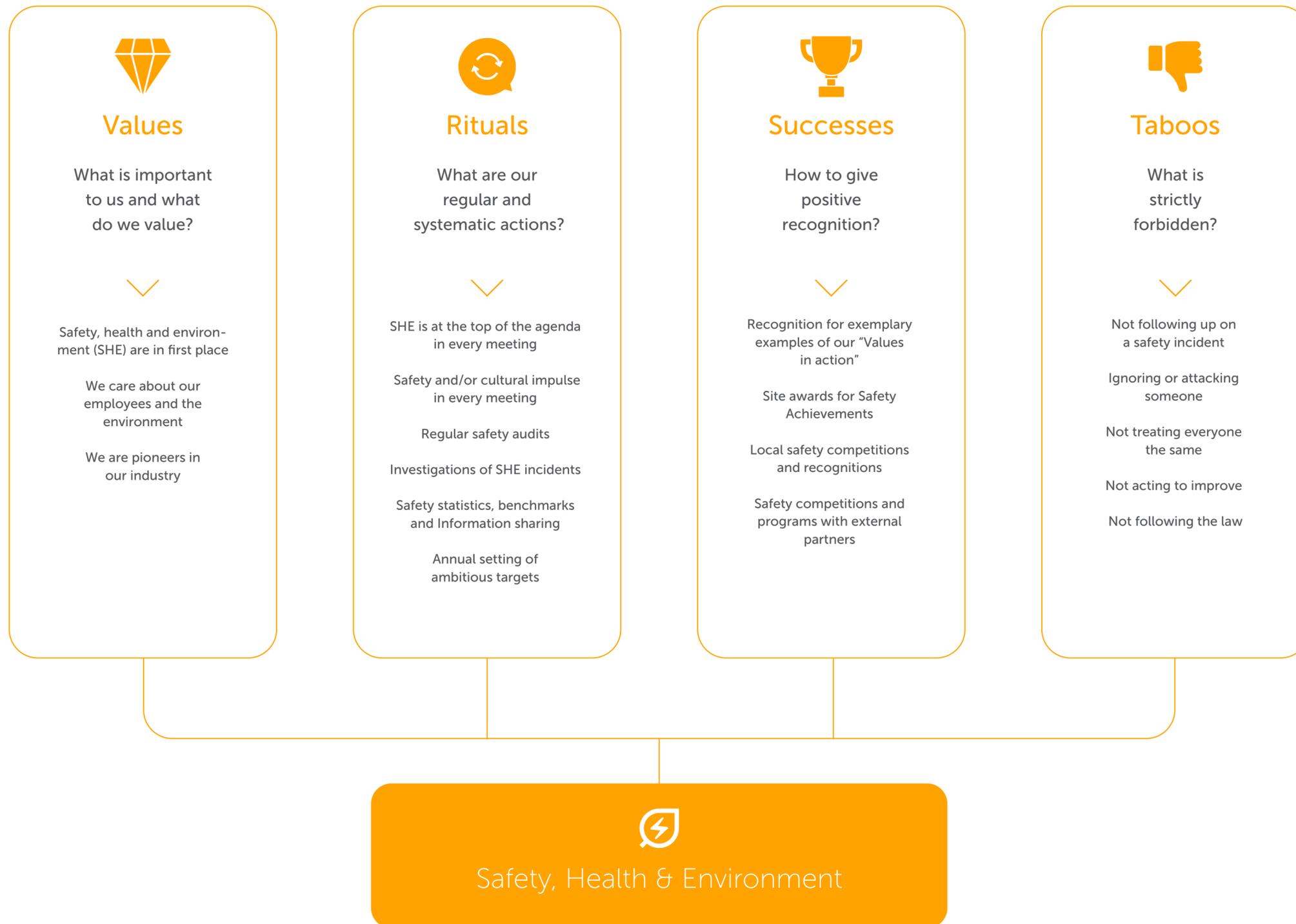


Health and safety management

GRI 103-1-3, 403-1, 403-8 Global coordination for health and safety in the Wieland Group is the responsibility of the Corporate Function Manufacturing Services, which reports directly to the Executive Board. The Health and Safety department is responsible for putting the necessary framework in place to prevent any work-related accidents or illnesses. It also draws up the Group policy on health and safety and sets Group-wide targets. The Wieland Group’s approach to occupational safety applies equally to employees, agency workers and external service providers. Plant managers and executives have overall responsibility for ensuring compliance with applicable laws and our own binding on-site requirements.

Representatives from all locations can exchange information in a global Wieland Group network coordinated by the Health and Safety department. The employee representative body participates, for example, in the quarterly meetings of the health and safety committees at the biggest German sites. Among other things, these committees develop strategies to improve our health and safety performance and organize any required training.

¹ Compared to base year 2019/20.



With our health and safety management system ensures that we implement new statutory requirements and enhance our own processes on an ongoing basis. The production sites of Wieland-Werke AG in Germany switched over to ISO 45001. The degree of health and safety management system coverage at the production locations¹ in the reporting year was 53%. The aim is to have certified all major production locations throughout the Group to DIN ISO 45001:2018 by 2024.

Assessing hazards correctly – our risk assessment

GRI 403-2, 403-4, 403-7 Potential hazards or stresses include existing and future work processes in regular operations, in special work assignments and in the event of an incident. Our local safety experts assess health hazards and individual requirements in the workplace, explicitly involving employees and, if necessary, other departments.

Workplace measurements and internal audits are used to determine whether our safety-related operating instructions are effective. These audits are conducted every two to three months and on an ad hoc basis. In the future, we will be focusing more on the activities of individual employees and less on the process level. Topics such as mental health or maternity leave will play a key role in this process.

The Wieland Group explicitly welcomes suggestions from employees for actively helping to shape health and safety. In the year under review, 141 employee ideas were put into practice at Wieland-Werke AG.

¹The definition of our production sites can be found in the report profile [About this report](#).

Reporting and resolving incidents

GRI 403-2, 403-4, 403-9 According to our internal reporting system, all sites are required to report accidents resulting in at least one day of absence (LTI event; LTI = Lost Time Incident) to the Group headquarters within 24 hours. This triggers a Safety Alert with a detailed description of the accident, pictures and immediate measures via our intranet Wieland ONE. In North America, the digital tool Sospes has already been introduced that allows our employees to document incidents directly and independently. The tool is currently being rolled out across the company via train-the-trainer sessions and is expected to be available Group-wide by 2023. All events are analyzed with the support of the central functions and appropriate measures are identified. The GIR database is used for documentation and communication and will be integrated into Sospes in the future. We encourage all employees to report critical situations in particular (near-miss reporting).

All-time low for occupational accidents

GRI 403-9 We aim to continuously reduce the number of occupational accidents in a year-on-year comparison. As in the previous year, we were able to further reduce the number of occupational accidents in the 2020/21 fiscal year compared with previous years from 33 to 23. By reducing our LTI rate from 2.6 to 1.7, we exceeded our target for the reporting year. This marks the lowest value since data collection began in the 2016/17 fiscal year. By contrast, the LT rate (lost time rate) increased from 0.38 to 0.54 in the reporting year due to isolated serious accidents involving prolonged absences.

Most accidents in the workplace are caused by employee behavior. This is why the Wieland Group plans to introduce the Behavior Based Safety approach before 2022 is out, the aim being to continuously reduce both the number and the severity of accidents. The first step in this process will involve a pilot project to be launched in the first quarter of 2022 in our Business Unit Extruded Products in Ulm and Vöhringen. This will supply empirical information for company-wide implementation.

Rate of work-related fatalities involving lost time

	2019/20	2020/21	Change in %
LTI Rate ¹	2.6	1.7	-35.0
LT Rate ²	0.38	0.54	+42.0
Number of work-related fatalities ³	0	0	0

¹ Accidents with time lost of at least one complete shift, related to 1 million working hours

² Lost time, based on 1,000 working hours

³ Incl. third-party

Training and information for employees

GRI 403-3, 403-4, 403-5, 403-7 The health and safety specialists and the company medical service have extensive expertise in health and safety matters. Annual training is supplemented by briefings on specific hazards.

Recurring emergency and evacuation drills are conducted at all sites. This involves all stakeholders concerned.

Investing in safe work

In the year under review, the Wieland Group implemented several investment projects aimed at enhancing health and safety. We spent EUR 5 million on a state-of-the-art fire station and purchased new emergency vehicles for our Vöhringen site. We set further standards by installing visual warning signals, for example on forklift trucks, using certified protective work wear and establishing a comprehensive concept for in-plant logistics (e.g. route markings).

Health – prevention and assistance

GRI 403-3, 403-6 Our aim is to offer safe and healthy workplaces at all our international locations. In the 2020/21 fiscal year, the total incapacity to work rate at Wieland-Werke AG was 6.0% (FY 2019/20: 6.3%) – for industrial employees 7.9% (FY 2019/20: 8.1%) and for salaried employees 2.7% (FY 2019/20: 3.1%). In the long term, we have set ourselves the goal of reducing the sick day rate among blue-collar employees to 4.0%, with a reduction to 2.0% among white-collar employees.

With this quest in mind, we launched various projects in the reporting period aimed at using preventive measures to avoid long-term damage to health. The Business Unit Extruded Products, for example, installed a next-generation profile sharpening station at the Ulm site. The Business Unit Wieland Chase in Montpelier, OH (USA) has commissioned a new production line.

Wieland also offers a comprehensive range of health programs at the Wieland-Werke AG sites, both via the “Vitalwerkstatt” fitness center and in digital form, for instance via Wieland ONE. We are evaluating a global health platform to be rolled out by 2024 as part of a multi-stage process.

We also offer help with health problems. We have our own company physicians with first-aid stations at the two largest Wieland-Werke AG locations. New employees can undergo a health check when they are hired. All other employees are entitled to regular occupational health check-ups.



Protection and solidarity during the pandemic

A global pandemic plan was rolled out across all Wieland Group sites to counteract the health risks associated with the COVID-19 pandemic.

As in the previous year, options were offered for working from home and physically segregated workstations were set up. Employees working in our manufacturing facilities received face masks and other protective equipment. In addition, our first-aid stations offer rapid tests performed by medical personnel and hand out self-tests to our employees. The occupational medical team also organized several vaccination campaigns for employees in the 2020/21 fiscal year.



Diversity and inclusion

3.3

We offer people the same career opportunities regardless of religion, political views, age, gender, sexual orientation, state of health or disability, ethnicity or culture. Our stated aim is to further increase diversity and inclusion within our workforce.

Our ambition



Promotion of diversity and inclusion in the company



Target 2030

20%

share of women in leadership roles

Our approach to diversity and inclusion

GRI 103-1/2 Diverse employees are a competitive factor for Wieland and a key driver of innovation, problem-solving and commitment. For us, diversity and inclusion means valuing and promoting individuality. This is part of our corporate culture [Chapter Strategy and sustainability management](#).

We firmly establish diversity management within our company and make it visible. The management level is committed to promoting diversity in the Wieland Group. To this end, we adopted a diversity and inclusion concept in the reporting year. The concept focuses on four topics: gender, age/generations, internationality/ethnicity, and physical as well as physiological characteristics. We focus our attention on each individual employee. For us, simply meeting statutory requirements or hitting ambitious quantitative targets is not enough. Rather, we want to

raise awareness of attitudes and behaviors so that all members of the workforce feel welcome. This is an area in which managers work as role models. We want to foster a culture of inclusion within the Wieland Group that is characterized by respect and makes use of different perspectives in a way that benefits everyone. We are making a significant contribution to the global cultural promise with new dialogue formats such as mentoring and workshops, which we will have developed by 2023. We aim to use these formats to bring employees of different genders, generations and ethnicities together to engage in targeted dialogue, helping to create an inclusive working environment.

We are also putting various measures in place: from recruitment guidelines to cultural and diversity training.



Our vision of a plural and inclusive workforce

We are aware that each individual has a unique view of the world based on a whole range of characteristics, such as personal talents, abilities, education as well as background.

An open and humane work culture creates a stronger community and enriches each and every one of us. This will not only help us make Wieland better today, but will shape our path into the future.

The topic of diversity management is firmly established within the Corporate Function Human Resources. An interdisciplinary international team coordinates the targets and measures in close coordination with the Sustainability department. We pay particular attention to the diversity priorities of the individual regions within this context. We coordinate the regionally developed measures on a global scale.

Promoting diversity – making potential visible

In the reporting year, we made the topics of diversity and inclusion in the company an even greater focal point of our HR processes, including employer-branding, HR marketing, recruitment and talent management. After all, successful HR management makes a significant contribution to our corporate strategy [Chapter Employee issues](#). Our aim is to recruit, develop and retain the most promising talent. In the future, we will be focusing on diversity as part of our global employer branding campaign. In order to specifically promote underrepresented groups at Wieland, we also plan to expand our stakeholder network.

Equal opportunities for women

At Wieland, the advancement of women begins with vocational training: we take part in career information days and in Girls’ Day, an annual event held in digital form in the reporting year. We use these events to get girls enthusiastic about technical professions and promote the next generation of engineers. We also attend university fairs to attract women to a career at our company. Our measures to promote career advancement for women within the company can also be found at all stages in the employee journey – from recruitment and onboarding to individual development and training.

Work culture: creating an inclusive working environment

We aim to create a motivating working environment in which employees feel valued and enjoy equal opportunities. We promote diversity and inclusion through training and other measures to raise awareness among the workforce, and offer further programs and measures. We also help our employees to strike a work-life balance: We use a wide range of measures and programs to enable our workforce to work flexible hours. We have also designed a breastfeeding room for mothers at our German sites in Vöhringen and Ulm and at our US site in Louisville, KY. In addition, we support all employees with ongoing further development measures and help them to incorporate new working methods and learning techniques into their everyday working lives (for more information on work-life balance, please refer to the [Chapter Employee issues](#)).

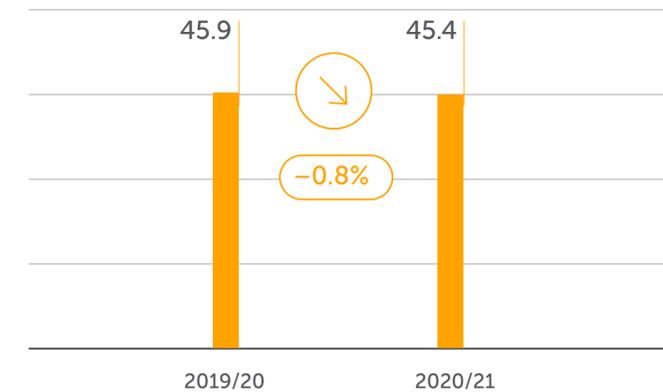
Facts and figures: diversity at Wieland

GRI 405-1 Regardless of location, we aim to maintain the long-term employability of our employees at every stage in their lives. Our varied occupational health management system is one of the tools we use to achieve this [Chapter Health and safety](#). The average length of service with the company in the reporting year was 17.0 years, down by around 2% compared with the previous year (17.3 years). The average age of Wieland employees worldwide was 45 in the year under review. Against the backdrop of demographic change, we expect the average age of our workforce to rise in the coming years. This development creates new opportunities for the company, which is why we are focusing on specific measures: First, we want to promote the performance and health of younger and older employees alike, and second, we are aiming to strengthen cooperation between the generations.

The charts below illustrate the age structure and length of service at Wieland:

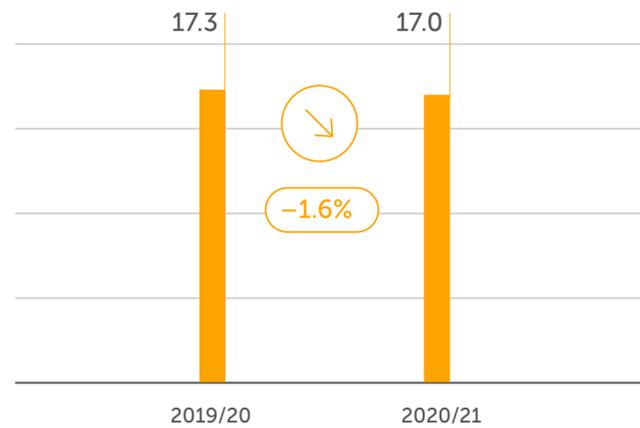
Average age in 2020/21

Global in years



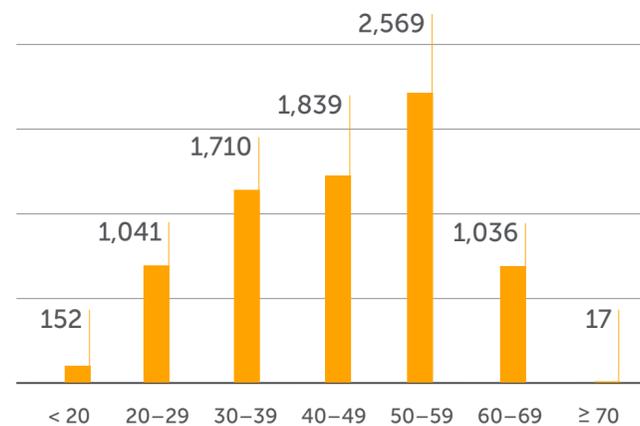
Average length of service

In years



Age structure

In years



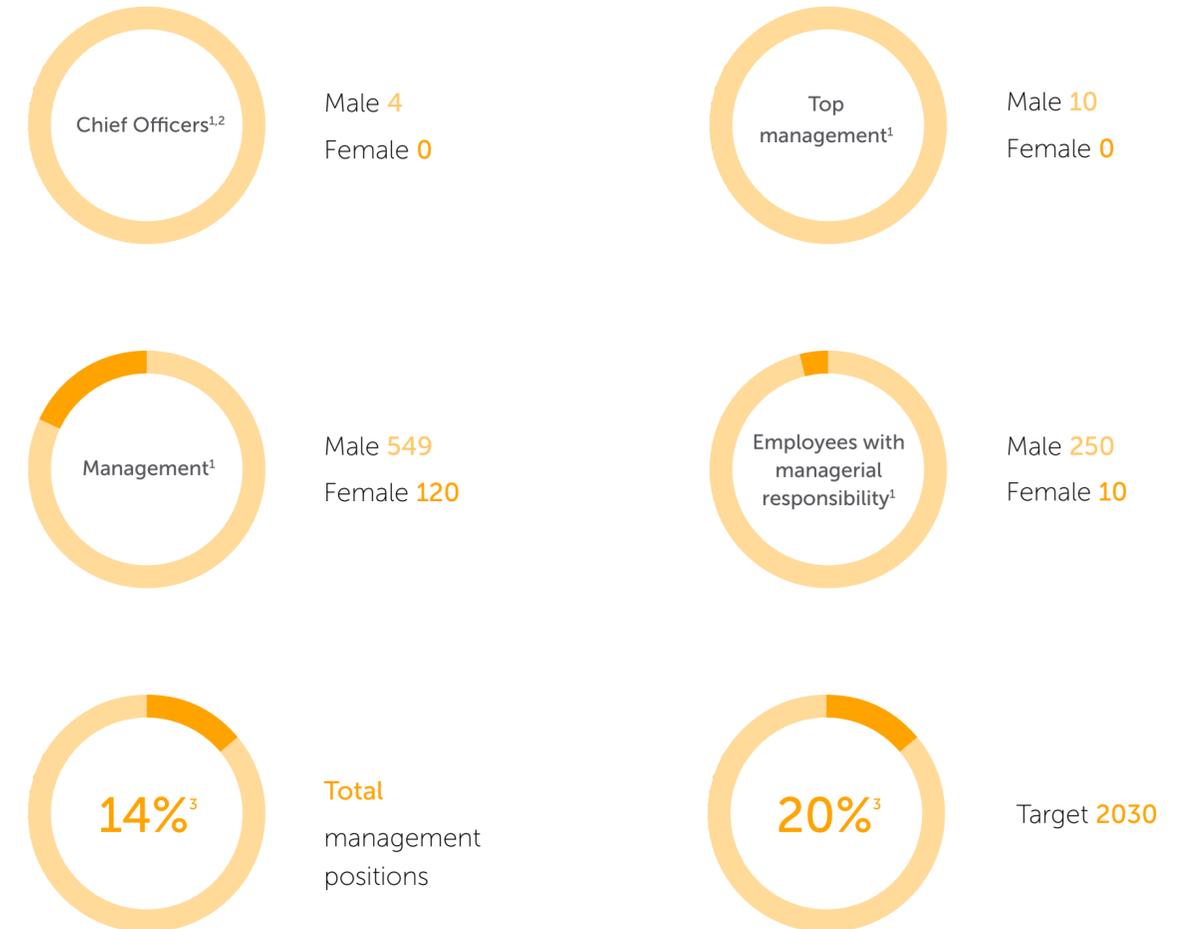
GRI 405-1 In the year under review, the total workforce employed by the Wieland Group was 15% female, more or less on a par with the previous year. The proportion of women in management positions is currently around 14% (FY 2019/20: 12%). We want to get more women into management positions, with the proportion of women in leadership to rise to 15% by 2025 and 20% by 2030.

In Germany, the Wieland Group employed around 5.3% severely disabled employees in the reporting period. This means that the company has exceeded the statutory quota of 5%. In Germany, the company's representatives for severely disabled employees also advocate for the interests of severely disabled employees.

International dialogue

As a global company, we have more than 80 locations in over 26 countries. Our workforce includes 63 different nationalities. As a result, Wieland deliberately promotes the international mobility of its employees and supports them when they move to a new place of residence and work. In the year under review, the number of employees on secondment (expats) rose by around 38% year-on-year. We also allow our vocational trainees and students to gain international experience at locations abroad.

Women in management positions in 2020/21



¹ Excluding employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

² Including passive members of the Executive Board.

³ Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

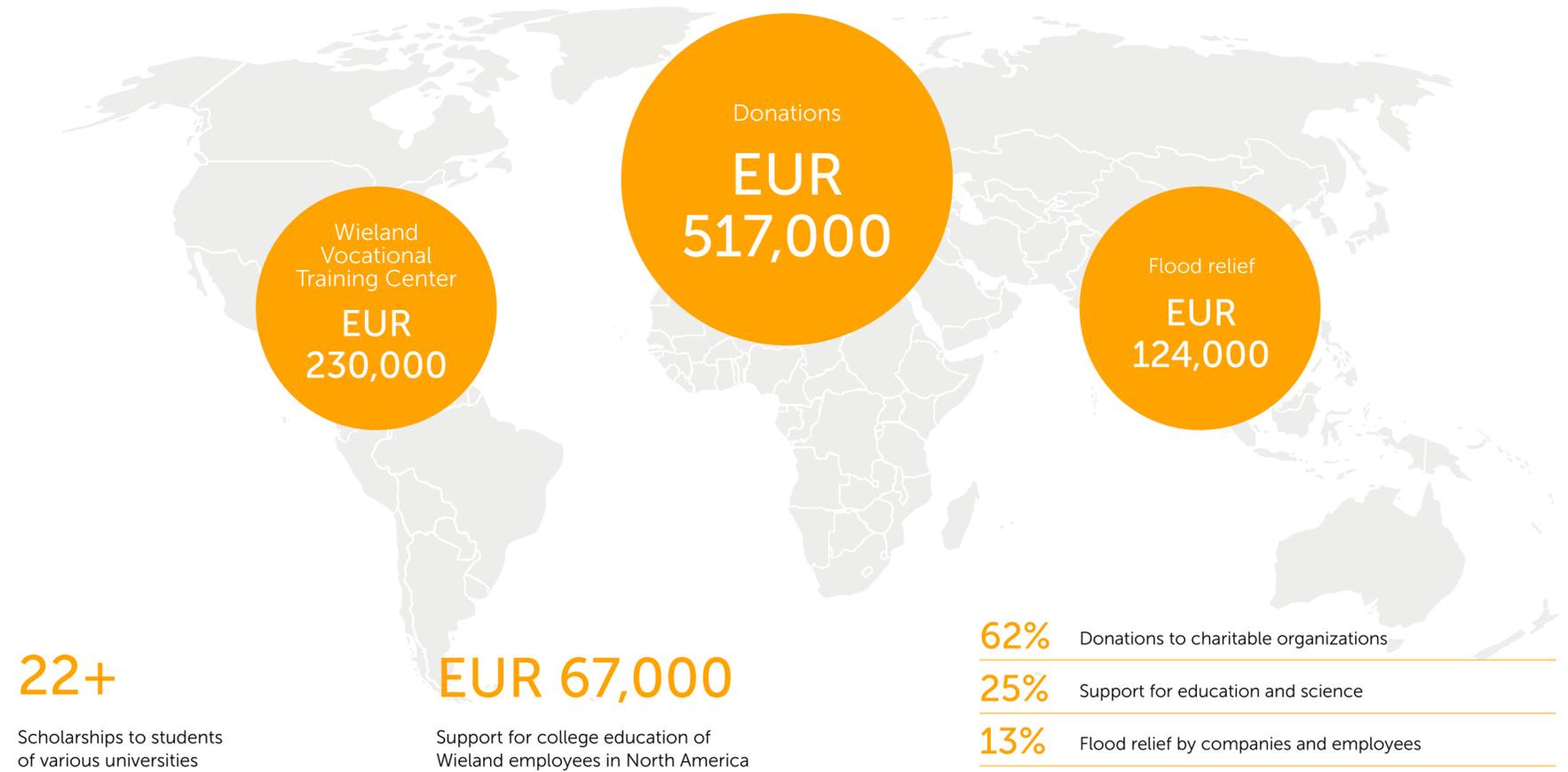


Civil engagement

3.4

As a company with global operations and a long tradition behind it, the Wieland Group has considerable social responsibility. This is also enshrined in our corporate policy. Our focal areas are "Education and Science" and "Social and Cultural Affairs". We bundle our various activities under the motto "Wieland cares – globally and locally".

"Wieland cares – globally and locally"



Focus on the greater good

Wieland supports charitable organizations and initiatives by making donations. These are not-for-profit organizations that act in accordance with the Code of Conduct (CoC) of the Wieland Group. Wieland-Werke AG's Donations and Sponsorship Policy sets out the principles and award criteria on which this support is based. In addition to requirements for civil engagement projects, we also list organizations that we

do not support – for example, political parties. In the future, this policy is to be expanded as part of a Group-wide CSR concept.

Across the Group, EUR 517,000 were donated to charitable institutions in the 2020/21 fiscal year.



Commitment to education and science

GRI 413-1 We have been supporting education, research, art and culture through a charitable foundation – Berufsbildungswerk Philipp Jakob Wieland – since 1970. The funding provided totaled around EUR 230,000 in the reporting year and included donations, employee subsidies, scholarships and coverage for other expenses. In schools, the foundation promotes projects relating to digitalization in industry or robotics, as well as cookery classes and activities to promote good health.

As part of the Deutschlandstipendium scholarship program, Berufsbildungswerk supported around 22 students from various colleges and universities in the year under review. Other scholarships went to participants in the “Master Online Advanced Oncology” program at the Medical Faculty of the University of Ulm.

Together with Wieland-Werke AG, Bildungswerk is also one of the sponsors of the Ulm Innovation Region and the regional “Jugend forscht” youth research competition. Since 1969, children of Wieland employees in the US have received financial support for their college education: the “Wieland Rolled Products North America” scholarship program rewards special achievements with support of up to USD 85,000 a year.

In the reporting year, Wieland and other donors enabled the student association “Club of Hohenheim” to participate in the 2022 National Model United Nations Conference (NMUN) – the world’s largest simulation of the United Nations involving more than 5,000 students from all over the world – in New York.

Wieland is using this support for students to underline its strategic partnerships and cooperations in the fields of education and science.

As part of the Deutschlandstipendium scholarship program, Berufsbildungswerk Philipp Jakob Wieland supported around 22 students from various colleges and universities

Cultural and social commitment

Our sponsorships focus on the needs of the individual communities in our locations across the globe. This is why, last year, a special fundraising campaign was aimed at 19 employees from Langenberg and Stolberg who were hit hard by the summer floods. A total of EUR 124,000 was raised through a joint campaign organized by employees of Wieland-Werke AG and its 50% subsidiary Schwermetall Halbzeugwerk GmbH & Co. KG. A donations committee distributed the donations based on the needs of each employee.

Various donations campaigns were also supported at other Wieland Group sites in the year under review. These include:

-  Together with the Frauenthal Handel Group, Wieland Moellersdorf in Austria supported people with disabilities, as well as families and children in need, as part of the “Light into the Dark” (Licht ins Dunkel) campaign.
-  Wieland Delari in Italy took part in a fundraising campaign to equip the local community in the Treviglio site with defibrillators.
-  At Wieland Metals Shanghai, various employees launched donation campaigns for families in need, supplying clothing, school materials and hygiene products.

4 Strengthening Governance



Targets



Corporate governance

Establish our values in the corporate culture in the long term

-  Introduce a Group-wide Compliance Risk Assessment by 2022
-  Certify our Compliance Management System according to ISO 37301 by 2024
-  Introduce a Group-wide anti-corruption policy by 2022



Governance

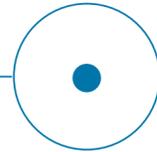
Sustainable procurement

Establish sustainable procurement processes and ESG assessment of suppliers

-  Piloting of The Copper Mark ESG Audit at selected production sites¹ starting 2022
-  Implement a Supplier CoC acceptance clause in at least 90% of all new framework agreements with strategic suppliers of virgin metal and shapes by 2022
-  5%²  Increase the share of purchasing volume of relevant materials purchased from certified or audited suppliers to 100% by 2030
-  Introduce a global business partner screening tool for all strategic suppliers from 2022
-  ESG assessment of 90% of strategic suppliers for virgin metal and formats by 2022

¹ At all material production sites – the definition of our production sites can be found in the report profile.
² Referring to certification by The Copper Mark or RMI.

Legend:  in preparation  ongoing  completed  Status 2020/21



Responsible corporate governance

4.1

For us, responsible corporate governance is based on three fundamental principles: 1. We strive to act based on ethical principles at all times. 2. We comply with statutory requirements, as well as our internal regulations. 3. We monitor compliance with these requirements.

GRI 1-3 In our view, only responsible governance can safeguard and increase the value of our company. The key instrument used to achieve this is the integrated risk control system, which combines risk management, the internal control system and the Compliance Management System. We are working on the Group-wide standardization of individual management systems and the harmonization of integrative structures on an ongoing basis.

To ensure increasingly sustainable value creation, the Executive Board and Supervisory Board manage the company in accordance with nationally and internationally recognized standards. Our Supervisory Board has twelve members, eleven of whom are independent. Six Supervisory Board members were elected by the Annual General Meeting and the other six by the workforce.

How we act in our day-to-day business is guided by the Wieland Group [Code of Conduct](#). It ensures responsible and legally compliant dealings both within the company and with business partners and customers.

Anti-corruption and anti-competitive behavior

For Wieland, combating corruption and anti-competitive behavior is a central element of corporate governance. This is why we make a particular commitment to these topics in our Code of Conduct. We strictly reject any form of corruption, be it active or passive. This Group-wide ban applies not only to members of the government and public officials, but also to business partners and colleagues. In the reporting year, corporate policies and procedures regarding the topic of corruption were made available to all employees and the management of the Wieland Group on the intranet. Due to its essential importance, our anti-corruption program will be rolled out across the Group as part of the Compliance Management System in 2022.

Identifying, assessing and controlling risks

GRI 103-1/2/3 The Wieland Group’s varied risk and opportunity management system helps us to identify and evaluate potential hazards systematically and, if necessary, take action in response to them. We consider corporate, compliance and data privacy risks according to their specific characteristics.

The individual Business Units and Corporate Functions are responsible for identifying, documenting and assessing risks and the underlying control processes. In addition, a unit independent of the business area is responsible for controlling the risk management system and the risk control system. This means that the risk situation is always assessed on an up-to-date basis. In addition, internal audits are conducted once a year and on an ad hoc basis to review the implementation and effectiveness of the internal control system (ICS), internal guidelines and compliance regulations. We use the results of these audits to continuously develop our measures. The Executive Board and the Supervisory Board are provided with information on this process both at the annual Audit Committee meeting and in the risk report.

Opportunities and risks associated with climate change

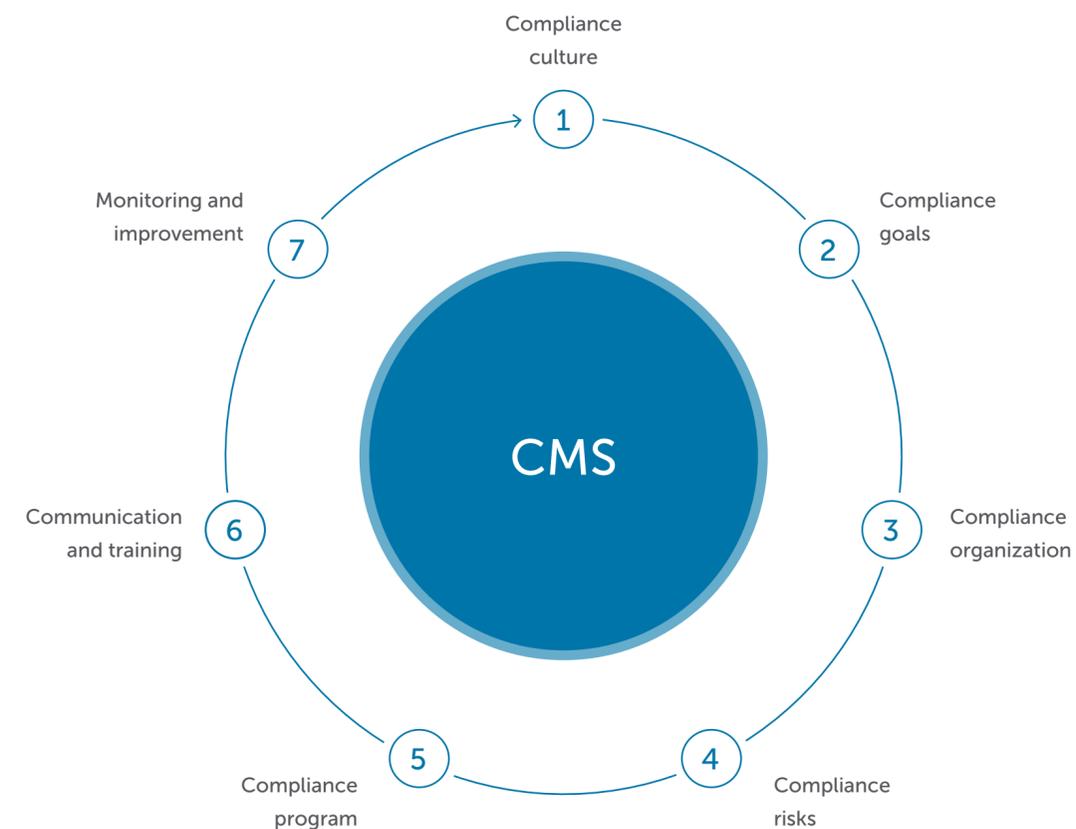
GRI 201-2 The Wieland Group also explicitly includes non-financial risks and opportunities in its risk management system, such as the implications of climate change. Climate change is creating a mounting risk of natural disasters across the globe. Natural disasters can also affect our sites, production and service companies, and lead to corresponding business interruptions and damage to company assets. For example, a production plant of Wieland-Werke AG (Langenberg) was also damaged during the flood disaster that hit western Germany in July 2021. In order to counter any natural disasters, all 17 production sites are being audited externally to determine their exposure to flood risks. Possible countermeasures in connection with insurance coverage are also being investigated.

As far as our business model is concerned, we also believe that the fight against climate change creates opportunities for the Wieland Group. For example, the introduction of, or conversion of vehicles to, electrically powered engines will trigger a significant increase in demand for copper and copper alloys in the coming years. This means that both increasing vehicle electrification and the stronger focus on the circular economy have the potential to create additional business and earnings opportunities for the Wieland Group. We aim to exploit this potential both for our organic growth (CapEx in accordance with the EU Taxonomy) and for inorganic acquisitions (ESG due diligence) [Chapter Strategy and sustainability management](#). Market opportunities are also arising from the “energy turnaround” initiated by the German federal government. Due to their high thermal and electrical conductivity, copper alloys make a key contribution to boosting energy efficiency in various applications, notably in energy management and distribution, renewable energies, as well as in refrigeration, air conditioning and heating systems.

Systematic compliance management

Compliance is an integral part of the corporate culture at Wieland. In the Code of Conduct, among other things, the Executive Board of the Wieland Group makes an explicit commitment to promoting conduct that complies with the rules and sanctioning any breaches. A Group-wide Compliance Committee consisting of a member of the Executive Board and the Corporate Functions Human Resources, Legal & Insurance and Internal Audit was installed in 2021. The committee further develops the overarching guidelines of our corporate ethics, drives investigations and sanctions misconduct. The Wieland Group has also implemented a Compliance Management System (CMS) that is based on the PS 980 standard of the Institute of Public Auditors in Germany (IDW). It applies throughout the Group to all companies in which Wieland-Werke AG holds a direct or indirect majority stake.

Our Compliance Management System



The aim of the CMS is to identify and prevent possible legal violations at an early stage. The CMS concentrates on the focal compliance areas of corruption prevention, antitrust prevention, money laundering prevention, foreign trade compliance, data protection and export control. Other relevant topics such as tax compliance, environmental protection or IT compliance are managed by the responsible Corporate Functions. The CMS is managed centrally by the Corporate Function Legal & Insurance. The responsible departments are tasked with operational implementation. Local compliance coordinators ensure direct access to the individual subsidiaries.

Wieland is aiming to achieve Group-wide certification of the CMS in accordance with ISO 37301 by 2024. The certification process will take the form of a matrix certification in two waves: certification of the parent company and the European companies by 2023 and certification of the non-European companies by 2024 [Chapter Sustainable Procurement](#).

The compliance organization is being constantly developed to reflect Wieland's international focus and stakeholder requirements. A Group-wide compliance risk assessment, for example, will be introduced for the first time in 2022. This will enable relevant risks in the defined focal areas – such as human rights risks in accordance with the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz) – to be systematically identified, assessed and managed.

An independent whistleblower system, as a component of the CMS, accepts internal and external reports around the clock online or by telephone in ten different languages to date, including German, English and Spanish. The Compliance Committee evaluates the reports and pursues or sanctions any violations identified. The relevant government authorities are informed if need be. Four internal investigations were initiated in 2020/21 based on corresponding reports and have since been completed.

Extensive training program

GRI 103-2, GRI 205-2 We specifically raise awareness among our employees about compliance policies and procedures to avoid corruption. To this end, we offer regular training sessions – for example in the form of e-learning or advanced face-to-face training for individual departments, e.g. on antitrust prevention. Employees as well as members of the management of the Wieland Group have to complete generally binding, up-to-date foundation programs at defined intervals. In order to ensure that the content of the training sessions remains fresh in people's minds after the training sessions, we publish information, for example on the topics of data protection & IT, export control or antitrust law in sales, on the intranet. In the 2020/21 reporting year, both the Executive Board and the relevant employees underwent basic compliance training on the Code of Conduct, corruption prevention and antitrust prevention.

Compliance with tax legislation

GRI 207 Compliance with all national and international tax laws is part of responsible corporate governance for the Wieland Group. The overriding objective of our global tax policy is to pursue an economically efficient, legally compliant tax strategy while at the same time mitigating tax risks. The Group does not allow any inappropriate tax planning strategies and pays taxes in the places where it creates value. The tax strategy is set out in the Wieland Group's tax policy and defines the individual measures, including the role played by the management as well as the Tax department.

Wieland adheres to the applicable tax legislation in its business activities and follows the corresponding interpretation of the legislation, as well as transfer pricing guidelines. The arm's-length standard for transfer pricing according to the Organisation for Economic Cooperation and Development (OECD) and the requirements of the

country concerned are taken into account. Key tax compliance, risk and related matters are presented to, and approved by, the Chief Financial Officer and the Executive Committee. Tax matters are reported directly to the Chief Financial Officer on a monthly basis. The control and, in particular, the risk management of our tax strategy were ensured at Wieland-Werke AG with regard to sales tax thanks to certification in accordance with IDW PS 980. The tax compliance management system is being adjusted to suit the current requirements. Wieland transmits tax information to the German Federal Central Tax Office in line with its statutory obligations (country-by-country reporting).

Responsible handling of data

GRI 103-1/2/3 In a world of digital business processes, data protection and data security have to meet statutory requirements while at the same time helping to foster trust.

Our customers, suppliers and employees expect us to handle their data responsibly and securely. In addition to a Group data protection officer, the Wieland Group has relevant reporting processes, for example for data breaches, as well as established processes for fulfilling data subjects' rights. They ensure that the rights of data subjects and other obligations arising from data protection legislation are complied with.



Sustainable procurement

4.2

Sustainable procurement is one of the core issues of corporate governance that are founded on the principle of integrity for the Wieland Group. This concerns both compliance with social and environmental standards and the efficient use of resources. Both requirements have to be met throughout the supply chain.

Our ambition



Establish sustainable procurement processes and ESG assessment of suppliers



Target 2030

100%

share of purchasing volume of relevant materials purchased from certified or audited suppliers

Focus on due diligence

GRI 102-9, As a manufacturer of semi-finished products, we source primary base materials from all over the world – including from countries with lower sustainability standards. We are aware of our due diligence obligations regarding human and labor rights, environmental standards and corruption in these countries.

When it comes to the topics of circular economy and climate protection, Wieland focuses in particular on metals purchasing. Our CF Global Metals Management handles the procurement of feedstock for the foundry and sheets, and sells residues and scrap that can no

longer be used. Capital goods, supplies, spare parts, direct materials, logistics and services are handled by CF Global Procurement & Logistics.

85% of our Scope 3 emissions are associated with metallic primary materials [Chapter Decarbonization](#). More than two-thirds of the metals we use consist of secondary raw materials, primarily sourced from suppliers in Europe and North America, with one-third relating to primary raw materials and casting formats, such as billets and slabs.

Minimum requirements defined by Supplier Code

GRI 103-1-3, 204-1, 308-1, 408-1, 409-1, 414-1 As an industrial company with global operations, we also assume responsibility for compliance with applicable laws and recognized standards that extends beyond our suppliers and upstream suppliers. We aim to work hand-in-hand with them to promote more sustainable and fairer supply chains.

The sustainability standards for our value added chain are set out in our [Supplier Code](#), which was updated at the beginning of 2021. This contains minimum requirements for compliance with internationally defined human rights based on the fundamental principles of the "Universal Declaration of Human Rights" and corresponding UN documents.

Should a supplier fail to recognize our Supplier Code without presenting its own equivalent Code of Conduct, we reserve the right to impose sanctions. Termination of the business relationship may also be an option. In the past fiscal year, we included a legally valid clause to this effect for future framework agreements. By the end of 2022, 90% of all new framework agreements with strategic suppliers of primary metals and sheets are to contain this clause. At the end of the 2020/21 reporting year, the coverage rate was 13.3%, which is to be increased by concluding agreements with further major suppliers. In addition, virgin metal and sheet suppliers are to be certified or audited based on an internationally recognized standard, such as "The Copper Mark", from 2030 onwards.

Wieland also plans to put a Group-wide procurement policy in place by the end of 2022. This is intended to make a positive contribution to employee rights, statutory environmental obligations and economic justice throughout the supply chain.

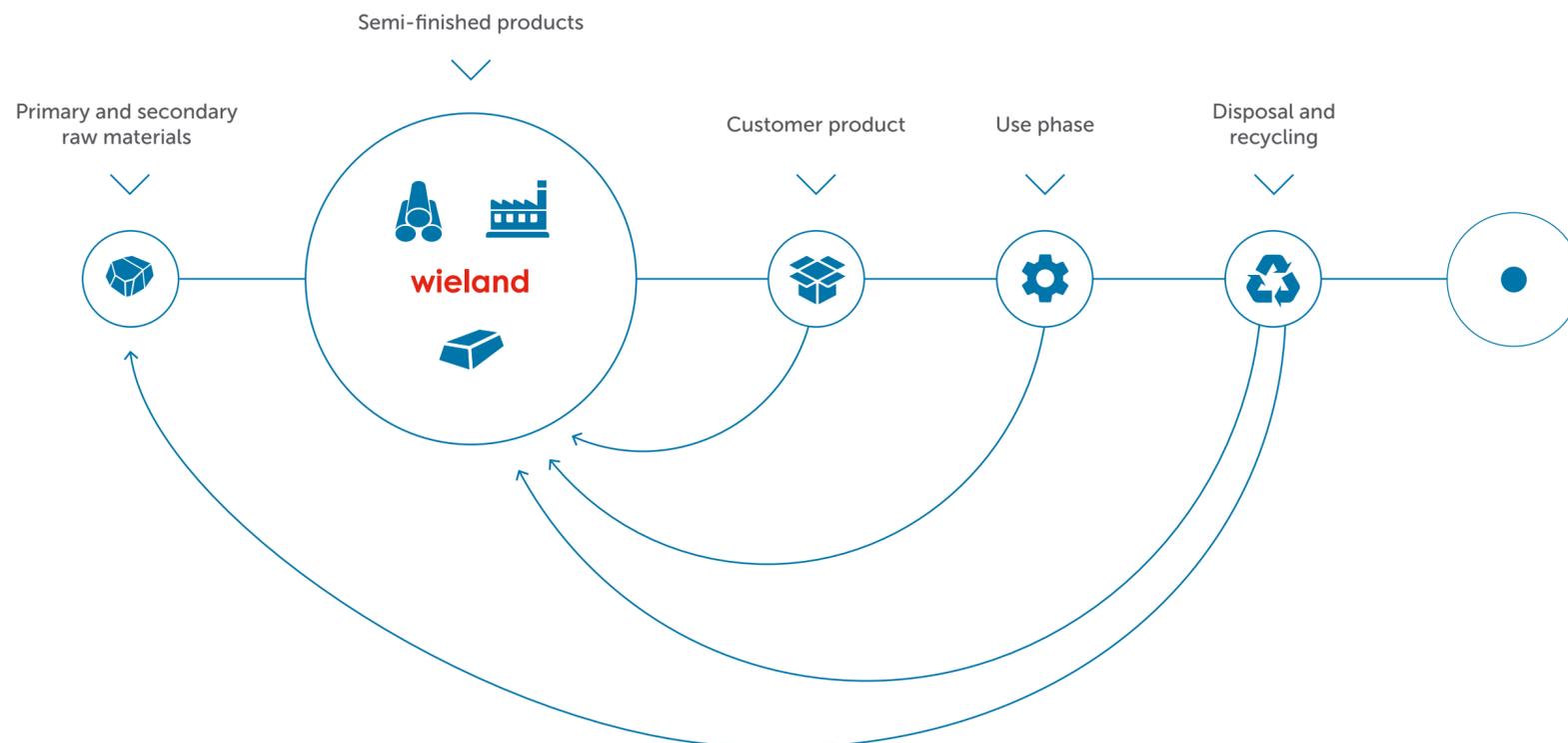
Increase transparency in the supply chain

We have defined sustainability requirements for our own Business Units in a quest to assess the environmental impact of our business activities. We expect our key suppliers to do the same, which is why we have been surveying our strategic virgin metal and sheet suppliers on sustainability criteria using a standardized questionnaire since the end of 2021. The results will be taken into account in future contract awards. By the end of 2022, we aim to have evaluated 90% of our strategic virgin metal and sheet suppliers. This applies in particular to suppliers with which new framework agreements are concluded.

At the same time, Wieland is introducing a global business partner screening tool for all key suppliers from 2022 onwards. This risk and sustainability monitoring is based on the OECD Due Diligence Guidance and the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz) for direct and indirect suppliers. This allows us to check the extent to which our suppliers comply with human rights and labor practices, as well as standards of business ethics and environmental standards.

In the future, the screening tool is also to be used for assessments based on ESG criteria where applicable. By 2025, Wieland plans to report transparent information on the Product Carbon Footprint (PCF) in the supply chain for strategic virgin metal and sheet suppliers and make it an integral component of its framework agreements. This enables us to implement effective measures to reduce our Scope 3 emissions [Chapter Decarbonization](#).

Overview of the copper value added chain



Human rights due diligence

GRI 103-1-2, 412-2 The Wieland Group rejects any kind of child, forced or compulsory labor. As a manufacturer of semi-finished products with global operations, we source primary base materials from all over the world – including from countries where human rights are not respected systematically. As a result, safeguarding human rights at all stages in the supply chain where we have the power to exert influence, is a special responsibility for us. Since 2021, we have been participating in the United Nations UNGC and have made a commitment to support the implementation of the ten principles relating to human rights, labor standards, environmental protection and the fight against corruption.

Within the Wieland Group, the Corporate Functions Human Resources and Legal & Insurance deal with issues relating to human rights and working conditions. They maintain dialogue with the Sustainability department as part of this process. For example, a binding Group-wide policy on human rights due diligence and working conditions will be rolled out in 2022, with a corresponding training program put in place.

We are also planning further measures relating to supply chain compliance. An initial risk analysis as part of the compliance risk assessment for majority shareholdings of the Wieland Group will be carried out in the 2022/23 fiscal year. Our objective is to use this due diligence process to enhance the existing protection of human rights within the Wieland Group. Anyone who would like to report human rights shortcomings or violations within the Wieland Group or at our suppliers can contact our anonymous whistleblower system at any time via our whistleblower hotline [Chapter Responsible corporate governance](#).

Involvement in industry initiatives

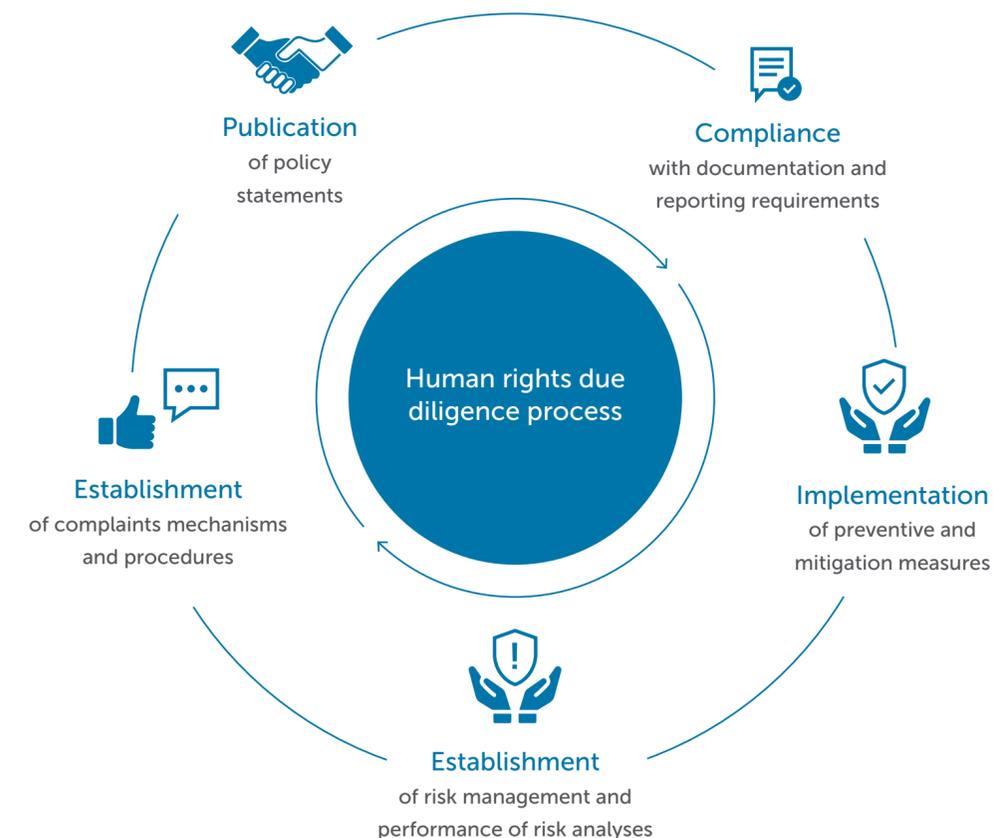
GRI 102-13, 103-2 Our main industry associations, Wirtschaftsvereinigung Metalle (WVMetalle) and the International Copper Association (ICA), support their members in establishing sustainable supply chains. By way of example, we are involved in the MARS (Metal Alliance for Responsible Sourcing) initiative of WVMetalle. MARS supports its members in the procurement of sustainable raw materials.

In addition, Wieland is a partner in The Copper Mark, a spin-off of the ICA. The Copper Mark defines a framework and standards for sustainable copper production. So far, this process has only been used in mines and copper smelters. Together with The Copper Mark, we are working to extend it to cover other players along the supply chain from 2023 onwards. A letter to this effect was sent to our main suppliers in the reporting year. We are also aiming for external The Copper Mark certification ourselves by 2023. In the reporting year, the production sites in Stolberg¹ (D) and Vöhringen (D) were selected to participate in The Copper Mark's Fabricator Pilot program.

Material compliance

GRI 103-1/2 Responsible procurement of primary raw materials is a key concern for the Wieland Group. This applies in particular to responsible supply chains for the conflict minerals tin, tungsten, tantalum and gold and their ores (cassiterite, columbite-tantalite and wolframite). We use a standardized process for this purpose: the "OECD Due Diligence Guidance for Responsible Supply Chains from Conflict-Affected and High-Risk Areas (CAHRA)". With the help of the OECD Guidance, risks in the supply chain can be identified and minimized by implementing targeted measures. Wieland also relies on compliance audits performed by the Responsible Mining Initiative (RMI). The RMI is a well-known initiative with a particular focus on social and environmental standards in minerals and metals supply chains. We prefer to work with business partners

who comply with RMI requirements. Their (production) sites must either be RMI-compliant themselves or must source their goods directly or indirectly from smelting plants or refiners listed on the RMI's "Conformant List" or "Active List". Only smelting plants and refineries that have passed an audit to verify compliance with RMI standards or are currently undergoing an audit are included in these lists. Wieland provides site-specific templates for inquiring customers. Based on OECD Due Diligence Guidance and the EU Conflict Minerals Regulation, Wieland is continuously working to improve its material compliance processes. As part of this process, we released our own [Conflict Minerals Policy](#) in 2021. [Chapter Eco-friendly products](#).



¹ The site belongs to Schwermetall Halbzeugwerk GmbH & Co. KG, in which Wieland-Werke AG and Aurubis AG each hold a 50% stake.

5 Appendix



5.1 About this report

GRI 102-45/50/52 In this Sustainability Report, the Wieland Group is publishing non-financial information on its business activities for the second time, acknowledging the mounting importance of ecological, economic and social sustainability in the corporate sector. We provide information on how we deal with material sustainability topics, take stock of how we have progressed in the year under review, and explain the impacts associated with our business activities.

GRI 102-46/54/55 In preparing our Sustainability Report, we follow the internationally recognized standards for sustainability reporting published by the "Global Reporting Initiative" (GRI), and the principles of completeness, materiality and stakeholder engagement. This report has been prepared in accordance with the GRI Standards, Option: "Core". Relevant GRI indicators are shown in the text as well as in the [GRI Content Index](#).

In order to determine which sustainability issues are material for the Wieland Group, a materiality analysis was carried out in 2020. 17 key topics were identified with the involvement of various internal and external stakeholders. We have assigned these to the three areas of environment, social and governance (ESG). Six of these topics (decarbonization, circular economy, eco-friendly products, health and safety, diversity and inclusion, sustainable procurement) form the strategic focus fields of our sustainability strategy and are covered comprehensively in this report [Chapter Strategy and sustainability management](#).

The reporting period corresponds to the 2020/21 fiscal year and extends from October 1, 2020 to September 30, 2021. The editorial deadline was May 15, 2022. In the future, reports will be published annually.

The report covers all Business Units of all corporate entities belonging to the Wieland Group as of the balance sheet date of September 30, 2021, unless otherwise stated. In this context, we also include

production-related majority shareholdings that are controlled by the Wieland Group in operational or financial terms. This report was prepared on behalf of the Executive Board and with the approval of the Supervisory Board and was reviewed and approved by the Executive Board.

Principles for data collection and presentation

In some cases, appropriate estimates/projections have to be made when preparing the report in order to fully cover the entire survey period. These estimates/projections are documented within the company. Actual values may differ from these estimates. If necessary, these deviations are corrected in the following year's report. Methodological and structural changes in data collection are corrected as a matter of principle. Deviations exceeding 5% are also commented on accordingly. Differences may occur due to rounding of amounts and percentages.

In deviation from the above-mentioned principles, employee data is generally the data as of the reporting date of September 30, 2021. The term "employee" in this report refers to all permanently employed individuals who have a valid employment contract with a company of the Wieland Group. This also includes temporary staff, trainees and interns. Agency employees and employees whose employment relationship is suspended are not included. The scope of consolidation of the key employee figures refers to the entire Wieland Group, including all production locations, service companies and administrative units.

Energy consumption is used as the benchmark for consolidating environmental and energy indicators and GHG emissions. Accordingly, the reporting relates to the 17 main production locations of the Wieland Group (see table). These correspond to the majority of energy consumption and emissions. In the 2018/19, 2019/20 and 2020/21 fiscal

years, they were responsible for more than 99% of the Group's total energy consumption. The coverage rates of the DIN ISO 45001:2018, DIN EN ISO 50001:2018 and DIN EN ISO 14001:2015 certifications also refer to the production locations listed on the right.

Forward-looking statements in the report

This Sustainability Report contains certain forward-looking statements based on current assessments of future developments and the assumptions and forecasts that are currently available. These statements are always subject to a number of risks and uncertainties, meaning that assumptions may prove to be incorrect and actual developments may differ from those presented in this report. The Wieland Group assumes no liability for, and does not intend to update, these forward-looking statements to reflect future events or developments.

Editorial notes

Wieland accepts questions and comments on the subject of sustainability via the following e-mail address: sustainability@wieland.com

Major production sites

- Wieland-Werke** Ulm, Germany
- Wieland-Werke** Vöhringen, Germany
- Wieland-Werke** Villingen, Germany
- Wieland-Werke** Langenberg, Germany
- Schwermetall Halbzeugwerk** Stolberg, Germany
- Wieland Recycling** Ulm, Germany
- Wieland Austria** Amstetten, Austria
- Wieland Austria** Enzesfeld, Austria
- Wieland Metals Birmingham** Birmingham, United Kingdom
- Wieland Copper Products** Pine Hall, United States
- Wieland Chase** Montpelier, United States
- Wieland Rolled Products North America** Wheeling, United States
- Wieland Thermal Solutions** Wheeling, United States
- Wieland Rolled Products North America** East Alton, United States
- Wieland Rolled Products North America** Waterbury, United States
- Wieland Metals Singapore** Singapore, Singapore
- Wieland Thermal Solutions** Shanghai, China

5.2 Overview of key figures

This overview comprises the key non-financial indicators from the 2020/21 fiscal year which the Wieland Group uses to measure and evaluate its sustainability performance. The report covers all Business Units of all corporate entities belonging to the Wieland Group as of the balance sheet date of September 30, unless otherwise stated. In this context,

we also include production-related majority shareholdings that are controlled by the Wieland Group in operational or financial terms. For more information on the data collection and presentation principles, please refer to the report profile

[About this report.](#)

Energy consumption within the organization¹

GRI 302-1/3/4

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Total Energy consumption within the organization	MWh	1,530,210	1,428,196	1,540,862	+7.9
Consumption from non-renewable fuels (Scope 1)					
Total fuel consumption within the organization from non-renewable sources	MWh	551,381	524,533	582,293	+11.0
Natural gas	MWh	534,865	509,044	564,988	+11.0
Butane	MWh	450	537	1,993	+271.1
Diesel fuel	MWh	10,776	10,511	9,874	-6.1
Propellant gas	MWh	4,318	3,708	4,658	+25.6
Gasoline	MWh	490	376	428	+13.9
Heating Oil	MWh	482	357	351	-1.7
Consumption from purchased secondary energy (Scope 2)					
Total purchased indirect energy	MWh	978,829	903,663	962,074	+6.5
Electricity purchased	MWh	956,507	881,087	936,431	+6.3
from non-renewable sources	MWh	956,507	836,038	885,582	+5.9
from renewable sources	MWh		45,049	50,849	+12.9
Steam purchased	MWh	22,322	22,576	25,643	+13.6

¹ The 2018/19 and 2019/20 numbers have changed slightly from the last report due to TÜV verification.

² Not added in total energy consumption, fed into the grid.

³ Values are based on the volume sold by the Wieland Group.

⁴ At all material production sites – the definition of our production sites can be found in the report profile. [About this report](#)

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Self-generation of electricity from renewable sources					
Hydro power ²	MWh	7,018	7,043	6,366	-9.6
Photovoltaic ²	MWh			35	
Electricity sold to third parties	MWh	-8,239	-22,168	-3,505	-84.2
Energy intensity ³	kWh/t	2,028	2,224	2,060	-7.4
Reduction of energy consumption (achieved as a direct result of conservation and efficiency initiatives)	MWh	-7,213	-4,775	-10,345	+116.7

Energy management system

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Share of production sites with ISO 50001 certification ⁴	%	47.1	47.1	47.1	0.0

GHG emissions¹

GRI 305-1/2/3/4

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Direct emissions (Scope 1)					
Scope 1 total	kt CO ₂ e	102	97	107	+10.9
Specific scope 1 emissions	kg CO ₂ e/t	135	150	143	-4.7
Indirect emissions (Scope 2)					
Scope 2 (local-based) total	kt CO ₂ e	451	418	401	-4.1
Specific scope 2 (local-based) emissions ²	kg CO ₂ e/t	597	650	536	-17.7
Scope 2 (market-based) total ³	kt CO ₂ e	502	430	437	+1.5
Specific scope 2 (market-based) emissions ²	kg CO ₂ e/t	665	670	584	-12.8
Scope 1+2 (market-based) ²	kt CO ₂ e	604	527	544	+3.2
Specific scope 1+2 (market-based) emissions ²	kg CO ₂ e/t	800	820	727	-11.4
Indirect emissions (Scope 3)					
Scope 3 ⁴	kt CO ₂ e	1,493	1,411	1,168	-17.2
Purchased metal feedstock and semi-finished metal products (purchased goods and services)	kt CO ₂ e	1,256	1,207	983	-18.5
Packaging (purchased goods and services)	kt CO ₂ e	40	28	19	-31.9
Auxiliary and operating materials (purchased goods and services)	kt CO ₂ e	34	30	43	+41.4
Fuel and energy related activities	kt CO ₂ e	14	13	19	+43.0
Upstream transportation and distribution	kt CO ₂ e	61	59	57	-2.8
Waste generated in operations	kt CO ₂ e	21	20	2	-92.2
Capital goods	kt CO ₂ e	50	45	38	-14.7
Business travel	kt CO ₂ e	10	3	2	-51.5
Employee commuting	kt CO ₂ e	7	6	7	+1.6

¹ The 2018/19 and 2019/20 decarbonization numbers have changed slightly from the last report due to TÜV verification. Wieland reports carbon emissions based on the Greenhouse Gas Protocol/German industry standard DIN EN ISO 14064-1.

² Values are based on the volume sold by the Wieland Group.

³ Market-based emission factors are available for approx. 95% of consumption, the remainder was determined on a local basis; Wieland reports carbon emissions based on the Greenhouse Gas Protocol/German industry standard DIN EN ISO 14064-1.

⁴ Scope 3 emissions describe the cradle-to-gate phase. All categories of the Greenhouse Gas Protocol relevant for the Wieland Group were taken into account. Some of the Scope 3 emissions were estimated.; Wieland reports carbon emissions based on the Greenhouse Gas Protocol/German industry standard DIN EN ISO 14064-1.

⁵ No seawater is used as a water source at any of the sites.

Emissions to air

GRI 305-7

	Einheit	2018/19	2019/20	2020/21	Change compared to prior year in %
Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions					
Particulate matter (PM)	t	86.7	94.1	39.5	-58.0
NOx	t	133.1	122.8	121.8	-0.8

Water consumption

GRI 303-5

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Water consumption	M m ³	0.4	0.4	0.6	37.4

Water withdrawal

GRI 303-3

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Water withdrawal					
Total volume	M m ³	12.3	12.0	13.7	+18.9
Ground water – total	M m ³	9.6	9.3	9.6	+3.5
Ground water – areas with water stress	M m ³	-	-	0.0	-
Surface water	M m ³	0.0	0.0	0.0	-
Surface water – areas with water stress	M m ³	-	-	0.0	-
Sea water ⁵	M m ³	-	-	0.0	-
Other third party water (incl. drinking water)	M m ³	2.7	2.7	4.1	+53.2
Other third party water – areas with water stress	M m ³	-	-	3.5	-
Freshwater	M m ³	-	-	-	-
Other water	M m ³	-	-	-	-
Intended use of the water					
Cooling water	M m ³	9.6	9.5	11.3	+19.5
Process water	M m ³	1.9	18	1.9	+10.9
Sanitary water & drinking water	M m ³	0.1	0.1	0.1	-2.5

Water discharge

GRI 303-4

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Water discharged					
Total volume ¹	M m ³	12.0	11.5	13.1	+13.7
Total volume – with water stress	M m ³	–	–	3.5	–
Surface water	M m ³	11.6	11.2	11.2	–0.5
Municipal sewage plant and third party	M m ³	0.3	0.3	1.9	+527.8
Volume of treated (on site) (= water reclaimed) and untreated discharged water					
Untreated water	M m ³	11.1	10.7	12.4	+16.3
Treated water	M m ³	0.8	0.8	0.7	–17.4

Waste generated

GRI 306-3

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Amount of waste ²					
Total volume	t	59,698	61,090	49,009	–19.8
Type of waste					
Hazardous waste	t	21,735	28,952	12,214	–57.8
Non-hazardous waste	t	37,963	32,137	36,795	+14.5
Waste diverted from disposal					
Waste diverted from disposal (recycling)	t	52,364	53,593	43,172	–19.4
Hazardous waste	t	–	–	10,516	–
Non-hazardous waste	t	–	–	32,656	–
Waste directed for disposal					
Total waste directed to disposal	t	7,335	7,496	5,837	–22.1
Incineration – hazardous waste	t	–	–	0	–
Landfilling – hazardous waste	t	–	–	1,698	–
Incineration – non-hazardous waste	t	–	–	2,102	–
Landfilling – non-hazardous waste	t	–	–	2,037	–

¹ This includes both the sewerage system and the delivery to service providers.

² Total waste quantity (sum of all quantities defined as waste).

³ At all material production sites – the definition of our production sites can be found in the report profile.

⁴ Share of lead for alloy use in Wieland foundries.

Non-compliance with environmental laws and regulations

GRI 307-1

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Non-compliance with environmental laws and regulations					
Value of significant fines	€	–	–	4,553	–
Non-monetary sanctions	numbers	–	–	7	–
Dispute resolution mechanisms	numbers	–	–	0	–

Environmental management system

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Share of production sites with ISO 14001 certification ³	%	82.4	82.4	82.4	0.0

Recycled input materials used

GRI 301-2

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Recycling rate	%	–	74.4	74.3	–0.2

R&D expenses

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Total R&D expenses	M €	10.0	10.0	10.0	0.0

Lead-free product portfolio

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Share of lead used across the alloy portfolio ⁴	kg	5,803,486	5,113,442	6,177,465	+20.8

Product carbon footprint

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Product carbon footprint					
Average	CO ₂ e/t product	-	2.8	2.3	-17.9

Collective bargaining agreements

GRI 102-41

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Employees covered by collective bargaining agreements ¹	%	94.7	94.5	94.2	-0.3

Scale of the organization

GRI 102-7, 401-1

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Number of employees ²					
Total number	numbers	8,889	8,300	8,364	+0.8
Employment type ³					
Full-time total	numbers	-	-	3,715	-
Full-time male	numbers	-	-	3,436	-
Full-time female	numbers	-	-	279	-
Part-time total	numbers	-	-	357	-
Part-time male	numbers	-	-	142	-
Part-time female	numbers	-	-	215	-

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Employee turnover – new additions ²					
Total amount	numbers	2,626	481	1,271	+164.2
Total male	numbers	2,116	369	1,027	+178.3
Total female	numbers	510	112	244	+117.9
Total North America	numbers	2,053	230	769	+234.3
Total Asia	numbers	66	21	48	+128.6
Total Europe	numbers	387	170	454	+167.1
Total <20 years	numbers	135	77	116	+50.6
Total 20–29 years	numbers	474	180	468	+160.0
Total 30–39 years	numbers	404	100	297	+197.0
Total 40–49 years	numbers	512	63	206	+227.0
Total 50–59 years	numbers	728	45	147	+226.7
Total 60–69 years	numbers	358	15	32	+113.3
Total ≥70 years	numbers	15	1	5	+400.0
Fluctuation ⁴					
Total	rate	9.43	10.2	12.3	+20.4
Male	rate	8.76	9.7	11.6	+19.7
Female	rate	13.1	12.9	15.9	+23.0
North America	rate	10.6	17.1	21.0	+22.4
Asia	rate	10.6	7.2	14.7	+104.9
Europe	rate	7.1	5.8	7.9	+36.0
Total <20 years	rate	42.3	12.1	21.9	+80.3
Total 20–29 years	rate	22.1	19.6	20.1	+2.6
Total 30–39 years	rate	8.2	9.4	11.0	+17.5
Total 40–49 years	rate	5.3	6.3	7.5	+19.4
Total 50–59 years	rate	3.2	5.2	7.4	+43.0
Total 60–69 years	rate	12.7	19.1	23.4	+22.4
Total ≥70 years	rate	23.7	25.8	47.8	+85.3

¹ Referring to salaried and wage-earning employees of Wieland-Werke AG.

² Including employees of Schwermetal Halbzeugwerk GmbH & Co. KG.

³ Only referring to employees of Wieland-Werke AG. Local working hours regulations apply.

⁴ Calculation based on Schlüter formula. Including employees of Schwermetal Halbzeugwerk GmbH & Co. KG.

Average hours of training per year per employee

GRI 404-1

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Average training days per employee ¹	days/employee	0.6	0.4	0.2	-50.0

Diversity of governance bodies and employees

GRI 405-1

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Total ²					
Male	numbers	7,568	7,070	7,140	+1.0
Female	numbers	1,321	1,230	1,224	-0.5
North America	numbers	2,560	2,222	2,334	+5.0
Asia	numbers	370	354	343	-3.1
Europe	numbers	5,959	5,724	5,687	-0.6
<20 years	numbers	96	149	152	+2.0
20–29 years	numbers	1,059	963	1,041	+8.1
30–39 years	numbers	1,730	1,641	1,710	+4.2
40–49 years	numbers	1,897	1,823	1,839	+0.9
50–59 years	numbers	2,843	2,713	2,569	-5.3
60–69 years	numbers	1,234	993	1,036	+4.3
≥70 years	numbers	30	18	17	-5.6
Average age	no. of years	45.9	45.4	45.0	-0.8
Average years of service	no. of years	16.4	17.3	17.0	-1.6

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Wage earning employees ²					
Male	numbers	-	-	5,114	-
Female	numbers	-	-	258	-
North America	numbers	-	-	1,571	-
Asia	numbers	-	-	152	-
Europe	numbers	-	-	3,649	-
<20 years	numbers	-	-	140	-
20–29 years	numbers	-	-	737	-
30–39 years	numbers	-	-	1,077	-
40–49 years	numbers	-	-	1,106	-
50–59 years	numbers	-	-	1,638	-
60–69 years	numbers	-	-	661	-
≥70 years	numbers	-	-	13	-
Salaried employees ²					
Male	numbers	-	-	2,026	-
Female	numbers	-	-	966	-
North America	numbers	-	-	763	-
Asia	numbers	-	-	191	-
Europe	numbers	-	-	2,038	-
<20 years	numbers	-	-	12	-
20–29 years	numbers	-	-	304	-
30–39 years	numbers	-	-	633	-
40–49 years	numbers	-	-	733	-
50–59 years	numbers	-	-	931	-
60–69 years	numbers	-	-	375	-
≥70 years	numbers	-	-	4	-

¹ Only referring to employees of Wieland-Werke AG. Local working hours regulations apply.

² Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Chief Officers ¹					
Male	numbers	-	-	4	-
Female	numbers	-	-	0	-
<20 years	numbers	-	-	0	-
20-29 years	numbers	-	-	0	-
30-39 years	numbers	-	-	0	-
40-49 years	numbers	-	-	1	-
50-59 years	numbers	-	-	1	-
60-69 years	numbers	-	-	2	-
≥70 years	numbers	-	-	0	-
Top management ²					
Male	numbers	-	-	12	-
Female	numbers	-	-	0	-
<20 years	numbers	-	-	0	-
20-29 years	numbers	-	-	0	-
30-39 years	numbers	-	-	0	-
40-49 years	numbers	-	-	4	-
50-59 years	numbers	-	-	6	-
60-69 years	numbers	-	-	2	-
≥70 years	numbers	-	-	0	-
Management ²					
Male	numbers	-	-	547	-
Female	numbers	-	-	120	-
<20 years	numbers	-	-	0	-
20-29 years	numbers	-	-	15	-
30-39 years	numbers	-	-	1	-
40-49 years	numbers	-	-	190	-

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
50-59 years	numbers	-	-	247	-
60-69 years	numbers	-	-	81	-
≥70 years	numbers	-	-	2	-
Employee with leadership responsibilities ²					
Male	numbers	-	-	250	-
Female	numbers	-	-	10	-
<20 years	numbers	-	-	0	-
20-29 years	numbers	-	-	7	-
30-39 years	numbers	-	-	44	-
40-49 years	numbers	-	-	71	-
50-59 years	numbers	-	-	101	-
60-69 years	numbers	-	-	37	-
≥70 years	numbers	-	-	0	-
Apprentices, trainees ²					
Male	numbers	239	221	175	-20.8
Female	numbers	23	28	25	-10.7
<20 years	numbers	-	-	92	-
20-29 years	numbers	-	-	105	-
30-39 years	numbers	-	-	2	-
40-49 years	numbers	-	-	1	-
50-59 years	numbers	-	-	0	-
60-69 years	numbers	-	-	0	-
≥70 years	numbers	-	-	0	-
Women in leadership roles ³					
Number of employees	numbers	112	107	131	+22.4
Rate of employees	%	12	12	14	+16.7

¹ Including passive members of the Executive Board. Schwermetall Halbzeugwerk GmbH & Co. KG not included.

² Excluding employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

³ Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

Internationality

GRI 405-1

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Total number of nationalities within Wieland Group	numbers	69	65	63	-3.1
Total number of expatriates within Wieland Group	numbers	13	8	11	+37.5

Donations

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Total volume of donations	€	-	-	517,000	-

Occupational safety management system

GRI 403-1

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Workers covered by an occupational health and safety management system ¹					
ISO 450001	% of relevant production sites	0.0	12.0	53.0	+350.7
OHSAS 18001	% of relevant production sites	53.0	41.0	0.0	-100.0
Total	% of relevant production sites	53.0	53.0	53.0	0.0

Work-related injuries

GRI 403-9

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Number of hours worked	h	12,876,940	12,650,342	13,882,095	+9.7
Number and rate of fatalities as a result of work-related injury					
	numbers of fatalities	0	0	0	-
	rate	0	0	0	-
Number and rate of high-consequence ² work-related injuries					
	numbers of incidents	3	3	1	-66.7
	rate	0.2	0.2	0.1	-70.8
Number and rate of recordable work-related injuries					
	numbers of incidents	55	33	23	-30.3
	LTI rate ³	4.3	2.6	1.7	-34.6
	LT rate ⁴	0.59	0.38	0.54	+42.1

Health

GRI 403-9

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Absenteeism rate ⁵					
Wage earning employees	%	7.4	8.1	7.9	-2.5
Salaried employees	%	3.1	3.1	2.7	-12.9

¹ At all material production sites – the definition of our production sites can be found in the report profile.

² Lost time due to incident > 6 months.

³ If lost time = or > 1 shift (excluding day of incident); 1 LTI = 1 safety alert. Number of LTIs/total hours worked * 1,000,000.

⁴ Lost time (h directly caused by incidents/total work hours * 1000).

⁵ Only referring to employees of Wieland-Werke AG.

Communication and training about anti-corruption policies and procedures

GRI 205-2

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Governance body members to whom the organization's anti-corruption policies and procedures have been made available via Wieland One intranet ¹					
Total number	numbers	-	-	2	-
Percentage	%	-	-	100	-
Total number North America					
Total number North America	numbers	-	-	0	-
Percentage North America	%	-	-	0	-
Total number Asia					
Total number Asia	numbers	-	-	0	-
Percentage Asia	%	-	-	0	-
Total number Europe					
Total number Europe	numbers	-	-	2	-
Percentage Europe	%	-	-	100	-
Employees to whom the organization's anti-corruption policies and procedures have been made available via Wieland ONE intranet					
Percentage ²	%	-	-	100	-
Governance body members trained regarding compliance policy/compliancy topics ¹					
Total number	numbers	-	-	2	-
Percentage	%	-	-	100	-
Total number North America					
Percentage North America	%	-	-	0	-
Total number Asia					
Percentage Asia	%	-	-	0	-
Total number Europe					
Percentage Europe	%	-	-	100	-
Employees trained regarding compliance policy/compliancy topics ³					
Percentage	%	100	100	100	0.0

¹ Referring to active members of the Executive Board.

² Excluding wage-earning employees and North America region.

³ All employees who have access to the e-learning platform via personnel user account – not in scope: wage-earning employees.

⁴ Number of Supervisory Board members who are independent of the Executive Board and company shareholders.

⁵ Certified by The Copper Mark or RMI. Only primary raw materials, shapes and secondary raw materials that do not come directly from a production process (e.g. internal scrap and customer scrap) included.

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Share of entities with active business which are majority-owned by Wieland-Werke AG and have a designated compliance coordinator	%	100	100	100	0.0
Number of reported potential compliance violations for which internal investigations have been initiated by the Compliance Committee (based on whistleblower system)	numbers	0	0	4	-
Total board seats occupied by independents ⁴	numbers	11	11	11	0.0

Material from certified suppliers

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Share of purchasing volume of relevant materials purchased from certified or audited suppliers ⁵	%	-	-	5	-

Supplier Code of Conduct

	Unit	2018/19	2019/20	2020/21	Change compared to prior year in %
Share of new framework agreements with strategic suppliers of primary metals and formats that contain a legally valid clause relating to recognition of the Supplier Code of Conduct	%	-	-	13	-

5.3 GRI Content Index

Wieland Group’s sustainability reporting is carried out in accordance with the GRI standards as per the “Core” option of the Global Reporting Initiative.

The Wieland Group is committed to the ten principles of the UN Global Compact in the areas of human rights, labor

standards, environmental protection and anti-corruption. The GRI Content Index therefore also indicates which of the GRI indicators answered jointly cover one or more of the principles of the UN Global Compact. Reference is also made to the respective contribution to the Sustainable Development Goals (SDGs) of the United Nations.

GRI Standard	Page	Omission note	SDGs	UNGC
GRI 101: Foundation 2016				
GRI 102: General disclosures 2016				
Organizational Profile				
102-1	Name of the organization	2		
102-2	Activities, brands, products, and services	2		
102-3	Location of headquarters	2		
102-4	Location of operations	2		
102-5	Ownership and legal form	2		6
102-6	Markets served	2, 8		
102-7	Scale of the organization	2, 8		
102-8	Information on employees and other workers	29		6

GRI Standard	Page	Omission note	SDGs	UNGC
102-9	Supply chain	44		
102-10	Significant changes to the organization and its supply chain	None		
102-11	Precautionary Principle or approach	15		7
102-12	External initiatives	12	17	
102-13	Membership of associations	12	17	
Strategy				
102-14	Statement from senior decision-maker	4		
102-15	Key impacts, risks, and opportunities	42		
Ethics and Integrity				
102-16	Values, principles, standards, and norms of behavior	9		10
Governance				
102-18:	Governance structure	11		
Stakeholder Engagement				
102-40	List of stakeholder groups	12		
102-41	Collective bargaining agreements	30		3

GRI Standard	Page	Omission note	SDGs	UNGC
102-42	Identifying and selecting stakeholders	12		
102-43	Approach to stakeholder engagement	12		
102-44	Key topics and concerns raised	11, 12		
Reporting Practice				
102-45	Entities included in the consolidated financial statements	48		
102-46	Defining report content and topic Boundaries	11		
102-47	List of material topics	11		
102-48	Restatement of information	None		
102-49	Changes in reporting	22		
102-50	Reporting period	48		
102-51	Date of most recent report	48		
102-52	Reporting cycle	48		
102-53	Contact point for questions regarding the report	48		
102-54	Claims of reporting in accordance with the GRI Standards	48		
102-55	GRI content index	57		
102-56	External assurance	The 2020/21 Sustainability Report was not subject to any external assurance process.		
Material topics				
GRI 204: Procurement practices 2016				
103	Management approach 2016 (including 103-1, 103-2, 103-3)	45	8, 12, 17	1, 2, 3, 4, 5, 7, 8
204-1	Proportion of spending on local suppliers	45		
GRI 205: Anti-corruption 2016				
103	Management approach 2016 (including 103-1, 103-2, 103-3)	41	16, 17	10
205-2	Communication and training about anti-corruption policies and procedures	43		

GRI Standard	Page	Omission note	SDGs	UNGC
GRI 207: Tax 2019				
103	Management approach 2016 (including 103-1, 103-2, 103-3)	43		
207-1	Approach to tax	43		
207-2	Tax governance, control, and risk management	43		
207-3	Stakeholder engagement and management of concerns related to tax	43		
207-4	Country-by-Country reporting	43		
GRI 301: Materials 2016				
103	Management approach 2016 (including 103-1, 103-2, 103-3)	22	12, 15	7, 8, 9
301-2	Recycled input materials used	23		
GRI 302: Energy 2016				
103	Management approach 2016 (including 103-1, 103-2, 103-3)	19	7, 13	7, 8, 9
302-1	Energy consumption within the organization	19		
302-3	Energy intensity	19		
302-4	Reduction of energy consumption	19		
GRI 303: Water and effluents 2018				
103	Management approach 2016 (including 103-1, 103-2, 103-3)	16	6, 12	7, 8, 9
303-1	Interactions with water as a shared resource	16		
303-2	Management of water discharge-related impacts	17		
303-3	Water withdrawal	17		
303-4	Water discharge	16, 17		
303-5	Water consumption	16		
			Regarding areas with water stress, see explanation under GRI 303-5.	
			Regarding areas with water stress, see explanation under GRI 303-5.	
			The information is not available in sufficient quality. The volume of water withdrawal from areas with water stress cannot be fully assessed at this time. The Wieland Group is working on collecting this information at global level.	

GRI Standard	Page	Omission note	SDGs	UNGC
GRI 305: Emissions 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	18			
305-1 Direct (Scope 1) GHG emissions	19, 20			
305-2 Energy indirect (Scope 2) GHG emissions	19, 20			
305-3 Other indirect (Scope 3) GHG emissions	19, 20			
305-4 GHG emissions intensity	20			
305-5 Reduction of GHG emissions	19			
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	16	The Wieland Group currently only collects data on nitrogen oxide and particulate emissions.		
GRI 306: Waste 2020				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	17		12, 15	7, 8
306-1 Waste generation and significant waste-related impacts	17			
306-2 Management of significant waste-related impacts	17			
306-3 Waste generated	17			
GRI 308: Supplier Environmental Assessment 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	45			
308-1 New suppliers that were screened using environmental criteria	45	No information is available at present. In 2022, corresponding audit procedures will be introduced for all strategic suppliers Chapter Sustainable procurement .		
GRI 401: Employment 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	28		4, 8, 10	3, 6
401-1 New employee hires and employee turnover	29	Definition of turnover rate: Employees leaving the organization voluntarily, through redundancy, retirement or death (staff leaving/staff at beginning of period x 100)		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	30			

GRI Standard	Page	Omission note	SDGs	UNGC
GRI 402: Labor/Management Relations 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	30			
402-1 Minimum notice periods regarding operational changes	30	Under the German Works Council Act (Betriebsverfassungsgesetz), the Works Council must be informed of any major changes within the company in good time. The legislation does not, however, provide any specific deadline.		
GRI 403: Occupational Health and Safety 2018				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	31		3, 8	
403-1 Occupational health and safety management system	31			
403-2 Hazard identification, risk assessment, and incident investigation	32, 33			
403-3 Occupational health services	33			
403-4 Worker participation, consultation, and communication on occupational health and safety	32, 33			
403-5 Worker training on occupational health and safety	33			
403-6 Promotion of worker health	33			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	32, 33			
403-8 Workers covered by an occupational health and safety management system	31			
403-9 Work-related injuries	33	Non-Wieland employees (e.g. contractors or agency staff) are not currently included in the statistics, as we would have to request the necessary figures from their employers and this process is very time-consuming.		

GRI Standard	Page	Omission note	SDGs	UNGC
GRI 404: Training and Education 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	30			
404-1 Average hours of training per year per employee	30	No employee breakdown by gender or employee category can be provided due to the system. Collecting this data manually would involve a disproportionate effort. As we continue to enhance the data we collect, we are aiming to refine the breakdown of data into the required categories for the purposes of future reporting.		
GRI 405: Diversity and Equal Opportunity 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	34		5, 10	6
405-1 Diversity of governance and employees	35, 36	For confidentiality reasons, no personal information is provided about the Supervisory Board members.		
GRI 408: Child Labor 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	45		8, 17	1, 2, 3, 4, 5
408-1 Operations and suppliers at significant risk for incidents of child labor	45	See explanation under GRI 409-1.		
GRI 409: Forced or Compulsory Labor 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	45			
409-1 Operations and suppliers at significant risk for incidents of forced and compulsory labor	45	No information available at present, as this data is not yet collected. Wieland is working on introducing a human rights management system that includes a risk analysis process (Human Rights Impact Assessment). For more information, please refer to the Chapter Sustainable Procurement .		

GRI Standard	Page	Omission note	SDGs	UNGC
GRI 412: Human Rights Assessment 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	46		4, 17	
412-2 Employee training on human rights policies or procedures	46	No information is available at present. A corresponding training program will be established in 2022.		
GRI 414: Supplier Social Assessment 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	45			
414-1 New suppliers that were screened using social criteria	45	See explanation under GRI 308-1.		
GRI 416: Customer Health and Safety 2016				
103 Management approach 2016 (including 103-1, 103-2, 103-3)	24			
416-1 Assessment of the health and safety impacts of product and service categories	24			



5.4

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