

21.01.2025

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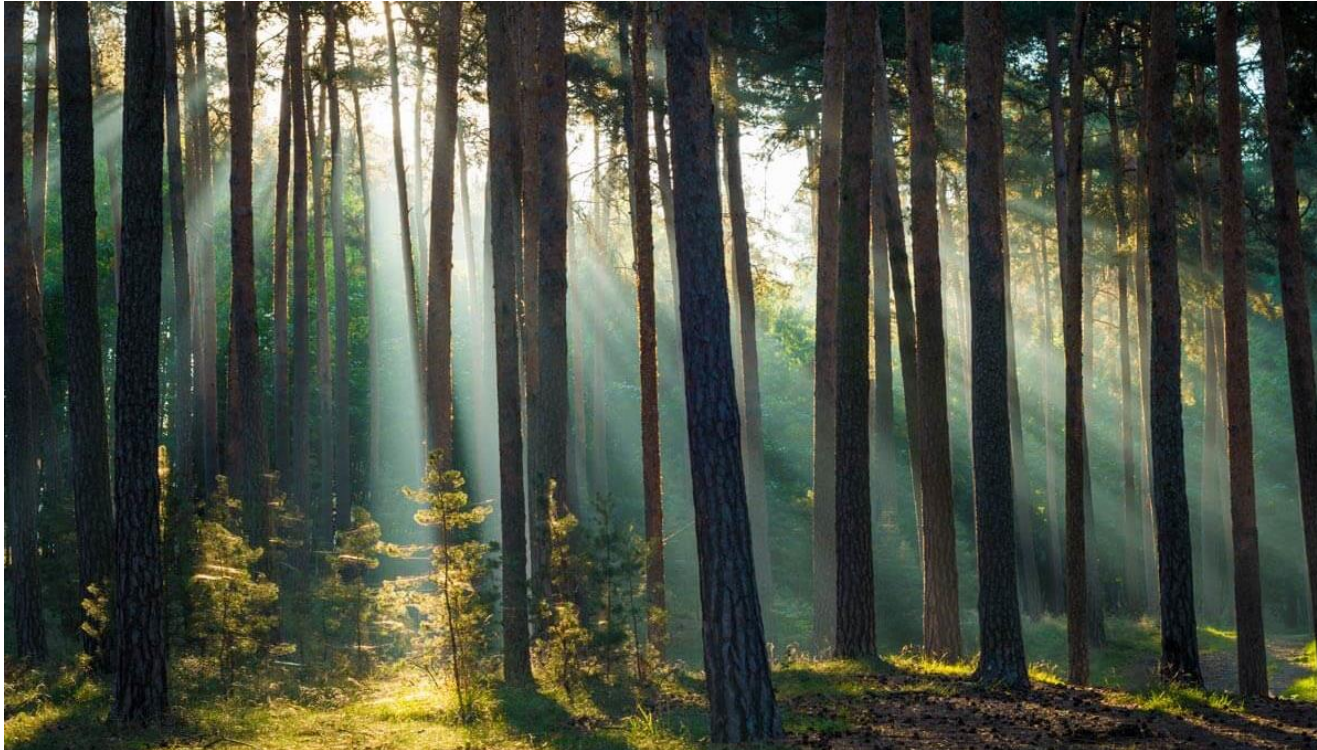
# Sustainability Knowledge Base



# Management Approach

As a family-owned company with **4,500 employees** and **120 subsidiaries worldwide**, we have incorporated sustainability into every aspect of our business, including our interactions with customers, partners, suppliers, and service providers.


# ISO Standards



To guarantee sustainable and responsible business practices, we adhere to ISO standards for our main sites: **ISO 14001**, **ISO 50001**, **ISO 45001** and **ISO 9001**.

# ISO Standards


ISO 14001




ISO 50001




ISO 45001



ISO 9001




Or you can follow this link  
to all our standards



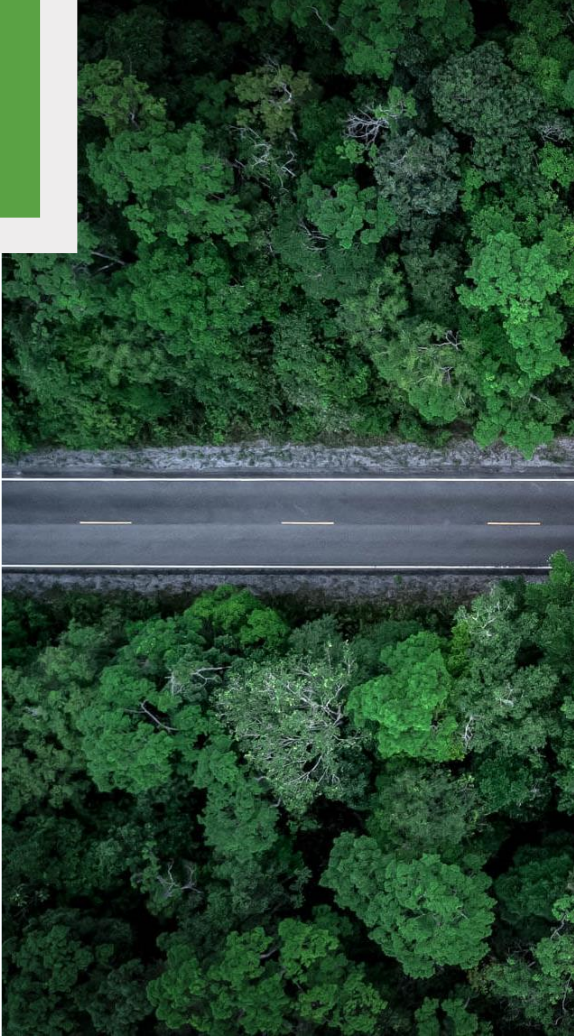
**Ctrl+Click** on the paper symbols to follow  
the links to our standards

# Code of Conduct

Follow this link to our Code of Conduct

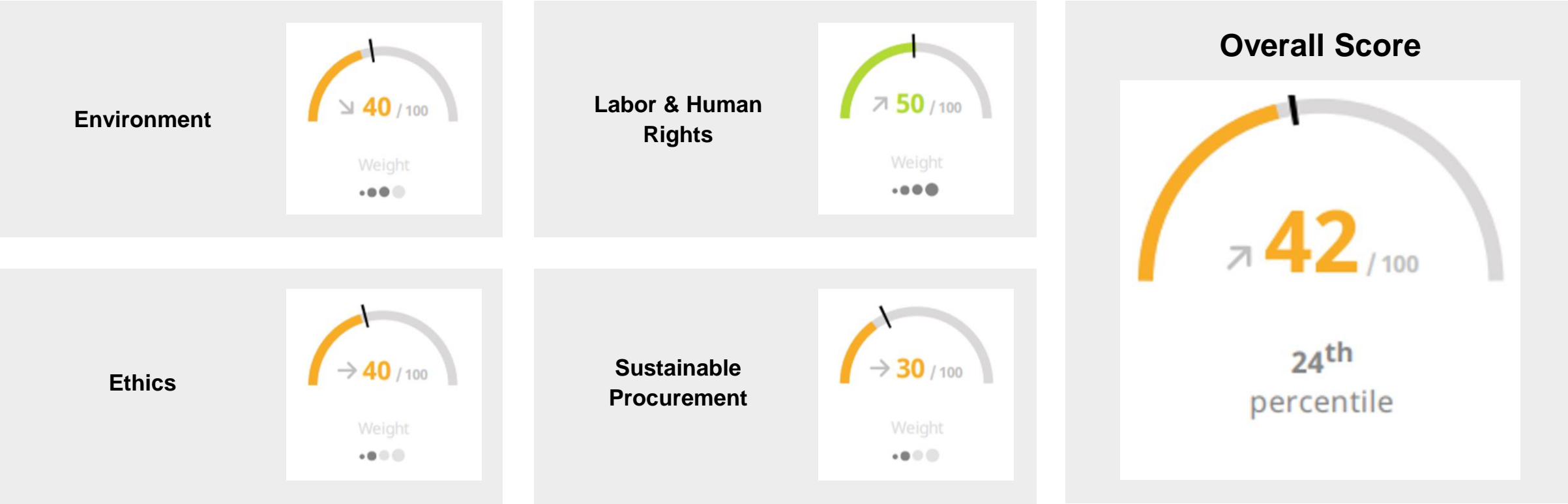


Additionally, we uphold a Code of Conduct and participate in the EcoVadis rating platform. Our **Code of Conduct** provides an overview and affirms that our company maintains a positive and healthy work environment, with protection of our employees’ personal data, and operates without discrimination or child labor. This document also guarantees the safety of our products and the integrity of market competition.



# EcoVadis scorecard

In the EcoVadis scorecard released on May 23, 2024, our company achieved an overall score of 42. This score remains valid until the same date in the following year, 2025. We are committed to enhancing our policies and strategies for a more sustainable business in the meantime.





## Environmental strengths

- ✓ Policies that cover product usage and product end-of-life
- ✓ Waste management
- ✓ Policies that cover energy consumption and greenhouse gas emissions
- ✓ Use of eco-friendly or bio-based input materials
- ✓ The reduction of material consumption through process optimization
- ✓ Reducing internal waste by reusing, recovering, and repurposing materials
- ✓ Decreasing the use of hazardous substances that are detrimental to health



# Labor and human rights

- Policies on diversity, equality, and inclusion
- Policies addressing child labor, forced labor, and human trafficking
- Policies that ensure healthy, safe, and good working conditions
- Measures to address stress and psychological well-being in the workplace
- Promoting the inclusion of employees with disabilities
- Implementing flexible work arrangements and family-friendly programs
- Conducting employee satisfaction surveys





## Ethical strengths

- Policies on information security
- Policies on anti-corruption and anti-money laundering
- Anti-competitive practices and conflict of interest
- Disciplinary sanctions to deal with policy violations
- Trainings to prevent corruption
- Implementing a records' retention schedule
- Establishing a specific approval process for sensitive transactions, such as gifts and travel



# Sustainable procurement

- Policies on supplier environmental practices
- Implementing a supplier sustainability code of conduct
- FSC chain-of-custody certification
- Conducting formal assessments of suppliers' adherence to REACH requirements
- Performing on-site audits focused on environmental and social issues
- Integrating the social and environmental clauses into supplier contracts

# Outlook

To improve our strategy and ensure the sustainable way of conducting a business, we made a **strategy plan** for improvement, which we are going to implement into our daily work operations with the goal to ensure better results our company has the impact in our supply chain.



# Improvement strategy

- » Resolve customer requests with high and medium priorities
- » Improve reporting and coverage indicators for all 4 themes
- » Improve sustainable procurement score
- » Take steps to improve endorsements indicator
- » Improve policies and measures indicators

# Rating Platforms

For additional details about our sustainable practices and social responsibilities, you can find us on sustainability rating platforms:

**EcoVadis**

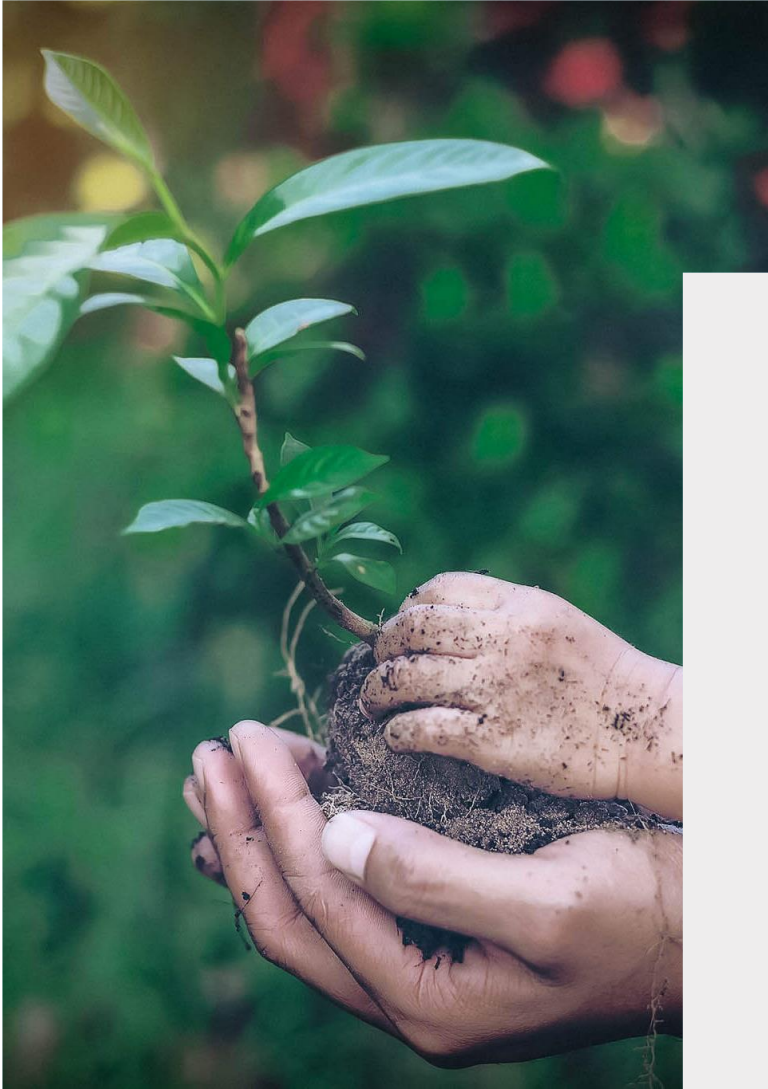
**Supplier Assurance**

**Sedex**

**Avetta**

**IntegrityNext**





## Together, we can make a difference.

Thank you for being actively involved in the topic of sustainability.

For more information related to this topic, don't hesitate to contact our expert team at [sustainability@bizerba.com](mailto:sustainability@bizerba.com).

**BIZERBA**