



United
Nations
Global
Compact

SUSTAINABILITY REPORT

2022



LEHVOSS
Group



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Foreword

Dear Readers,

Lehmann&Voss&Co. KG supports The Ten Principles of the Global Compact in the areas of human rights, labour standards, environmental protection and anti-corruption. We are committed to integrating the Global Compact and its principles into our corporate strategy, corporate culture and day-to-day business and to participating in cooperation projects that promote the general goals of the United Nations, in particular the Sustainable Development Goals. Lehmann&Voss&Co. KG will clearly communicate this commitment to its stakeholders and the public. With this fourth Communication on Progress, we document which measures and activities we have undertaken to implement this commitment this year.

Mit herzlichen Grüßen



Soenke Thomsen

March 2022

Spokesman of the Executive Board
Managing Partner



Introduction

United Nations Global Compact Communication on Progress

Lehmann&Voss&Co. has participated in the UN Global Compact since 2017

It has always been and will continue to be part of the [LEHVOSS Group's values and guidelines](#) to conduct its business in compliance with all domestic and foreign laws relevant to the business. As a family business, we think and plan for the long term. Our fixed points are always: mutual respect as well as solid, legally compliant and socially oriented entrepreneurship. As a chemical company, we want to increase the value of the company without taking risks that threaten its existence or overlooking social, legal and ecological aspects. **This makes our actions sustainable.**

Our organisation is guided by other written values, principles, standards and norms of conduct. We have our own [Code of Conduct](#) and follow the [Responsible Care](#) guidelines.

Furthermore, we see ourselves rooted in the tradition of the "Honourable Hamburg Merchant".

We are pleased to announce that we have also been a [Signatory of the UN Global Compact](#) since December 2017. To this extent, we are committed to supporting the [Ten Principles of the Global Compact](#) in the areas of human rights, labour standards, environmental protection and anti-corruption, and to integrating the Global Compact and its principles into our corporate strategy, corporate culture and day-to-day business, as well as participating in cooperation projects that promote the general goals of the United Nations, in particular the [Sustainable Development Goals](#).



In order to promote and implement this Company Policy, LEHVOSS expects that companies working with LEHVOSS, providing services or acting for or on behalf of LEHVOSS, such as suppliers, distributors, sales agents or sales representatives, also agree to observe and comply with this Company Policy with respect to their own actions when performing their activities for or on behalf of LEHVOSS.

2021, we have carried out a materiality analysis on 32 fields of action as part of the VCI's (German Chemicals Association) Chemie³ initiative and will use this as a basis to realign and restructure our sustainability activities. As a first step, we have appointed a sustainability officer at the highest management level.

The following pages give a brief account of the practical steps we have taken (or intend to take) to implement The Ten Principles of the Global Compact in each of its four thematic areas (human rights, labour standards, environmental protection and anti-corruption).

We then show selected key figures of the LEHVOSS Group and results of measurements and evaluations in the four areas of human rights, labour standards, environmental protection and anti-corruption according to the GRI standard.



The Ten Principles of the UN Global Compact

HUMAN RIGHTS

PRINCIPLE	PRINCIPLES & MANAGEMENT SYSTEMS	MEASURES	PROGRESS 2021
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Our Values Our Guidelines</p> <p>Code of Conduct</p> <p>Responsible Care</p>	<ul style="list-style-type: none"> • Written commitment from suppliers and service providers to comply with the Global Compact Principles • Ongoing social commitment, for example help for the homeless, support for the poor and lonely, help for terminally ill children and their families; Further information at: Social-Responsibility • Reduction of occupational accidents as a goal of the sustainability strategy • Group-wide training on the Code of Conduct • Conducting supplier audits based on questionnaires on social criteria 	<ul style="list-style-type: none"> • Reduction of commuting accidents • Tackling the Corona Crisis • Introduction of a whistleblower procedure 



LABOUR STANDARDS

PRINCIPLE	PRINCIPLES & MANAGEMENT SYSTEMS	MEASURES	PROGRESS 2021
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>Our Values Our Guidelines</p> <p>Code of Conduct</p> <p>Responsible Care</p> <p>Value-based HR-Management</p> <p>Safety and environmental protection</p>	<ul style="list-style-type: none"> • Take measures to increase the interest of girls and women in technical education and professions as a sustainability goal. • Childcare sponsorship • Electronic occupational health and safety instruction • Kids Day / Girls Day • Improvement of occupational integration management • Preventive medical check-up • Employee and work area oriented safety instructions • Improving health protection • Optimisation of work/life balance offers • Provision of workplace integration management services and counselling on mental health in the workplace (Psygesa) 	<ul style="list-style-type: none"> • Optimisation of the process for the provision/application of operating instructions • Significant reduction in reportable accidents to approx. ¼ of the previous year's figure. • Expansion of employee/work area-oriented instructions (eTrainings), e.g. in the area of hazardous substances and EuP • School cooperation project with a district school in Hamburg • Ongoing application and adaptation of the hygiene concept to cope with the Corona pandemic (no cases affecting operations) • Free vaccination offers regarding Covid-19 and influenza • Establishment of an electronic dressing book and use of the information for accident prevention • Expansion of the offer for homeoffice



ENVIRONMENTAL PROTECTION

PRINCIPLE	PRINCIPLES & MANAGEMENT SYSTEMS	MEASURES	PROGRESS 2021		
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p>	<p>Our Values Our Guidelines Code of Conduct Responsible Care</p>	<ul style="list-style-type: none"> • Continuous improvement of water, soil and immission protection • Annual setting of environmental protection targets • Financial support for public transport (Proficard) • Reduction of production-related energy consumption • Waste reduction • Reduction of resource consumption (water, energy, paper) • Remediation of groundwater contamination with modern environmentally friendly methods • Search for new environmentally friendly, high-quality raw materials and trade and distribution products on the world markets • Supply of products to the recycling industry for phosphate recovery (MAP process); for waste water treatment, for flue gas desulphurisation, in particular on reduction of sulphur pollution of the air; participation in the marketing of recycled materials. 	<p><u>Management system:</u></p> <ul style="list-style-type: none"> • Certification according to DIN EN ISO 14001 • Involving the whole organisation in identifying and defining relevant environmental aspects • Establishment of an internal environmental circle • Appointment of a representative for the environment in the Executive Board • Improvement of the ECOVADIS rating 		
<p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p>					<p><u>Sustainability:</u></p> <ul style="list-style-type: none"> • Planting a flower meadow at the Wandsbek site • Carrying out a sustainability check (Chemie³) and a materiality analysis to derive relevant fields of action <p><u>Site-related environmental aspects:</u></p> <ul style="list-style-type: none"> • Renewal of the heating system of an office building • Development of an internal treatment of production waste water and recirculation • Conversion of the courtyard lighting to LED • Reduction of the CO₂ limits of the company car fleet • Digitalisation in the office (paperless invoicing, consistent electronic filing, paperless invoice receipt)
<p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>					<p><u>Products:</u></p> <ul style="list-style-type: none"> • Use of recycled materials (industrial waste) • Close loop solutions with customers • Products based on renewable raw materials (bio-polyamides, PLA) • Cooperation for the development of bio-based carbon fibres



ANTI-CORRUPTION

PRINCIPLE	PRINCIPLES & MANAGEMENT SYSTEMS	MEASURES	PROGRESS 2021
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>Our Values Our Guidelines Code of Conduct</p> <p>4-eyes principle Separation principle Internal audit Risk management Whistleblower proceedings</p>	<ul style="list-style-type: none"> • Ongoing staff training on the issue of corruption • Written commitment by suppliers and service providers to comply with the 10 principles of the UN Global Compact • Introduction and certification of a systematic risk management system 	<ul style="list-style-type: none"> • Internal audit in other sales and procurement areas. • Introduction and certification of a systematic risk management system • Introduction of a whistleblower procedure <div data-bbox="1193 1205 1347 1361" style="text-align: center;"> </div>



Details

About the LEHVOSS Group

Lehmann&Voss&Co is a family business of manageable size in its 4th generation. As a Hamburg-based trading company for chemical and mineral specialities founded in 1894, we have concentrated on our German home market for decades. Building on this strong foundation, we have been vigorously pursuing the internationalisation of our company since 1990 with the aim of being able to offer our products and services throughout Europe. Today, we have our own subsidiaries in the most important European markets with local specialised personnel, which we are consistently expanding and supplementing with further subsidiaries in other European countries.

Since 2013, we have also been selling our successful range of modified high-performance thermoplastics LUVOCOM® in the USA through our subsidiary LEHVOSS North America, LLC and in China through LEHVOSS (Shanghai) Chemical Co., Ltd.

The LEHVOSS Group employed 641 people and generated sales of EUR 421 million in 2021.

Key figures and measurement of results

102-2¹ Activities, brands, products and services

These details provide an overview of the size, geographical location and activities of our organisation.

We offer a broad portfolio of chemical and mineral specialities through the flexible combination of the three procurement channels distribution, trade and production. For our customers, we are a trustworthy partner with high technological solution competence, personal advice and individual services.

The most important brands, products and services	
LEHVOSS Customized Polymer Materials - Compounds for high technical performance	More efficient components with lower system costs at the same time - this is what our thermoplastic high-performance compounds make possible. The material properties are precisely matched to the applications and the processing method. Our products, with the brand names LUVOCOM®, LUVOSINT® and LUVOCOM® 3F, stand for quality and reliability worldwide. Lehmann&Voss&Co. with its Customized Polymer Materials business unit has been a partner to industry since 1984 in terms of material selection, development, production, application technology advice and support, from design to production. The high-performance materials are based both on virgin polymers and fibres, but high-quality grades based on recycled raw materials and with a significantly improved CO ₂ footprint are increasingly being offered.
LUVOBATCH	Quality, experience and expert knowledge in chemistry - that is the mixture that distinguishes LUVOBATCH® and LUVOADD. We supply high-quality masterbatches and additives for almost all areas of application in the plastics industry, from vehicle components to packaging films. Our customers particularly value our process engineering know-how, which enables us to develop special solutions that go beyond the usual market standards. Development, production, laboratory and sales are bundled under one roof. In addition, there is close interaction and professional exchange with the compounding business unit LUVOCOM®. This gives us a clear knowledge advantage - to your benefit: together with you, we find new application possibilities, develop products further and find ways for more efficiency in production.
LUVOMAXX	Under the LUVOMAXX® trademark, we bundle a unique range of services for the rubber industry as well as almost 100 years of product experience with carbon blacks. Through the worldwide and independent procurement of suitable raw materials, we offer you economically and technically optimal solutions that we adapt to your processing requirements and produce tailor-made for you.
LUVATOL	At Lehmann&Voss&Co. we have accompanied the development of SMC/BMC technology since its beginnings. Our LUVATOL® magnesium oxide thickening pastes enable individual and precise control of our customers' production process. In addition, the Composite Materials business team has a wide range of special products for thermoset compounds, such as TRENNFILM carrier films for SMC and relining applications, as well as various additives for process control and product finishing. These include a wide range of LUVOGARD flame retardant additives for reactive resins, PVC plastisols and textile coatings, as well as LUVATINE dispersing aids for highly filled resin dispersions and the internal release agents of the LUVOTRENT series for a wide range of applications.

¹ These numbers refer to the GRI Standard

The most important brands, products and services

<p>Magnesia</p>	<p>Under the LUVOMAG® trademark, we bundle a uniquely broad supply spectrum of magnesium compounds and industrial minerals for the most diverse applications and markets. Our product range is as diverse as the possible applications for magnesium compounds. We also specialise in the marketing of rare earths and their compounds and zircon products (brand names: LUVOZIRC®, Zircosil®).</p> <p>With our 125 years of experience, we are a competent and reliable partner for our customers and potential interested parties. We respond individually to customer and market requirements through application technology advice, supported by modern laboratory facilities and a constantly growing product portfolio.</p> <p>With the help of a customer-oriented organisation and global procurement, we secure competitive advantages for our customers. The short-term availability of our products is ensured by efficient logistics and allows fast sampling and delivery. It is based on numerous warehouses throughout Europe, which implement customer-specific delivery forms, commissioning and special packaging in a cost-efficient manner.</p>
<p>Surface technology</p>	<p>To be a reliable and competent partner for producers of paints and varnishes, printing inks, adhesives and sealants, construction chemicals and lubricants throughout Europe - that is the claim of our Surface Technology business unit.</p> <p>This business unit stands for comprehensive raw material competence in the aforementioned application areas. Because we are both an independent distributor and an experienced producer, we can generate synergies and opportunities that we use to react very flexibly to customer requirements.</p> <p>We create competitive advantages for our customers by using suitable special raw materials to optimise their processing and improve the properties of their products. Build on our many years of experience and expert knowledge, for example when it comes to rheology or surface-active additives.</p>
<p>Additives and fillers</p>	<p>In addition to our core markets, which include the plastics and rubber industry, the paints, coatings and lubricants industry and the life science industries (pharmaceuticals, nutrition, cosmetics), we also supply many other sectors.</p> <p>Here we are partners for the supply of various raw materials, such as additives and additive preparations, industrial minerals, processing aids, process chemicals, polymer raw materials, ingredients, functional fillers and much more.</p>
<p>Active pharmaceutical ingredients and excipients</p>	<p>In order to successfully place a drug on the market, the choice of dosage form plays an essential role. Active ingredients and excipients form the framework for this. They are of decisive importance for the quality of the end product.</p> <p>Working closely with our customers to develop fast and innovative solutions is the goal of the Pharma Product Group. To this end, we contribute our more than 50 years of experience in the field of pharmaceutical technology, especially in the area of solid dosage forms.</p> <p>As your development partner, we keep abreast of regulatory changes to our products and help you to obtain the necessary documents - so that you are on the safe side. We also provide competent advice on the application technology of our products and are supported by our suppliers' state-of-the-art laboratory facilities.</p> <p>With regard to procurement, the long-term availability of the products offers you security for formulations where you, as a galenicist, have to think in "epically" long time frames. And one more thing: you receive the same product quality worldwide - we guarantee this with our suppliers.</p>
<p>Cosmetic Raw materials</p>	<p>Through our worldwide, independent sourcing, we are able to offer our customers from the personal care industry a wide product range of innovative special raw materials. Our contractual partners are well-known international producers, but also small specialists with unique products.</p> <p>We are constantly on the lookout for new trends and focus on natural and ethically produced products out of conviction. We distribute these products in Europe by means of technical application advice and comprehensive customer-oriented services. With our expertise in the field of personal care, we are happy to advise you on the development of new products and formulations.</p>

The most important brands, products and services

Nutrition	<p>We offer high purity minerals and nutraceuticals for pharmaceutical, dietary supplement and food applications.</p> <p>A comprehensive product selection and high flexibility in procurement enable us to offer our customers the right raw materials. We respond individually to customer and market requirements by providing technical application advice and a product portfolio that continues to grow.</p>
Products for filtration and separation	<p>Filtration and separation are present in almost all industrial processes. Whether for product improvement, purity, recovery, recycling or for minimising or even avoiding waste water, these process steps make a decisive contribution to product quality and cost optimisation by fulfilling these different objectives.</p> <p>With decades of experience in filtration and separation, Lehmann&Voss&Co. has become a sought-after consulting partner and established itself as a provider of customised solutions in many applications and industries.</p> <p>In the partnership-based cooperation with us, you benefit far beyond a pure product offer: from conceptual design to engineering and detailed planning to the successful realisation of a technical and economic solution. Depending on the constellation, we also act as an engineering partner and component supplier for plant construction, or as a partner for overall planning right through to implementation directly at the user's site.</p> <p>Another core competence in the Filtration business unit is beverage filtration using diatomaceous earth and perlite. Particularly in the German brewing industry, we are valued as a competent partner for all filtration issues. In addition, we also cover all other application areas from precoat filtration, particle filtration, microfiltration and ultrafiltration to nanofiltration and reverse osmosis for water and process applications. This also includes complete packages of filter aids, filter media, filtration and separation technology.</p>

Our organisation does not sell products or services that are banned or controversial in certain markets.

Our organisation does not sell products or services that are the subject of stakeholder discussion or public debate.

102-3 Headquarters of the organisation

Table 2: Headquarters of the organisation

Address	
Street	Alsterufer 19
POSTCODE	20354
Location	Hamburg
Country	Germany

102-4 Operating sites

We are active with our organisation in 12 countries.

Table 3: Countries of operation

Country	Main markets
Ger- many	Automotive, plastics industry, paint and varnish industry, pharmaceuticals, rubber industry, beverage industry, polyurethane processors, lubricant manufacturers, pulp industry, refractory industry and cosmetics industry.



Great Britain	Plastics industry, paint and varnish industry, foodstuffs, rubber industry, lubricant manufacturers, cosmetics industry, automotive, rare earths
Italy	Plastics industry, paint and varnish industry, food, rubber industry, lubricant manufacturers, cosmetics industry, automotive,
France	Automotive, plastics industry, paint and lacquer industry, rubber industry, polyurethane processors, lubricant manufacturers, cosmetics industry
Spain	Cosmetics, food, paint and varnish industry
Netherlands	Plastics industry, animal feed and other magnesia applications
Switzerland	Beverages, filtration, paint and varnish industry
Poland	Pharmacy
Russia	Cosmetics
China	Plastics industry, automotive, paint and varnish industry, lubricant manufacturers, rubber industry
USA	Plastics industry, automotive
South Korea	Plastics industry

102-5 Legal form

The parent company has the legal form of a limited partnership.

102-7 Size of the organisation

Table 5: Information on the organisation

Key figures 2021	Values
Number of employees	641
Total number of holdings	15
Net sales/revenue (in million euros)	421
Number of products / services offered	approx. 7,000



Management approach to labour standards

Continuously developing a safe working environment is a high priority for us and an essential part of our corporate responsibility and culture. Preventing injuries, equipment malfunctions and transportation incidents is one of the company's key objectives, as is maintaining the health of our employees in their workplace and during work-related activities. This also applies to employees of partner companies who are on assignment for our company in the course of their activities. Detailed regulations and regular inspections contribute to this just as much as safe production processes, facilities and transports.

Our committed employees have a share in the economic success of the company. The company offers them secure jobs and satisfying working conditions and content. Our employees shape the path to the future with us. Our human resources management is geared towards creating framework conditions that enable them to work dedicatedly and effectively towards the company's goals.

The guiding values of the company and their implementation are the supporting pillars. Lehmann&Voss&Co. has been working successfully for over 125 years. Mutual respect and a pronounced social orientation are fixed points.

"If we give our word, we stand by it". This core idea of our [Values & Guidelines](#) provides orientation and security. Added to this is the certainty of working in an economically successful and stable company whose thinking is not determined by short-term results. We aim for a long-term future.

The LEHVOSS Group offers generous working conditions and content that provide satisfaction and thus encourage a high level of personal responsibility and results-oriented action. We give all employees the opportunity for individual development. It follows from this high standard that each employee is deployed according to his or her skills and competences and is supported in his or her individual growth with differentiated programmes and methods.

As our success is based on company-related as well as goal-oriented thinking and acting of its employees, our remuneration policy is also geared towards promoting and rewarding special contributions.

As a very internationally oriented company, we expect a pronounced openness towards other cultures from our employees. We see successful cooperation with our international subsidiaries and partners as a crucial element of our strength.



And by the way: Lehmann&Voss&Co. is one of the best employers in the German SME sector. We received the "Top Job" award in 2003, 2004 and 2005, the "Great Place to Work" award in 2008 and most recently the "Authentic Employer" award in 2012. Participation in these competitions laid important structures for today's human resources work.

Important sustainable and lasting elements of internal occupational health and safety are (among others):

- Setting annual occupational health and safety targets
- Communications on Occupational Safety
- Accident analysis talks
- Health and safety instructions at the workplace
- Further instructions and training (e.g. hazardous goods training)
- Regular site inspections by superiors

The key principles also apply in the subsidiaries and are reviewed through internal audits.

102-8 Information on employees and other staff

Table 6: Employees by gender

Category	Number of employees
Female	245
Male	396
Total number of employees	641



Table 7: Employees by employment contract

<i>Type of employment contract</i>	<i>Number of employees</i>
Permanent	604
Female	235
Male	369
Temporary	37
Female	10
Male	27
Total number of temporary and permanent employees	641

Table 8: Employees by employment contract and regions

<i>Country / Region</i>	<i>Permanent</i>	<i>Temporary</i>	<i>Total employees</i>
Germany	415	36	451
France	12	0	12
England	48	0	48
Italy	39	0	39
Netherlands	4	0	4
Poland	1	0	1
USA	18	0	18
China	55	0	55
Russia	3	1	4
Switzerland	2	0	2
Spain	6	0	6
Total number of employees	604	37	641



Table 9: Employees by employment relationship

<i>Employment relationship</i>	<i>Number of employees</i>
Full-time	565
Female	183
Male	382
Part time	76
Female	62
Male	14
Total number of full-time and part-time employees	641

The majority of the organisation's activities are carried out by permanent staff. There are no significant seasonal fluctuations in the employment figures.

Stakeholder engagement

102-41 Collective agreements

Table 11: Number of employees covered by collective agreements

	<i>Value</i>
Total number of employees	641
Total number of employees covered by collective agreements	376
Share of employees covered by collective agreements (in %)	59

At the parent company, only managerial employees are not covered by the collective agreement. However, they receive a large number of benefits under the collective agreement. In Italy and Spain, all employees are covered by collective agreements.



401-1 Newly hired employees and employee turnover

Table 34: Staff turnover by gender and age group according to the Schlüter formula

<i>Feature</i>	<i>Number Employees</i>	<i>Number of entries</i>	<i>Entry rate (in %)</i>	<i>Number of exits</i>	<i>Turnover rate (in %)</i>
Total number of employees	641	92	14	79	12
By gender					
Female	245	36	15	34	9
Male	396	56	14	45	11
Age group					
< 30 years	78	22	3	11	2
30 - 50 years	336	56	8	43	7
> 50 years	227	14	2	25	4

Table 35: Total number of employees by country / region



<i>Country / Region</i>	<i>Number of employees per region</i>	<i>Number of entries</i>	<i>Entry rate (%)</i>	<i>Number of exits</i>	<i>Turnover rate (%)</i>
Germany	451	52	12	52	12
France	12	8	67	5	42
England	48	5	10	6	13
Italy	39	6	15	5	13
Netherlands	4	1	25	0	0
Poland	1	0	0	0	0
USA	18	0	0	0	0
China	55	16	29	10	18
Russia	4	0	0	0	0
Switzerland	2	2	100	0	0
Spain	6	2	33	1	17
Korea	1	0	0	0	0
Total number of employees	641	92	14	79	12

401-3 Parental leave

Table 36: Taking parental leave by gender

<i>Category</i>	<i>Number Employees</i>	<i>Thereof female</i>	<i>Thereof male</i>
Employees entitled to parental leave	33	16	17
Employees who took parental leave in the reporting period	28	15	13
Employees who returned to work after parental leave in the reporting period	16	4	12
Employees who were still employed 12 months after returning from parental leave	31	14	17



GRI 402: Employee-employer relationship 2021

402-1 Minimum notice period for operational changes

In our organisation, the period for announcing significant operational changes to the workforce or their representatives usually corresponds at least to the legal requirements. The co-determination of our employees covered by collective agreements is regulated in our organisation by collective agreements. Notification deadlines and regulations concerning communication with employees are laid down in collective agreements in our organisation.

GRI 404: Education and training 2021

404-1 Average number of hours for education and training per year and employee

We do not have any precise evaluations of this. For the mandatory Group-wide e-learning courses in the areas of occupational health and safety, compliance, Code of Conduct, data protection, anti-corruption, antitrust law and export control alone, we spend an average of 5-6 hours per employee. In the Italian subsidiary, the so-called Code 231 was also trained. In addition, there were many training sessions on intercultural competence, language training, communication and professional development.

404-3 Percentage of employees receiving regular performance and career development reviews

100 per cent of employees receive regular performance and career development reviews through the annual appraisal interview.



GRI 405: Diversity and equal opportunities 2021

405-1 Diversity in supervisory bodies and among employees

We give the breakdown of employees by diversity category below.

Table 39: Composition of employees broken down by gender and age

<i>Diversity category</i>	<i>Number of employees</i>	<i>Share of employees (in %)</i>
Total workforce	641	100
By gender		
Female	245	38
Male	396	62
Age group		
< 30 years	78	12
30 - 50 years	336	52
> 50 years	227	35

405-2 Ratio of women's basic salary and remuneration to men's basic salary and remuneration

There is no gender-specific difference between the salaries of women and men.

GRI 406: Equal treatment 2021

406-1 Incidents of discrimination and remedial action taken

No incidents of discrimination were reported in our organisation during the reporting period.



GRI 407: Freedom of association and collective bargaining 2021

407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be threatened

The LEHVOSS Group is committed to respecting human rights on the basis of the UN Guiding Principles on Business and Human Rights. In doing so, we acknowledge our responsibility to respect human rights throughout the LEHVOSS Group's operations and in global supply and value chains, and to prevent human rights abuses.

In our organisation there are no operating sites where the right of employees to freedom of association or collective bargaining is violated or could be significantly threatened. For suppliers we have no information. We are currently planning the risk assessment of our approximately 1,200 suppliers.

GRI 408: Child Labour 2021

408-1 Operations and suppliers with significant risk for incidents of child labour

In our organisation, as far as we know, there are no operating sites or suppliers that are considered to be at risk with regard to child labour. We are currently planning the risk assessment of our approximately 1,200 suppliers.

GRI 409: Forced or Compulsory Labour 2021

409-1 Operations and suppliers with significant risk for incidents of forced or compulsory labour

There are no operations or suppliers in our organisation with a significant risk of incidents of forced or compulsory labour, as far as we know. We are currently planning the risk assessment of our approximately 1,200 suppliers.

GRI 410: Safety practices 2021

410-1 Security personnel trained in human rights policies and procedures

No security personnel are directly employed in our organisation.



The training requirements do not apply to third parties who provide security personnel to our organisation.

GRI 411: Rights of indigenous peoples 2021

411-1 Incidents of violations of indigenous peoples' rights

No incidents of violations of indigenous peoples' rights were reported in our organisation during the reporting period.

GRI 412: Human Rights Compliance Audit 2021

412-1 Sites where a human rights audit or human rights impact assessment has been conducted

The organisation's operating sites are currently not explicitly audited with regard to human rights or human rights impacts and such an audit is not planned due to the manageable size.

412-2 Training for employees on human rights policies and procedures

Employees of our organisation are regularly trained on the organisation's human rights policy and on relevant human rights aspects through eLearning on the Code of Conduct approximately every 3 years. Our [Code of Conduct](#) also incorporates The Ten Principles of the UN Global Compact.

412-3 Significant investment agreements and contracts that contain human rights clauses or have been screened for human rights aspects

During the reporting period, our organisation did not conclude any significant investment agreements or contracts that contained human rights clauses or were screened for human rights aspects. However, all contracts with suppliers include a commitment to the supplier to respect our [Code of Conduct](#).



GRI 413: Local Communities 2021

413-1 Operational sites with local community involvement, impact assessments and support programmes

We have many initiatives in which we are involved locally (see [Social Responsibility](#)). These include initiatives to help the homeless, support for the poor and lonely, terminally ill children and school partnerships.

Together with the University of Wuppertal, we are participating in a project funded by the Agency for Renewable Resources and are looking for novel multifunctional emulsifiers based on polypropylene glycols, citric acid and fatty acids/fatty alcohols for applications in lubricant and cosmetic formulations and the building materials industry.

413-2 Business activities with significant or potential negative impacts on local communities

There are no business activities in our organisation at locations that have a negative impact on local communities/communities or have a significant potential to do so, as far as we can tell.

GRI 415: Political influence 2021

415-1 Party donations

Our organisation did not make any direct or indirect donations in cash or in kind to political parties or individuals in the year under review.

Management approach to Environmental Protection

General mandatory requirements for the disclosure of the management approach

As a member of the German Chemical Industry Association (VCI), we adopt its guidelines on safety and environmental protection and are committed to the worldwide Responsible Care initiative; we have also defined our own corporate guidelines on Responsible Care. Based on these guidelines, we have defined our occupational safety and environmental protection management system, i.e. the understanding, goals, tasks and responsibilities in the area of occupational safety and environmental protection, documented them in a



safety and environmental protection manual as binding procedural and work instructions and instructed our employees in their application.

We are currently participating in the sustainability initiative Chemie3, which was jointly developed by the VCI, the employers' associations and trade unions.

In addition, we have a company agreement on the internal suggestion scheme (where safety and environmental protection are the most important guiding criteria) to ensure that we continuously improve our current status.

Regular system audits are carried out (internally and externally), the results of which and the measures derived from them contribute to the optimisation of our environmental management system. In addition, internal decision-making bodies set annual occupational health and safety and environmental protection targets and review their implementation and achievement.

Our environmental management system was [certified](#) according to DIN EN ISO 14001 in 2021.

Data 103-1: Explanation of the main topics and their delimitations

The company and the management are committed to:

- follow the principle that all work in the company is carried out in a safe and environmentally sound manner,
- ensure a high level of occupational safety and environmental protection performance of the company,
- to continuously improve the effectiveness of the occupational safety and environmental protection management system,
- The Corporate Guideline 'Safety and Environment' forms the basis for the implementation of this policy in the subsidiaries.

The management defines safety and environmental protection as follows:

"Security" includes:

- the safety of employees in the workplace and the protection of their health, as well as health and safety for external persons entering our sites



- the fulfilment of safety requirements related to the planning, construction and operation of technical installations
- the information of customers and service partners about safety-relevant product data

By "environmental protection", the management understands:

- the operation of our production and other technical facilities as well as laboratory and storage facilities with as few emissions, waste water and waste as possible
- measures for the safe transport, storage, use and disposal of raw materials and products
- the sustainable use of resources

This is also described in our corporate guidelines on Responsible Care.

The commitment to safety and environmental protection is implemented through:

- setting strict standards for the required qualifications of all employees, as well as their willingness and ability to act on their own responsibility
- the ongoing search for new environmentally friendly, high-quality raw materials and trading and distribution products on the world markets, as well as the development of products that are safe to use and tailored to customer needs
- identifying and providing the necessary organisational structures and human and material resources
- the use of environmentally friendly and safe manufacturing processes and production equipment
- Compliance with legal regulations relevant to occupational safety and environmental protection in all areas of the company.
- the control of the achievement of the occupational safety and environmental protection targets
- dialogue with customers, suppliers, authorities, associations and similar organisations.



Legal and other requirements:

LEHVOSS undertakes to comply with all legal requirements insofar as they concern the safety of the products placed on the market by the company as well as occupational safety and environmental protection at the sites. Details are described in internal procedural instructions.

As a member of the VCI, LEHVOSS is committed to the [ResponsibleCare](#) initiative. The content and application are described in a corporate guideline Responsible Care.

The following is to be reported for the subsidiaries:

- The subsidiaries implemented measures and processes to avoid transmission of infections during the Corona pandemic.
- A number of internal training courses/trainings on occupational safety and environmental protection topics were conducted
- Safety-relevant optimisations were carried out (e.g. at Performance Compounding).
- Only one road accident was reported at LEHVOSS Italia.
- LEHVOSS UK had a 'Streamlined Energy Carbon' assessment carried out, which also includes optimisation proposals
- At WMK Plastics, an assessment of the company organisation and workplace limit value measurements were carried out; both processes resulted in relevant measures that are already being implemented

GRI 301: Materials 2021

301-1 Materials used by weight or volume

Table 19: Total weight of renewable and non-renewable materials used

<i>Material</i>	<i>Weight</i>
Total weight of renewable materials (in t)	1,083
Total weight of non-renewable materials (in t)	177,659



301-2 Recycled feedstock used

Table 20: Recycled feedstocks used

Recycled feedstock	Quantity (in t)
Plastic regrind	3,235
Carbon fibre	631
PEEK	36

Table 21: Proportion of recycled raw materials used in total material input

	Value
Total weight of materials used (in t)	178,742
Total weight of recycled feedstock used (in t)	3,901
Proportion of recycled raw materials used (in %)	2 %

301-3 Recycled products and their packaging materials

We currently have no evaluations on this.

GRI 302: Energy 2021

302-1 Energy consumption within the organisation

Our organisation purchased energy during the reporting period. The production sites in particular are taken into account here.

Table 22: Total energy consumption within the organisation broken down by renewable and non-renewable energy sources

Energy type	Total (GJ)	of which renewable (GJ)	of which non-renewable (GJ)
Purchased	51,344.56	3,705	47,639.56
Total energy consumption within the organisation	51,344.56	3,705	47,639.56



302-2 Energy consumption outside the organisation

So far, we do not provide information on either upstream or downstream energy consumption.

302-3 Energy intensity

Table 23: Energy intensities

Designation	Value	Energy type	Energy (in GJ)	Energy intensity (in GJ/ to)
Sales quantity materials	178,742 to	Electricity	51,355.56 GJ	0.29 GJ/to

302-4 Reduction of energy consumption

Some selected projects to reduce energy demand at the Wandsbek plant:

Conversion of lighting to energy-efficient LED lighting <i>Successive conversion of the lighting in production and offices incl. modern control system</i>	-60% electricity
Conversion of screw cleaning from air jets to water jet technology <i>Eliminate the largest compressed air consumer in the factory and switch to modern water jet cleaning</i>	-80% electricity
Optimisation of compressed air generation and consumers <i>Centralisation and modernisation of the compressors incl. consumption-oriented control system</i>	-30% electricity
Optimisation of the refrigeration network	-40% electricity
Conversion of the courtyard lighting to LED	-50% electricity
Renewal of the heating system of an office building	-20% Gas
Use of compressor waste heat for hot water generation	-20% Gas



Further ecologically sustainable projects

- Development of an internal treatment of production waste water and recirculation
- Green roof area implemented in new laboratory building
- Optimisation of waste separation in production
Separation of high-value packaging materials and separate recycling
- Reduction of the CO₂ limits of the company car fleet
- Digitalisation in the office
 - Paperless invoicing
 - Consistent electronic filing
 - Paperless invoice receipt

Sustainability in the compounds product portfolio

- Use of recyclates (industrial waste)
- Close loop solutions with customers
- Products based on renewable raw materials (bio-polyamides, PLA)
- Cooperation for the development of bio-based carbon fibres

and for industries and applications

- Durable applications
- Structural materials for lightweight construction
- High-performance materials for electromobility and bicycles
- Optimised glide
- Wind power



GRI 303: Water 2021

303-1 Water withdrawal by source

Table 25: Total water withdrawal broken down by source (in m³)

Source	Water withdrawal (in m³)
Water supplier	18,734
Sum of all sources	18,734

The values shown above are based on measurements, invoices from water suppliers and water meters and include domestic and foreign production sites.

303-2 Water sources significantly affected by water abstraction

No water sources are significantly affected by our organisation's water withdrawals.

303-3 Waste water recovery and reuse

Our organisation does not process industrial water and wastewater through another cycle before the water is sent for final treatment or discharged back into the environment.

GRI 304: Biodiversity 2021

304-1 Owned, leased and managed operational sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas

No owned or leased sites are located in protected areas or adjacent to legally protected areas or areas of high biodiversity value without protected status.

304-2 Significant impacts of activities, products and services on biodiversity

Our organisation does not have a significant impact on biodiversity in protected areas or areas of high biodiversity value without protected status through its business activities, products or services.



304-3 Protected or restored habitats

Table 26: Measures taken by the organisation in relation to protected and renaturalised habitats

Area	Size	Unit	External examination	Status
Soil	21,000.00	m ²	yes	in process

There are no partnerships with third parties to protect or restore habitats that do not belong to the areas listed above.

Biox wall input of oxygen and others to activate microorganisms in the soil:

The in-situ remediation via the Biox wall, which has been agreed with the competent authority, is about ensuring that contamination in the soil beneath our site (not caused by LuV) is permanently removed in an environmentally friendly manner and by using natural resources (microorganisms) (which will take time).

The most common application for the remediation of groundwater contamination is hydraulic measures with subsequent purification of the pumped water (pump-and-treat measures) via a groundwater purification system. The process has a high level of process reliability, but is associated with long remediation times until the remediation objectives are achieved, e.g. in the case of large quantities of contaminants.

Since the reduction of the pollutant concentration takes place due to dissolution processes, equilibrium states between the concentrations fixed in a solid matrix and those dissolved in the groundwater are established after a few years. This so-called tailing leads to the fact that the pollutant concentrations in the production wells decrease only slightly over time. Such remediation can take several years to decades.

Depending on the pollutant, a pump-and-treat measure can therefore cause high remediation costs, which is particularly due to the length of the measure's duration. Measures to accelerate remediation, e.g. by using in situ methods, can significantly reduce the overall remediation costs. In many cases, the source of contamination can be directly identified and removed by excavating the soil. However, the accessibility of the contaminated soil can be problematic due to building development, depth or soil structure. In particular, the problem of a possible mobilisation of the contamination through direct mechanical



intervention must be excluded in every case. The latter can lead to a high technical effort combined with high costs.

In situ procedures treat the contamination directly at the site of presence.

GRI 305: Emissions 2021

305-1 Direct GHG emissions (Scope 1)

Our organisation previously calculated all Scope 1-3 CO₂ emissions using the sustainability software 360report. The emission factors on which 360report was based came mainly from DEFRA (Department for Environment, Food and Rural Affairs), but also from GEMIS (Global Emissions Model of Integrated Systems) and the IFEU Institute.

In the following, the results of the entered or calculated Scope 1 CO₂ emissions are presented.

Table 27: Scope 1 CO₂ e emissions

<i>Emission source</i>	<i>t CO₂ e</i>
Total	669.8

305-2 Indirect energy-related GHG emissions (Scope 2)

<i>Emission source</i>	<i>t CO₂ e</i>
Total	5,462.21

305-3 Other indirect GHG emissions (Scope 3)

The results of the Scope 3 CO₂ emissions entered or calculated are presented below. Unfortunately, due to the insolvency and dissolution of 360report GmbH, a calculation was no longer possible this year. We are working on a successor solution and this year are continuing the figures reported in the last COP without change.



Table 30: Scope 3 CO₂ e emissions

<i>Emission source</i>	<i>t CO₂ e</i>	<i>Percentage value (%)</i>
Business trips	556.3	0.47%
Paper	5.79	0.00%
Water	4.18	0.00%
Transports by suppliers	42,358.97	36.00%
Waste	52.3	0.04%
Materials	74,539	63.35%
Indirect emissions from fuel and energy consumption in Scope 1+2	140	0.12%
Total	117,656.54	100.00%

GRI 306: Wastewater and Waste 2021

306-2 Waste by type and disposal method

Non-hazardous and hazardous waste is generated in our organisation. This waste is disposed of and recycled by specialised companies in accordance with local regulations.

For the largest location in Hamburg, the following figures resulted for 2021:

- Primary raw material savings amounting to 498.0 tonnes
- Energy generation and savings amounting to 2,338.7 MWh
- CO₂ savings amounting to 189.5 tonnes CO₂ equivalent

According to the 2021 waste balance sheet, the following waste streams were recorded and taken into account separately:

Mixed waste for recycling // Organic and green waste // Waste electrical equipment // Waste paint and varnish // Foils, plastics // Wood // Cooling Appliances // Paper, cardboard, cardboard packaging // Sludge from the company's own waste water treatment.



Table 32: Type of non-hazardous waste by disposal type

Waste type	Quantity (in t)	Disposal method	Information on the type of disposal
Total non-hazardous waste	1,126.25	Waste incineration, recycling	Organisational requirements of the disposal service provider

Table 33: Hazardous waste by waste and disposal types

Waste type	Quantity (in t)	Disposal method	Information on the type of disposal
Total hazardous waste	828.02	Waste incineration (mass incineration)	Information provided by the disposal service provider

306-3 Significant leakage of harmful substances

There have been no incidents in our organisation where significant environmentally harmful substances have leaked.

306-5 Water bodies affected by wastewater discharges and/or surface runoff

No water bodies are significantly affected by the organisation's water discharge.

GRI 307: Environmental Compliance 2021

307-1 Non-compliance with environmental laws and regulations

The organisation has not been subject to any significant fines or non-monetary penalties due to violations of environmental laws or regulations.

GRI 308: Environmental assessment of suppliers 2021

308-1 New suppliers screened against environmental criteria

Our organisation has not screened any new suppliers against environmental criteria.



308-2 Negative environmental impacts in the supply chain and measures taken

Our organisation has not yet screened suppliers for significant actual and potential negative environmental impacts. There are no plans to do so at present.

In the course of supplier audits, however, we pay attention to cleanliness, working conditions, environmental factors and waste management, among other things.

Management approach to fighting corruption

A sense of responsibility and ethical principles shape our business conduct. Compliance with legal requirements and official regulations is a central component of our actions and always has been, because only in this way can we sustainably increase the value of the company and protect our reputation.

In a code of conduct, the [LEHVOSS Code of Conduct](#), LEHVOSS has laid down basic principles and rules for their actions that are binding for all employees throughout the Group. Our Code of Conduct includes obligations to comply with relevant competition law, integrity in business transactions, the principle of sustainability and product responsibility, data protection, compliance with foreign trade law, separation of professional and private interests, proper record keeping and financial reporting, as well as fair, respectful and non-discriminatory working conditions. These commitments apply within the company, to external partners and to the public. They provide the framework for decisions made by the company and its employees. The LEHVOSS Code of Conduct is published both on the intranet and on our website and is also part of an information package that new employees receive and sign when they are hired. It is trained upon recruitment and every 3 years thereafter as part of an eLearning session.

The introduction of a web-based whistleblower procedure rounds off our anti-corruption efforts. This [whistleblower channel is available to everyone on the internet in 5 languages](#) and can be conveniently accessed through the following QR code:





205-1 Operational sites audited for corruption risks

Some operating sites were checked for corruption risks as part of the internal audit.

Table 12: Establishment checked for corruption risks

Number of operating sites	Value
Total number of operating sites	15
Verified operating sites	4
Proportion of premises inspected (in percent)	27%

205-2 Communication and training on anti-corruption policies and procedures

In our organisation, anti-corruption e-learning training is conducted group-wide for all new employees at all locations and then refreshed after 3 years.

Our organisation has anti-corruption policies and procedures in place.

Suppliers and service providers are asked to sign our Code of Conduct.

205-3 Confirmed cases of corruption and measures taken

There were no confirmed cases of corruption in our organisation during the reporting period.

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