



Sustainability Program

Niedax Group – for a Sustainable Future





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Editorial

As one of the world's leading manufacturers in the field of cable management systems, the Niedax Group considers it its duty to take particular responsibility for its corporate actions at all national and international locations. We are convinced that transparent management subject to high ethical standards strengthens a company's ability to drive sustainable development and achieve healthy growth in the process.

Sustainable growth is at the heart of our corporate strategy. That is why sustainability is a top priority for us. All our efforts for a sustainable future are in line with the United Nations' 2030 Agenda for Sustainable Development. In this Sustainability Program we now present all our measures to ensure the safe, socially, and environmentally compatible growth of the group. For a sustainable future. And a safe electric world.



Bruno Reufels

Chairman of the
Management Board, CEO



Alexander Horn

Managing Director
Technology, Shareholder



Adrian Lowiner

Managing Director
international sales and
project management &
development

Company Profile

The Niedax Group is one of the leading suppliers of cable management systems worldwide. It includes 64 sales companies in over 30 countries as well as 21 production sites. About 2,350 employees are currently working for Niedax Group. Niedax offers around 50,000 items in the electrical installation sector. Its products are mainly used in public buildings, tunnels, infrastructure projects, industrial and automotive plants, maritime systems as well as in the energy sector and shipbuilding.

The Niedax Group has been family-owned since its founding in 1920.



Sustainability Strategy and Goals

The Niedax Group sets itself ambitious goals with regard to working conditions, social and environmental compatibility. These are based on the United Nations' Agenda 2030 for Sustainable Development. The company bases its actions on universally valid ethical values and principles, in particular integrity, righteousness, respect for human dignity, openness, and non-discrimination of religion, ideology, gender, age, and origin.

In this way, the Niedax Group makes a valuable contribution to meeting global challenges. In view of the developments of the future on a global market, the Niedax Group strives for a meaningful, qualitative growth, which pursues economic as well as ecological and social aspects.

The Niedax Group is striving to achieve the goal of being climate-neutral by 2045. For this reason, it is already relying increasingly on recyclable raw materials and durable products, and intends to expand this even further in the coming years. Starting with the supply chain, the Niedax Group is striving to constantly improve its carbon footprint and prevent emissions. This is also to be achieved through the increased use of renewable energies and the avoidance of waste at all locations. By expanding its product portfolio to include product ranges specifically for environmentally friendly projects, the Niedax Group also supports sustainably operating companies.

As a manufacturer of cable management systems, the Niedax Group ensures an environment in which people can move safely. As a responsible employer, the group focuses on safety and consistency. Thus, it ensures safety in the workplace as well as a discrimination-free working atmosphere.

In accordance with the ZVEI e. V. Code of Conduct on social responsibility of the German Electrical and Electronic Manufacturers' Association, the Niedax Group has drawn up its own "Code of Conduct".

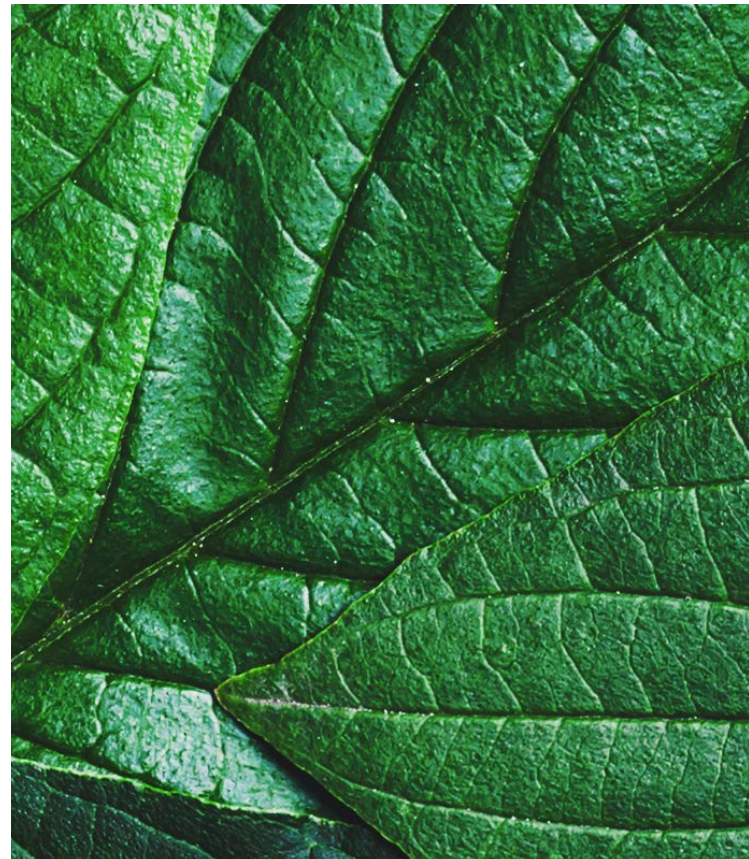


This states that the group complies with the laws of the countries, focuses on integrity and organizational governance as well as open and transparent communication, protects consumer interests, freedom of expression and human and employee rights as well as the health, safety, and privacy of all employees, clearly opposes harassment, child or forced labor and any form of discrimination. Likewise, the Niedax Group is committed to upholding the core labor standards of the International Labour Organization and to ensuring appropriate pay and working hours. Here, too, social commitment and the responsible use of natural resources in accordance with the Rio Declaration of the United Nations are again emphasized.

Under its strong brands, the Niedax Group aims to make an important contribution to a livable and more sustainable future with its products and solutions, and to combine performance orientation with corporate responsibility. The aim is to operate in as socially and environmentally compatible a manner as possible. In doing so, the Niedax Group does not rely on compensation options, but integrates sustainability as a premise in all corporate processes.

The sustainability goals of the Niedax Group are based on the two pillars "GreenNiedax" and "SocialNiedax":

Sustainability in View? Yes, eco-logical!



- + Achieve climate neutrality of the corporate group
- + Integrate sustainability into customer and supplier relationships
- + Further increase recycling rate
- + Reduce energy use & power consumption
- + Reduce CO₂ emissions
- + Reduce waste



GreenNiedax

As a manufacturing company, we are dependent on energy and raw materials. One of the Niedax Group's most important goals is therefore to significantly reduce the CO₂-footprint caused by our business activities by 2030. The approach to decarbonization is holistic and includes all components of the life cycle, from the supply chain and production to the use phase and recycling.

The Niedax Group is committed to the two-degree target of the Paris Climate Agreement. By 2045, the corporate group is to be CO₂-neutral in balance sheet terms.

Some of the Niedax Group's production sites are already certified in accordance with the international environmental management standard ISO 14001. In the future, all production sites of the Niedax Group are to meet these requirements. The quality management system in accordance with ISO 9001 ensures increased transparency of corporate processes and constantly discloses optimization opportunities.

Recyclable raw materials

The majority of Niedax Group products are made of steel and are therefore durable and long-lasting. This means that they automatically meet the most important requirements for a sustainable product: they rarely need to be replaced and their raw material is almost 100 percent recyclable. Galvanizing our cable management systems makes them even more resistant to corrosion, which also increases the service life of the products.

In 2021 alone, Niedax GmbH & Co. KG saved over 4,200 tons of resources as well as more than 600 tons of greenhouse gases by recycling materials (steel, plastics, paper, wood, lightweight packaging).

CO₂ emissions are also reduced by processing recycled steel. In addition, environmentally friendly operating and auxiliary materials are increasingly used in production. Digitization processes, recycling and a generally prudent use of paper, plastic, metal, glass, and fossil fuels reduce the consumption of these resources year after year.

Environmentally friendly supply chain

Along the supply chain, the companies of the Niedax Group rely on a sustainable purchasing policy. For example, the group plans to switch partially to green steel as early as 2023. This will be produced with hydrogen instead of carbon and is thus climate neutral. Already today, the company also purchases recycled steel and thus saves greenhouse gas emissions. The use of recycled steel generally produces up to 66 percent less CO₂.

At Niedax GmbH & Co. KG, the number of cardboard boxes and thus the amount of waste could be reduced by 5 percent in 2022 compared to 2020 by adjusting the call-off quantities. R&M Electrical Group Ltd, a joint venture of the Niedax Group in the United Kingdom, recycles 80 percent of electrical and electronic equipment (in accordance with the WEEE Directive) instead of disposing of it. The Niedax subsidiary in France, Niedax France S.A.S., ensures a reduction of the ecological footprint by continuously optimizing the management of logistics flows. The French site has committed itself to responsible purchasing by means of an ethical charter and beyond the legal requirements. A charter that has also been signed by key suppliers.

Renewable energy

The Niedax Group is constantly pursuing the goal of reducing CO₂ emissions and increasing energy efficiency. For example, the company wants to increase the proportion of electrically or alternatively powered cars in its vehicle fleet and double their number in the medium term. For example, R&M Electrical Group Ltd. has been able to reduce its CO₂ emissions by 41 percent in 2021 simply by converting its fleet to hybrid and electric vehicles. Niedax France S.A.S. also charges its electric vehicles during downtime. These charging stations are equipped with an advanced monitoring system that makes it possible to manage charging operations and display the end of charging to users directly via smartphone.

With photovoltaic systems on the roofs of its buildings, the Niedax Group plans to produce electricity for its own needs in the future. Planning for self-produced solar power is in full swing not only in Germany, but the French sites in Saint-Calais and Béthune are also planning to implement it soon.

Currently, more than 60 percent of the electricity at the production site in St. Katharinen comes from renewable energy sources. This proportion will be successively increased. At the Kirchheim/Teck site, electricity consumption was reduced by 9.6 percent compared to 2018, and heating oil consumption by as much as 34.4 percent (reference year 2018).



Through an energy management system in accordance with ISO 50001, energy efficiency is being continuously increased at the Niedax Group companies Hermann Kleinhuis GmbH + Co. KG and Niedax Galvanik GmbH is being continuously increased. As a result, energy use at the sites of the two companies is to be reduced by 5 percent by the end of 2022 (compared to 2014). This is done by using LED lamps as well as modern heating systems. An advanced metering and monitoring system is used to identify consumption peaks and trends at an early stage so that countermeasures can be taken at the respective sites in good time. At Hermann Kleinhuis GmbH + Co. KG in Riederich, we are also achieving a major improvement by converting the cooling system for the production processes. This saves around 20 percent of the total electricity consumption.

Furthermore, the new cooling system is operated without chemicals (biocides).

It is not only the European sites that use LED lamps. Niedax Monosystems Inc., for example, has replaced the entire lighting system at its production site in Buffalo, New York, with the energy-saving LED variant.

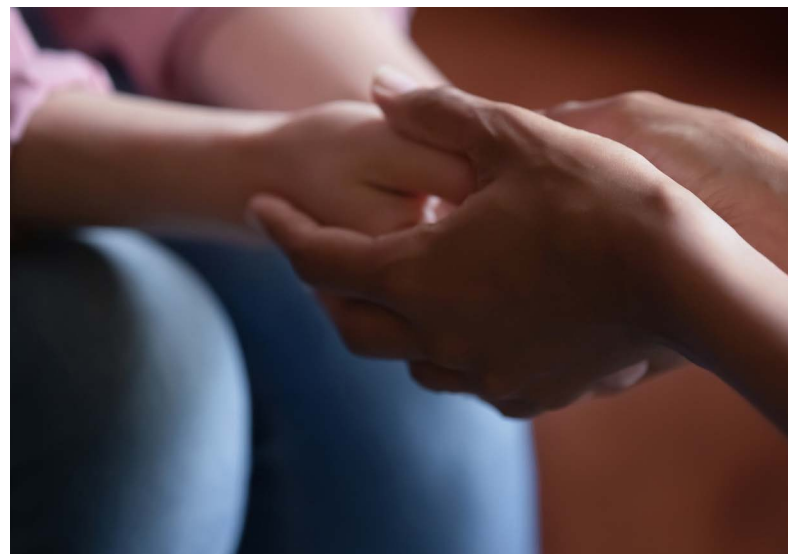
Products for the future

The Niedax Group is also increasingly focusing on solutions for sustainable projects in its product portfolio. For example, the company has expanded its range of cable management systems for wind turbines and developed its own product line for the environmentally friendly rail transport system.

Social Responsibility? Of course!



- + Promote training in methodology and content
- + Support employee health
- + Expand internal/external communication
- + Promote social commitment
- + Strengthen integrity and values in line with the Code of Conduct



SocialNiedax

As a global player in modern cable management technologies, the Niedax Group is represented in more than 30 countries in all the world's major markets. This decentralized structure means that the company has a responsibility to ensure sustainable growth in the local environment as well. In addition, the Niedax Group assumes responsibility for the more than 2,350 employees of the group of companies. This is not only about job security, but also about their personal and professional development and performance-based remuneration for all employees.

Responsible employer

Qualified and motivated employees are of central importance for the sustainable corporate success of the Niedax Group. That is why the group offers a wide range of varied career opportunities at worldwide locations in the areas of sales, finance, human resources, logistics, R&D, production or occupational safety and environmental protection. An attractive range of training and continuing education programs makes an important contribution to building up, attracting, and retaining skilled employees. For this reason, vocational training has always enjoyed a high priority at Niedax. Every year, numerous trainees successfully complete their training in the industrial and commercial professions in the companies of the Niedax Group. At Niedax GmbH & Co. KG in Germany, around 95 percent of trainees are taken on afterwards. Here, too, employee turnover remains low, and the length of service of employees is above average at around 14 years.

The aim is to continue to employ as many people as possible in attractive, promising occupational fields, pay attractive salaries and offer secure jobs. The aim is to pool the potential of all employees from different brands, countries and subsidiaries with their different skills, views, and experience within the company, to bring together the best talents and ideas and thus to shape the future of cable management systems together. Compliance with all generally applicable ethical principles and country-specific rules is a matter of course.

Occupational safety and health protection

The safety and health of Niedax Group employees is a top priority for the group. For this reason, Niedax focuses on the prevention of occupational accidents and safety risks in all operations in accordance with international and national standards and certifications.

The corporate group maintains a management system for occupational health and safety for the benefit of the employees at some locations. In Germany, this has enabled Niedax GmbH & Co. KG, lost work time in relation to working hours has been reduced by 60 percent in 2020 compared to 2016. Our vision is that accidents will be completely avoided through appropriate preventive measures. To this end, we have introduced an occupational safety management system based on ISO 45001 (Rico GmbH & Co. KG also has the SCC** certification (Safety Certificate Contractors)).



Open communication and transparency

The Niedax Group communicates openly and transparently to all its stakeholders, both internally and externally. In doing so, it is increasingly relying on the development of digital channels. In recent years, for example, the website has undergone an extensive relaunch and an international internal communication platform has been introduced. A presence on the usual social media channels is also part of the transparent communication culture to which the Niedax Group is committed.



Social commitment

The Niedax Group also assumes responsibility for social issues. For example, the corporate group regularly donates to charitable causes and is committed to the targeted local support of social institutions. Niedax GmbH & Co. KG has been promoting cooperation with the St. Katharinen Förderwerkstatt der Heinrich-Haus GmbH for years and contributes to a better work-life balance through cooperation with the "Strünzer Pänz" daycare center at its headquarters in Linz am Rhein.

In addition, the Niedax Group has been involved in a wide range of sponsoring activities for many years and maintains long-standing cooperations with renowned sports clubs. These partnerships offer both parties numerous advantages. Long-term, reliable commitment is just as important for clubs and players, whether in amateur or professional sports, as it is for the group. For the clubs, sponsorship by a business partner means an essential financial basis. For the companies, sports sponsorship enables them to be part of unique stories and to generate enthusiasm. That is why the Niedax Group is active in regional as well as national and international sports clubs.

The focus of the Niedax Group's sports sponsoring activities is on the world's most popular sport: soccer. That's why the group has partnerships with the major German soccer clubs: FC Bayern Munich, Bayer 04 Leverkusen, Borussia Mönchengladbach and Borussia Dortmund, among others. A special partnership has existed for 25 years with the internationally renowned soccer club Bayer 04 Leverkusen: In 1997, Niedax and Bayer 04 Leverkusen concluded their first sponsorship agreement. Over the years, the cooperation has been further expanded, so that the Niedax Group is now represented with its own box as well as with the company logo at various locations in the stadium.

Locally, as the main sponsor, the Niedax Group primarily supports the youth work of the VfB Linz soccer club, which is based in Linz am Rhein.

International subsidiaries such as the R&M Electrical Group support local sports clubs in various regions or the "Saints Foundation" of Southampton FC and its charitable projects. The Niedax Group's Italian joint venture, FEMI-CZ S.p.A., has been supporting rugby champion Rugby Rovigo Delta for over 30 years as part of its sponsorship activities. The Niedax subsidiary in Ireland, for example, supports the "Deaf Initiative," a local hospital, and the "Ambulance Initiative for Babies," among others.







Appendix I

GreenNiedax

The sustainability program, adopted in 2022, combines long-term sustainability goals with concrete measures. It is divided into the two core topics "SocialNiedax" and "GreenNiedax" and is the basis for the sustainable actions of the Niedax Group. In the following tables, you will find an overview of measures already underway and planned.

GreenNiedax – Goals and Measures

Deadline	Goal	Company	Measure	Contribution sustainable development goals (UN)
2023	Emission: Reduction of power consumption	Hermann Kleinhuis GmbH + Co. KG und Niedax Galvanik GmbH	<ul style="list-style-type: none"> - Large-scale use of LED lamps - Smart, automated programs that switch off light and power during unproductive standby times - Metering and monitoring system that detects consumption peaks and enables early countermeasures to be taken 	 
Until 2025	Integrate sustainability into customer relationships (support and accompany the energy transition/ energy systems and processes)	All	<ul style="list-style-type: none"> - Training for employees - Involving customers in sustainability issues 	 
Ongoing	Further increase recycling rate	Niedax GmbH & Co. KG	<p>In 2021 alone, more than 4,200 metric tons of resources and 620 metric tons of greenhouse gases were saved in Germany by recycling steel, plastics, paper, wood and lightweight packaging. Cardboard packaging was recently reduced by five percent through improved purchasing planning.</p> <ul style="list-style-type: none"> - Recycle plastic - Reuse cardboard packaging 	  
2025	Reduced energy use	All	<ul style="list-style-type: none"> - Modern heating systems allow increased use of waste heat and less gas consumption. - Electricity consumption is reduced by various energy-saving measures. 	 


Deadline	Goal	Company	Measure	Contribution sustainable development goals (UN)
2025	Certify production sites according to ISO 14001	All	- Achieve ISO 14001 certification	
2030	Reduction of CO ₂ emissions Niedax footprints	All	<ul style="list-style-type: none"> - Optimization at all scope levels (1, 2 and 3) according to Greenhouse Gas Protocol (GHG) - Use of recycled or CO₂-neutral materials (especially steel) - Environmental and energy management systems (some sites are already certified to ISO 14001 and ISO 50001) 	
Ongoing	Emission: Reduced use of fossil fuels	All	<ul style="list-style-type: none"> - Optimized route planning for business trips - Increased use of electrically powered commercial vehicles (e.g. forklifts) as well as passenger vehicles - New heating systems that can be adapted to the actual needs of the sites 	 
Ongoing	Integrate sustainability into supplier relationships	Niedax GmbH & Co. KG	<ul style="list-style-type: none"> - Supplier surveys and assessments with regard to sustainable activities - Cooperation to develop a joint waste concept, taking into account the safeguarding of production - Collaboration on industry standards to ensure compliance with environmental and social standards 	   
2045	Climate neutrality of the corporate group	All	<ul style="list-style-type: none"> among other things through - continuous process optimization - Use of CO₂-neutral raw materials, consumables, and supplies - Company car fleet without carbon emissions - own photovoltaic systems and otherwise complete purchase of electricity from renewable energy sources - Selection of suppliers according to ecological criteria - general reduction of electricity and water consumption 	  






Appendix II

SocialNiedax

SocialNiedax – Goals and Measures

Deadline	Goal	Company	Measure	Contribution sustainable development goals (UN)
Ongoing	Methodical and content-related further training	All	- Methodical and content-related further training	 
Ongoing	Promoting employee health	All	<ul style="list-style-type: none"> - Further development of occupational health and safety at all Niedax sites by in-house experts (in 2020 alone, downtimes were reduced by 49 percent). - Certifications are expanded or extended (e.g. SCC** and ISO 45001) 	
2022	Provide benefits for Niedax employees	All	<ul style="list-style-type: none"> - Digitize and simplify internal processes - Flextime model for the compatibility of family and career 	 
2021 and 2022	Promote internal/external communication	All	<ul style="list-style-type: none"> - Establishment of "InsideNiedax" for sustainable improvement of internal information quality - Use of internal and external success stories for transparent external presentation - 2022: Introduction of external newsletters to provide regular external information - More detailed external reporting on various online presences (including website, LinkedIn, Facebook) 	

Deadline	Goal	Company	Measure	Contribution sustainable development goals (UN)
Ongoing	Promote social commitment	All	- Individual sponsorship of sports clubs, local social services, and donations in special emergencies.	  
Ongoing	Strengthening integrity and values in line with Niedax Values Charter	All	- Company's own values charter serves as a guideline for dealing with each other - Raising employee awareness of ecological and social issues through internal and external training courses	 

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