

12.08.2025

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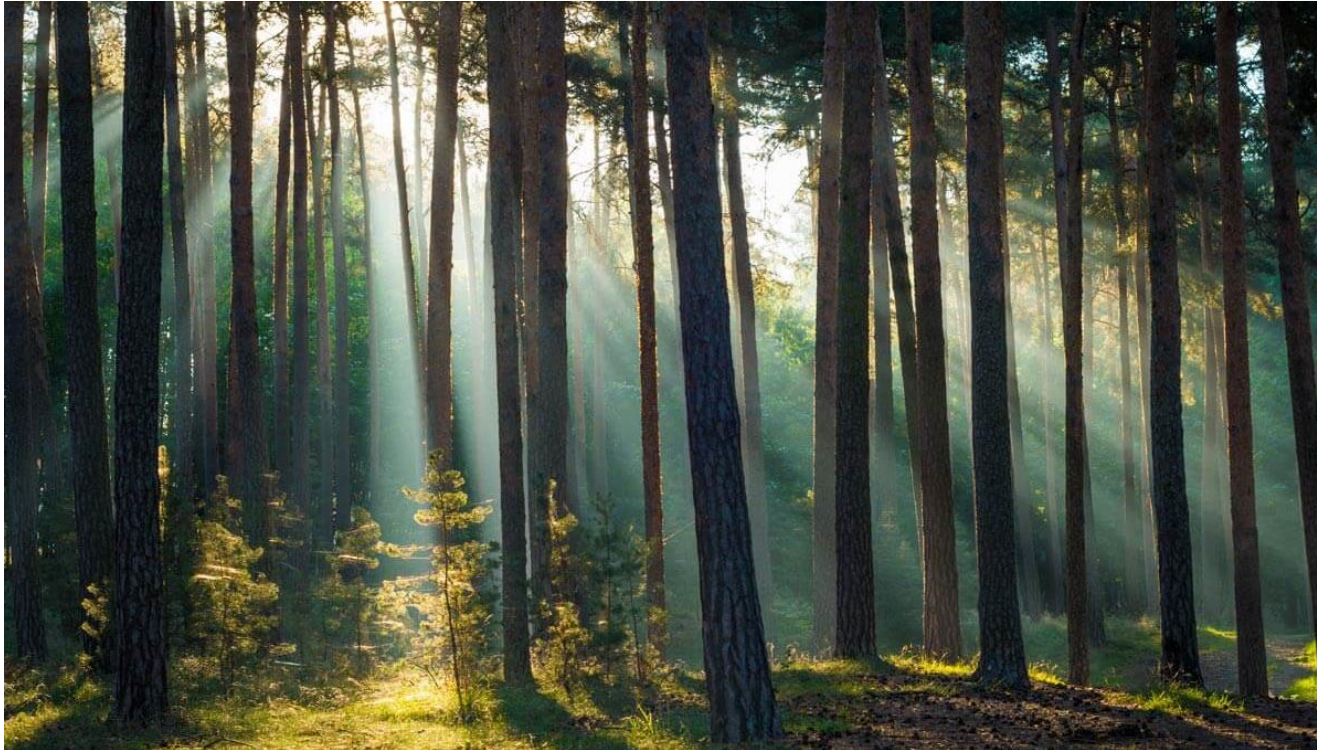
# Sustainability Knowledge Base



# Management Approach

As a family-owned company with approximately **4,500 employees** and **more than 40 subsidiaries**, we operate globally in **120 different countries**. We have integrated 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



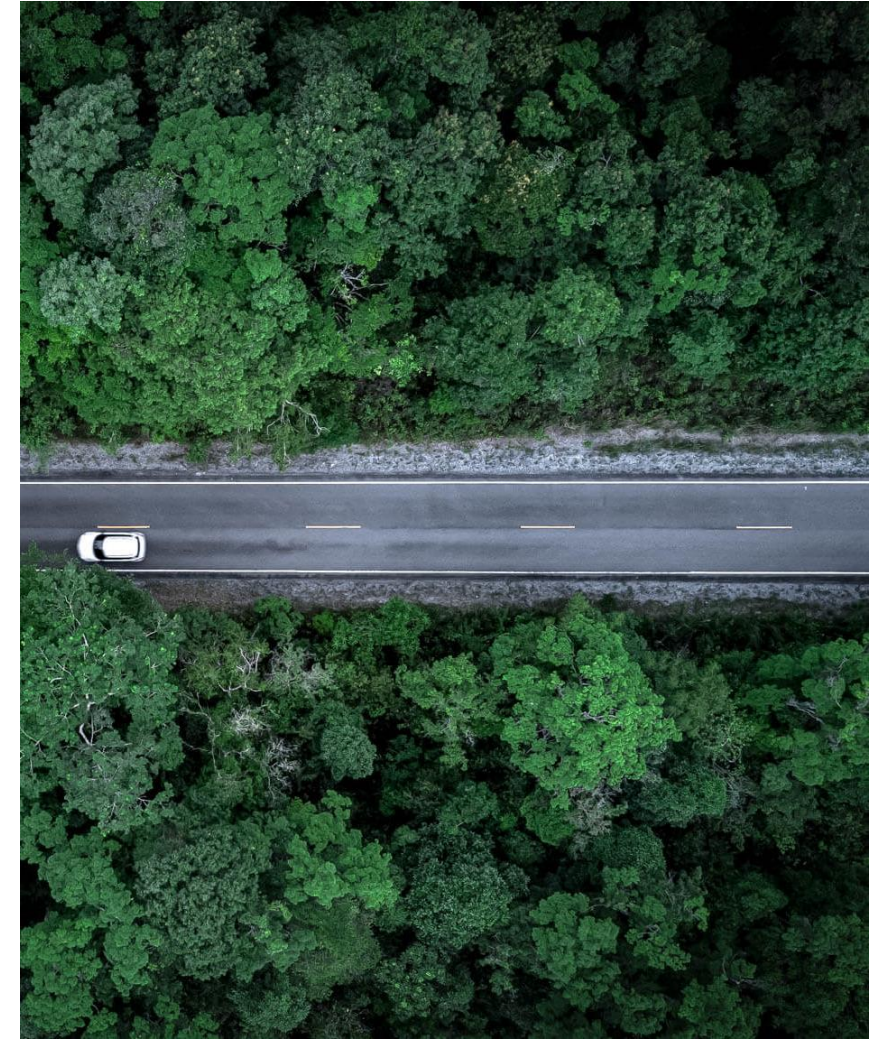
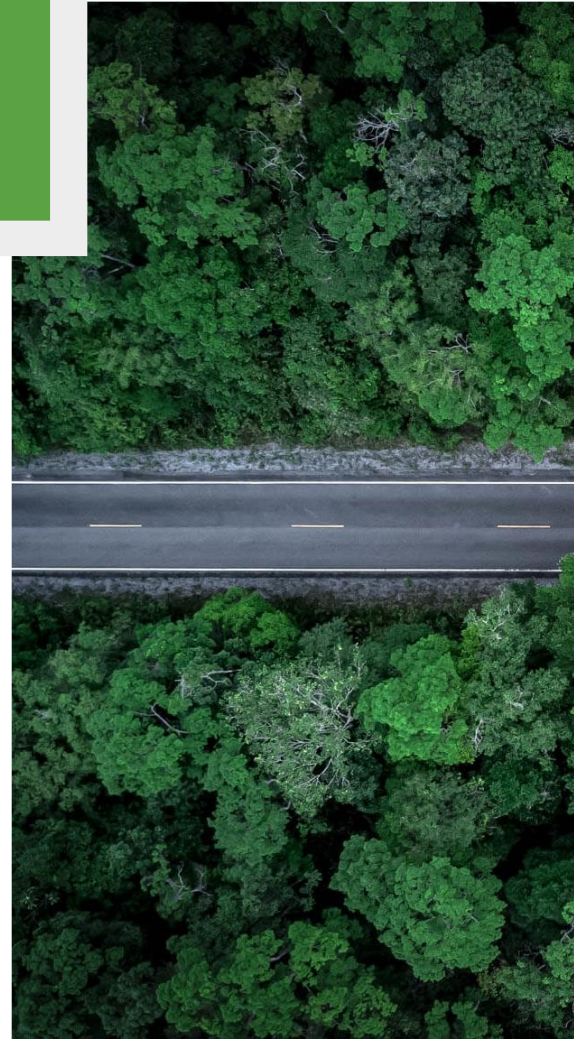
**Click** on the paper symbols to follow the links to our standards.

# Code of Conduct

Follow this link to our  
Code of Conduct

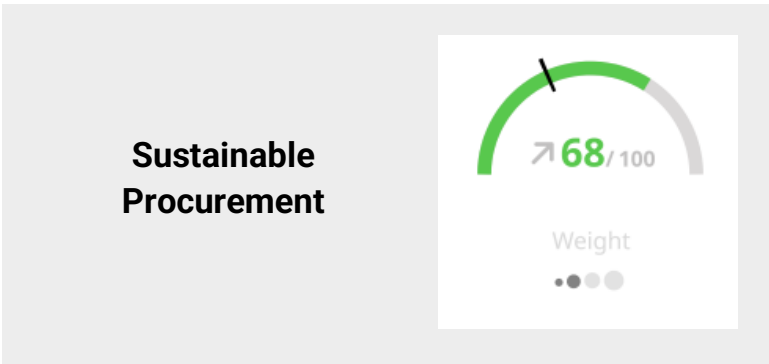
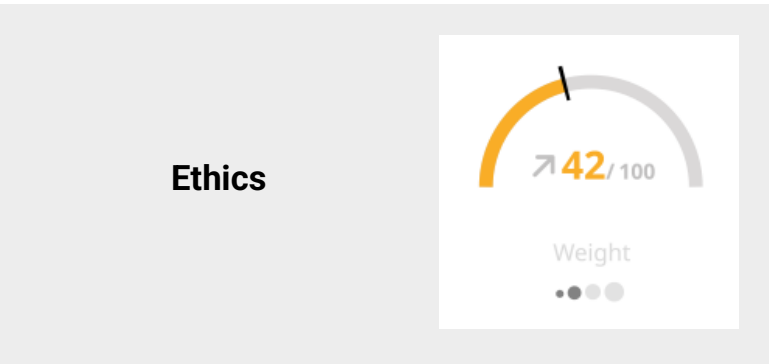
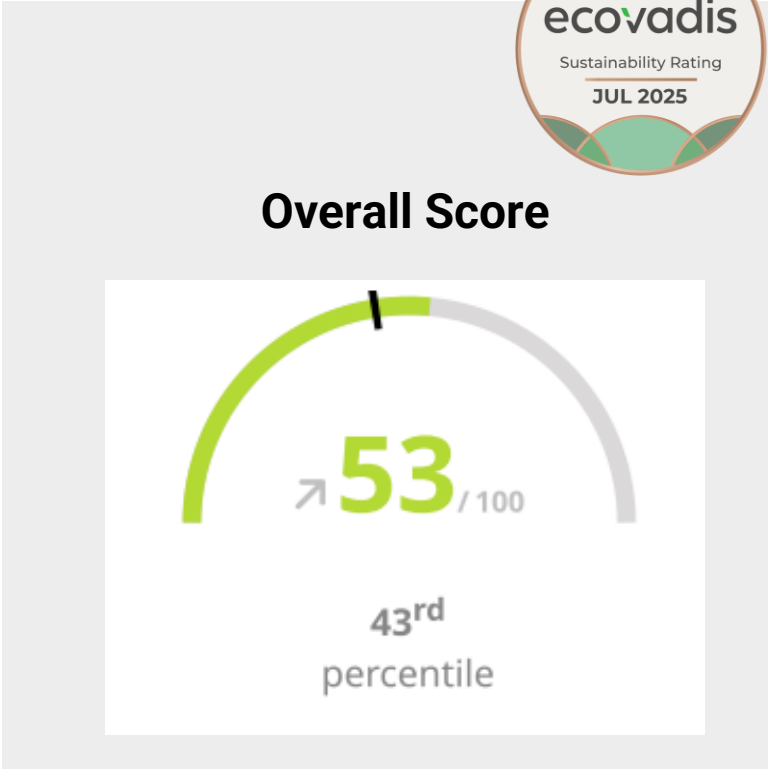
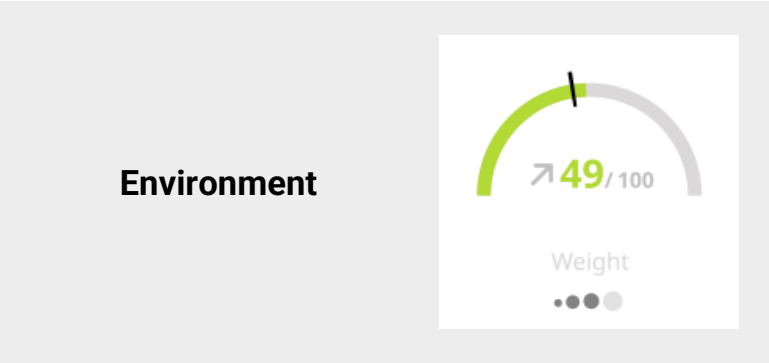


Additionally, we uphold a Code of Conduct and participate in the EcoVadis rating platform. Our **Code of Conduct** provides an overview and affirms that our company maintains a positive and healthy work environment, with protection of our employees' personal data, and operates without discrimination 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 July 1, 2025, our company achieved an overall score of 53 - an **improvement of 11 points** compared to the previous assessment and received the Committed badge. This score remains valid until the same date in the following year, 2026. We are committed to enhancing our policies and strategies for a more sustainable business in the meantime.





## Environmental strengths

- ✓ Reporting in accordance with ESRS standards and GHG Protocol
- ✓ Comprehensive policy on a majority of environmental issues
- ✓ Waste and wastewater management
- ✓ Use of eco-friendly or bio-based input materials
- ✓ Reducing internal waste by reusing, recovering, and repurposing materials
- ✓ Decreasing the use of hazardous substances that are detrimental to health
- ✓ Employee training on energy conservation and safe handling of hazardous substances



## 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 and trainings on information security
- ☑ Policies on anti-corruption and anti-money laundering
- ☑ Commitment to fair competition and avoidance of conflicts of interest
- ☑ Disciplinary sanctions to deal with policy violations
- ☑ Trainings to prevent corruption
- ☑ Whistleblower procedure available to stakeholders
- ☑ Establishing a specific approval process for sensitive transactions, such as gifts and travel



# Sustainable procurement

- Policies on conflict minerals issues
- 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 enhance our strategy and promote sustainable business practices, we have developed an **improvement plan** that will be integrated into our daily operations. The goal is to achieve better results and strengthen our company's impact across the supply chain.





## Improvement strategy

- » Resolving customer requests based on their priority, with a focus on high and medium-priority inquiries
- » Improving reporting and coverage indicators for all 4 themes
- » Improving the score for Ethics and Labor and Human rights
- » Taking 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**

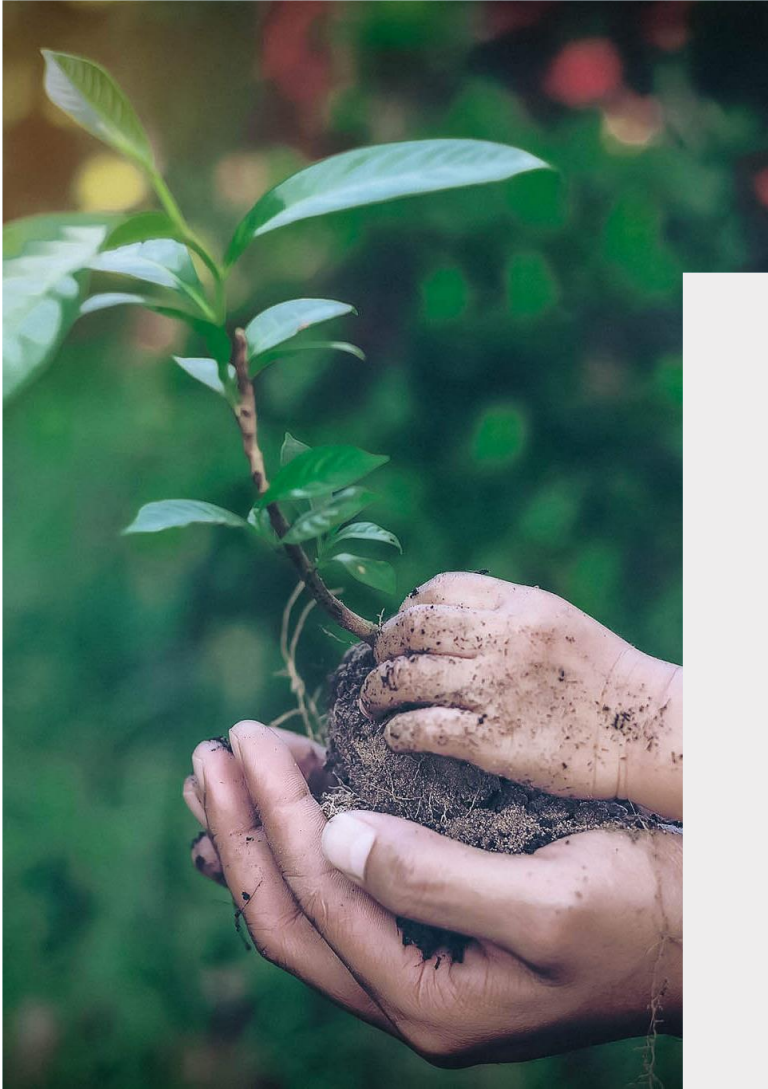
**Supplier Assurance**

**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**