

**Witzenmann GmbH**

Östliche Karl-Friedrich-Str. 134  
75175 Pforzheim, Germany  
Tel: +49 7231 581-0  
Fax +49 7231 581-820  
wi@witzenmann.com  
www.witzenmann.com

0104.enr/8/03/20/pdf

**SUSTAINABILITY  
REPORT 2019**  
INTELLIGENT SUSTAINABILITY

# INTELLIGENT IDEAS CREATE SUSTAINABILITY

Intelligence has always been the basis for sustainable developments. This is also the case in our company. At the beginning of our journey, it was intelligent ideas that gave rise to products. Today we create products that have their own approaches of intelligence.

One example is our study on the networked Witzemann compensator, which monitors itself and thus ensures maximum safety and operating time. In 1885, Heinrich Witzemann invented the flexible metal tube. He was inspired by the goose throat necklace, a jewellery chain that is made according to the principle of interlacing metal strips. A rubber thread was used as a seal, which was placed in the coped joints of the metal strips. Heinrich Witzemann created a hose with this that was almost as flexible, but much more robust than the rubber hoses that were common at that time. These are examples of how intelligence creates sustainable products Whether as developments in the field of e-mobility or as complex, flexible elements for the field of aerospace - it is always the intelligence and experience of our employees that create long-term and thus resource-saving solutions.



*Handwritten signature of Heiko Pott*

Heiko Pott  
Dipl.-Kfm.  
Managing Director

*Handwritten signature of Dr. Andreas Kämpfe*

Dr. Andreas Kämpfe  
Chairman of the Board  
of Management

*Handwritten signature of Dr. Eberhard Wildermuth*

Dr. Eberhard Wildermuth  
Managing Director

*Handwritten signature of Philip Paschen*

Philip Paschen  
Dipl.-Ing./Dipl.-Wirtsch.Ing  
Deputy Chairman of the  
Board of Management

# CONTENTS



04 Promoting the capability of the individual



16 Networked knowledge as the basis for innovations



24 Planned environmental programme 2019



30 Figures

<b>Society/Social</b>	
Promoting the capabilities of the individual	4
<b>Economy</b>	
Worldwide presence	8
<b>Ecology</b>	
State-of-the-art technology for sustainable growth	12
<b>Collaborations</b>	
Networked knowledge as the basis for innovations	22
<b>Environmental report</b>	
Intelligence means responsibility	20
Fulfilled environmental programme 2018	22
Planned environmental programme 2019	24
CO <sub>2</sub> assessment	26
Good Performance (CliCCC)	28
<b>Financial data</b>	
Figures	30
<b>Personnel management</b>	
Employees of the Witzemann GmbH	32
Health management	33
Employees worldwide	33
<b>Global Compact</b>	
Witzemann is committed to the 10 principles	34
<b>Contact &amp; Imprint</b>	35



# PROMOTING THE CAPABILITIES OF THE INDIVIDUAL

In the course of digitisation, the requirements specifications of the individual occupational fields are changing. With the qualification of our workforce - e.g. for the ultra-clean room production of metal bellows - we are making a significant contribution towards securing the added value in our future-oriented company.





**High-tech products for trend-setting technologies**

The production of microprocessors or memory chips relies to a great extent on the use of the most demanding chemical-physical processes, such as etching, cleaning and coating processes. The mechanical environment for this would not be possible without our flexible elements. Just like the production of the subsequent end products, the components used here must also meet the highest purity regulations:

- Non-fatigue metal bellows for vacuum valves
- Diaphragm bellows with the highest flexibility
- Flexible metal tubes for applications requiring extreme cleanliness (clean room)
- Precision bellows/actuators for optical applications



**QUALIFYING EMPLOYEES FOR THE FUTURE**

The continuous professional development and qualification of our employees is necessary in order to ensure long-term survival on the market. This means that the specific know-how is continuously enhanced and enables tasks, which are becoming increasingly complex, to be mastered.

Our personnel strategy is geared towards consistently following this path, thereby ensuring that the Witzemann Group has the best qualified employees at all times.

To this end we are investing in the expansion and operation of our "Witzemann Academy". It has the task of continuously qualifying our employees. Based on our core skills, we intensify the development and production of technologically sophisticated products for the changing markets.

Thus, for example, today in our clean room production, we meet the strictest requirements for product cleanliness, process know-how and material competence. This makes us the engineering partner of our customers, particularly for complex tasks.

In addition, we offer workplace and working time models for better reconciling family and working life. This is a concept that is an essential component for us to ensure stable and sustainable growth of our company.

**Complexity demands intelligent solutions.**

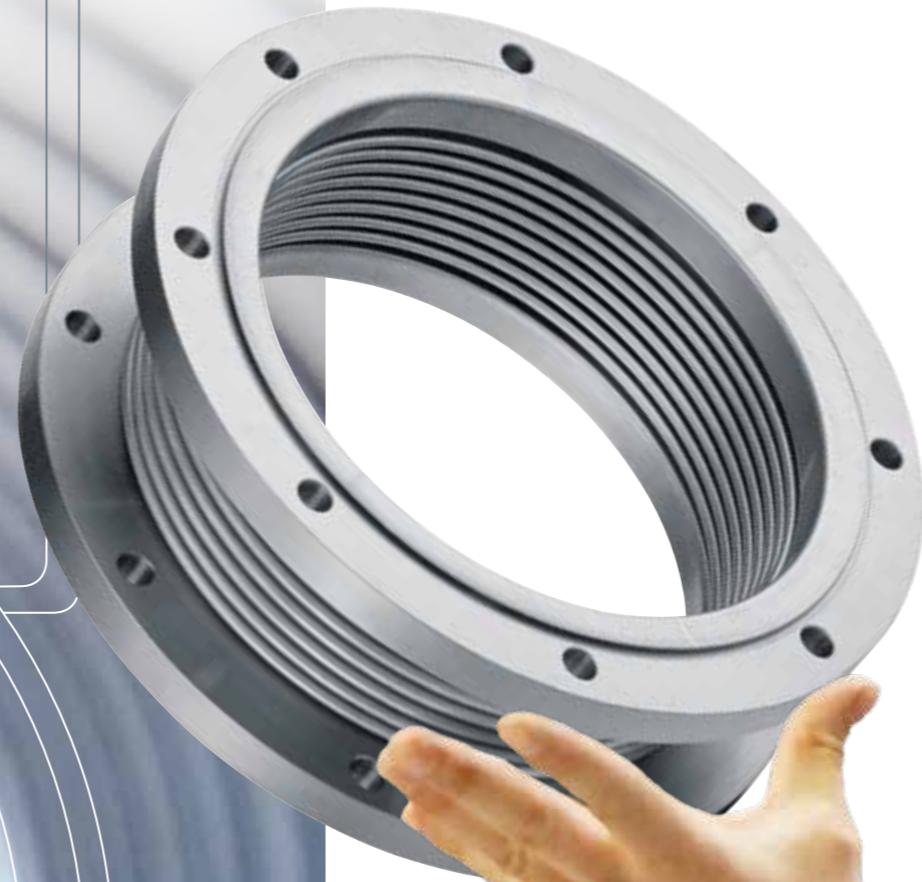
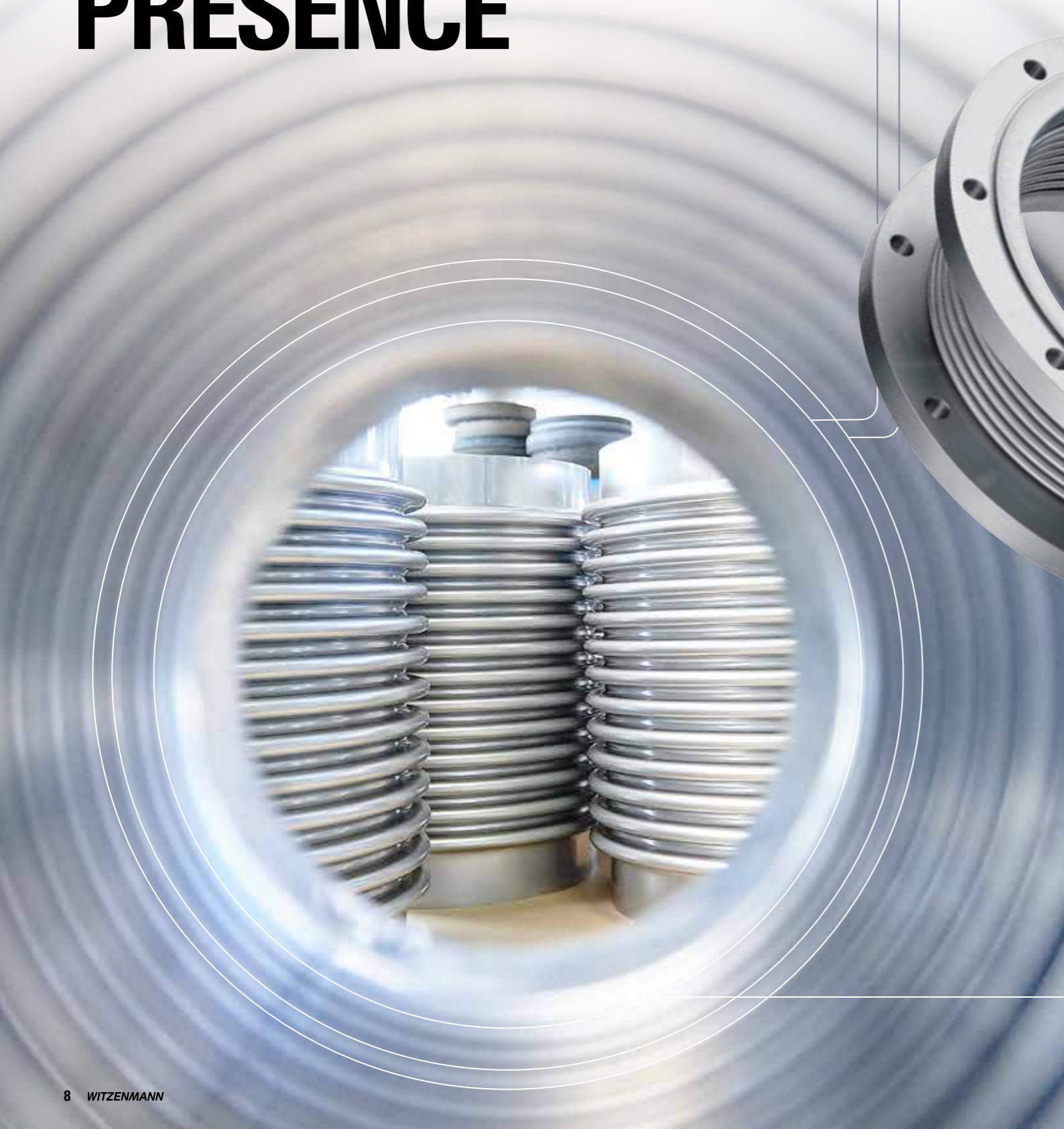
The digitisation of work processes promotes global networking. Today, different units work together worldwide. This increases the requirements for communication and the production processes to be coordinated with each other. Comprehensive and intelligent solutions are required in order to optimally use the available resources.



» Global competition also means global educational competition. « Willi Berchthold, industry association BITKOM

# WORLDWIDE MARKET PRESENCE

In addition to the economic aspects, the exchange of information, know-how and ideas plays a major role in globalisation. A partitioning of markets and societies under the conditions of globalisation is difficult to achieve. Industry 4.0, digitisation or smart factories are just a few terms that stand for the upheaval in industry. The decisive factor will be how we shape globalisation and utilise the opportunities resulting from it.

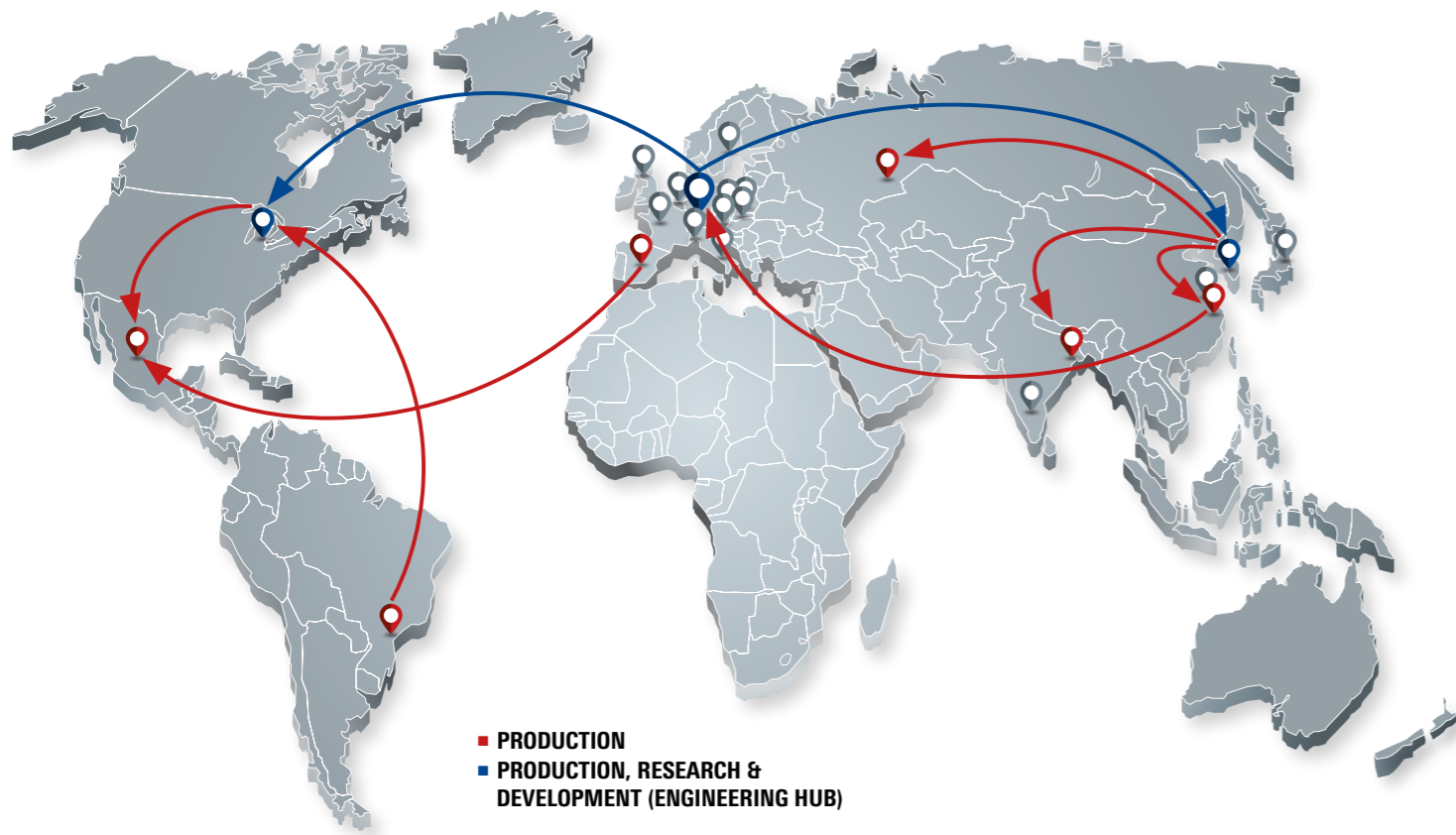


**Making technical data visible**



AR \* glasses (augmented reality) are mixed reality glasses that allow the user to display interactive 3D projections within the immediate vicinity. The user can see the actual environment in which virtual data, drawings and processes can then be displayed in his field of vision as additional information.

\*computer-assisted expansion of the perception of reality



## PIONEERS FOR NEW PRODUCTS

As in worldwide process harmonization, new technologies and materials are also finding their way into product development and production.. We are series suppliers and pioneers for new developments alike. In this way, we are contributing towards making proven technology more environmentally friendly, for example with filter components in exhaust gas recirculation pipes from current lines.

With great passion and energy we continue to develop our skills in order to manufacture series products for the mobility concepts of tomorrow. For example, we manufacture close-to-production prototypes made of aluminium for the thermal management of batteries and engines in electromobility.

### Metal working and joining expertise in aluminium

Our skills in the field of forming technology for thin-walled metals as well as in joining technique come into play in the thermal management of electrically operated vehicles:

- Cooling sleeves for electric engines increase their performance
- Housings for battery cooling extend the life of the batteries



## NETWORKING LOCATIONS INTELLIGENTLY

Trade conflicts and increasing protectionism inhibit networked economic relationships worldwide. No economic area or industry can act independently of external influences. Only the global distribution of the spheres of action guarantees a certain continuity and predictability.

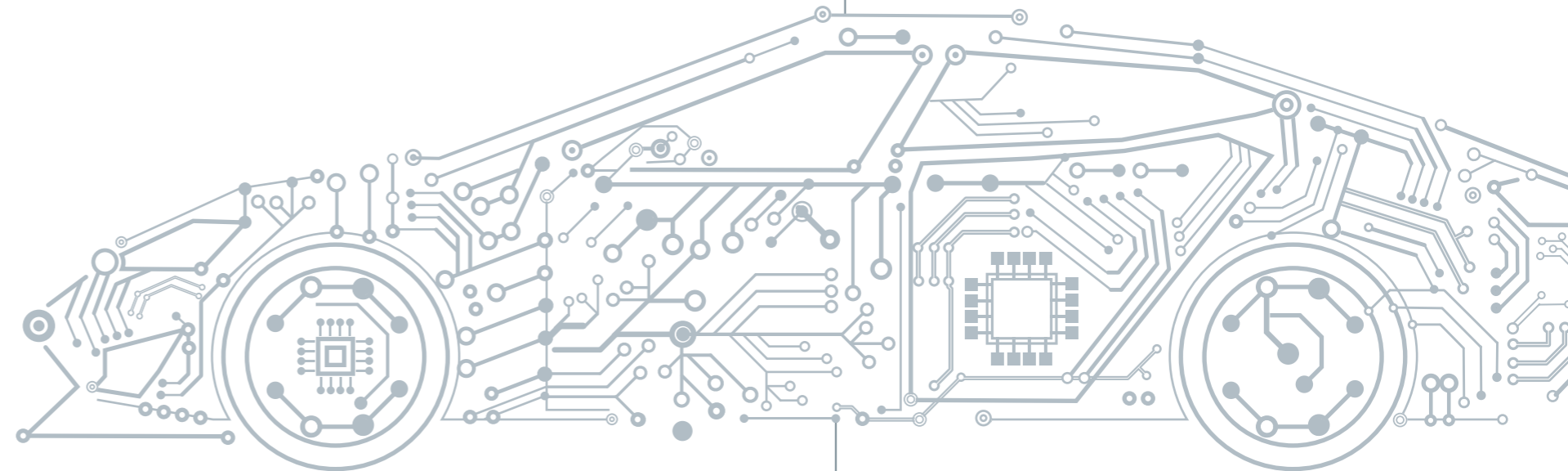
To ensure our sustainable success, we have positioned the Witzenmann Group on a broad base. With 24 locations we are represented worldwide. In doing so, we do not rely on a physical on-site presence in sales production and service in all respects. State-of-the-art technology, for example, supports us in this in order to carry out remote maintenance or training via the Internet with AR glasses. Quality and availability in the fields of maintenance, service and advice can thus be significantly increased.

The basic requirements for this are group-wide, standardized and harmonized processes as well as intensive training of the workforce at



the same high level worldwide. By empowering our employees to meet these qualitative and technological requirements group-wide, we also make a significant contribution to the technological development of the respective regions.

The use of technology makes it possible to dispense with business trips in many cases. This helps to conserve resources.



» Globalisation does not begin with export quotas, it begins in the minds of managers. « Roland Berger, Management consultant



# STATE-OF-THE-ART TECHNOLOGY FOR SUSTAINABLE GROWTH

Ecological footprint, energy efficiency, smart networked production lines, higher demands on building materials and usage. In many ways, the construction of a new building has become more complicated. The result is more sustainable and ecological.



## EVERYTHING UNDER ONE ROOF

In the new Buchbusch plant, three separate production sites were merged. Now all production units of the cve division (commercial vehicles and engines) are under one roof. This reduces lead times and eliminates time-consuming shipments between the original production sites. The merged materials warehouses provide additional synergy effects.

The increasingly stringent emission requirements are opening up further market segments for Witzenmann: Such as in the upgrading of existing locomotives, ship propulsion systems or large engines, which are used, for example, in construction vehicles. The flexible design of the new plant is also an advantage here. Existing production lines can be quickly expanded and new ones introduced.

The energy and mobility transition will be among the major challenges of the coming years. Rail-based passenger transport will have an increasing share in the future mobility structure. Flexible components from Witzenmann are important functional elements for implementing resource-saving concepts in mass transportation. Here, too, expertise under one roof proves to be an advantage. For new product solutions for hybrid vehicles with a combined diesel and electric drive or fuel cell and electric drive must be developed and integrated into production after successful sampling.



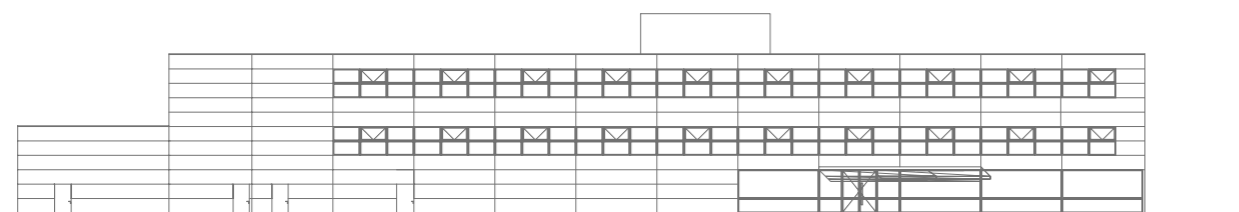
## PRODUCTION ALIGNED TO THE FUTURE

With the building of a modern production facility in Pforzheim Buchbusch, we are deliberately setting an example for sustainable growth at our company's headquarters.

In addition to resource-saving efficiency, the new building meets the strictest building ecological standards:

The building in the open countryside offered the planners the opportunity to optimally design the production layout and production processes in the new building based on efficiency considerations. The core element is the production facility of approx. 4,000 m<sup>2</sup> and 10 metres in height. The production lines can be positioned here process-optimised without any disruptive supports and adapted easily to changing requirements if necessary.

- Construction in accordance with energy-efficiency standard KfW 55 (triple glazing, insulation,...)
- 600 m<sup>2</sup> photovoltaics
- On-demand LED lighting
- Dynamic ventilation system
- Complete roof greening





# NETWORKED KNOWLEDGE AS THE BASIS FOR INNOVATIONS

In an increasingly complex world, approaches and solution strategies are changing. Collaboration, transparency and communication are gaining in importance and help to implement solutions that meet complex challenges.

# COMMITMENT TO THE EXCHANGE OF EXPERIENCE



Regular contact with business and politics is a valuable source of inspiration for looking outside the box. Here Dr. Kämpfe with the Baden-Württemberg Minister of Economic Affairs Dr. Nicole Hoffmeister-Kraut

More and more companies rely on collaborations for creating synergies, making optimum use of their own resources and for achieving the many and varied goals faster and better. This collaboration creates a wide range of opportunities: They expand the range of knowledge and complement the traditional and sometimes very fo-

cus range of services offered by each individual. Collaborations help to comprehensively map complex processes and to attract new customers and new target groups. The commitment of the Witzemann management can also be seen from the point of view

“sharing and utilising experiences”. Contacts with superordinate organisations are cultivated in a regular exchange of experience. These include, for example, the wvib Chef Erfa (Business Association of Industrial Enterprises in Baden), the Family Business Foundation, the LVI (State Association of Industry), the Federal Association of the German Aerospace Industry (BDLI), the Rectors Club of Pforzheim University, the KIT Business Club or the euro QualiFlex.

**Dr. Andreas Kämpfe**  
Chairman of the Board



**Philip Paschen**  
Managing Director



**Dr. Eberhard Wildermuth**  
Managing Director



**Heiko Pott**  
Managing Director



## SYNERGIES CREATE ADDED VALUE

Just like on the business trading floor, daily business is also characterized by cooperation. Aerospace is shaped by the interaction of different skills like no other industry. Thus, Columbus, Ariane, Galileo and Airbus are cooperative flagship projects in European countries.

The ISS is a joint project between NASA, the Russian space agency Roskosmos, the European space agency ESA and the space agencies of Canada (CSA) and

Japan (JAXA). In Europe, Belgium, Denmark, Germany, France, Italy, the Netherlands, Norway, Sweden, Switzerland, Spain and the United Kingdom are involved.

Just like on the world stage, Witzemann also utilises competence synergies within the group. In the aerospace sector, this means a production and engineering collaboration between the Witzemann companies from Italy, France and Germany.

### Networking requires standards

Nadcap is a worldwide quality assurance program established by the US government in collaboration with the aviation industry. Today, almost all leading aerospace companies and their suppliers are accredited to Nadcap. This also applies to Witzemann.



# INTELLIGENCE MEANS RESPONSIBILITY

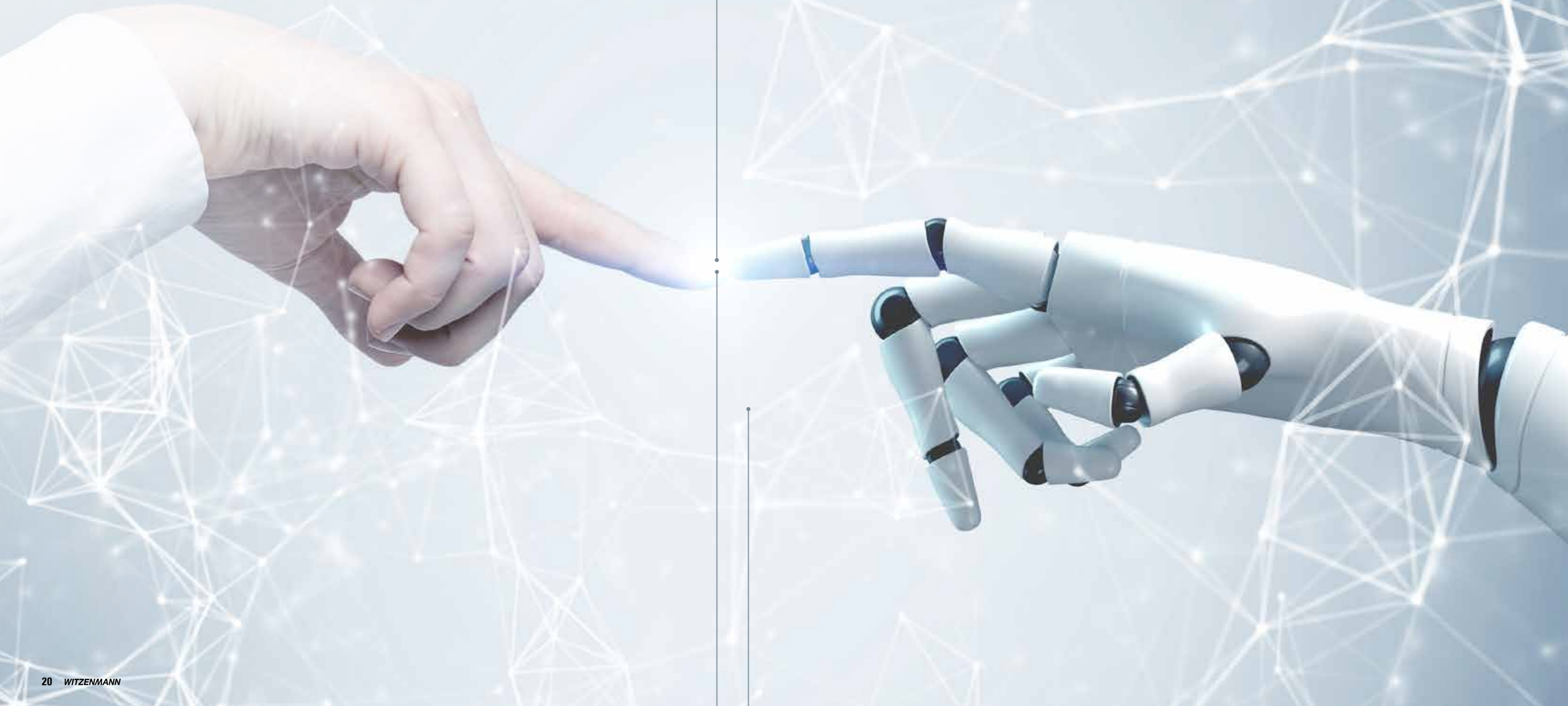
As a leading company of the industry, the Witzenmann Group feels a particular degree of responsibility to stand up for the protection and conservation of natural resources.

For us, intelligent engineering means gearing our technologically leading product development towards the careful handling of resources. We continuously strive to avoid or reduce damage and stress to the environment to a minimum through the production and use of our products. We comply with all relevant legal standards and other requirements as a matter of course.

## The Witzenmann environmental guidelines

- We see the conservation of natural resources for future generations as an important part of our social responsibility.
- We regard environmental protection as an important component of corporate governance and formulate concrete goals and rules of conduct for its implementation.

- We recognise the importance of each employee in the implementation of environmental protection measures and provide training opportunities and decent working conditions.
- We identify and assess the environmental impacts of our business processes through continuous analysis. New processes and materials are examined for their environmental compatibility before use.
- We are committed to continually improving our environmental performance and take all necessary measures to prevent, eliminate or at least reduce our environmental impact to a minimum.
- We publish a regular sustainability report to keep our customers, the general public and the relevant authorities informed about our social and ecological engagement.



# FULFILLED ENVIRONMENTAL PROGRAMME 2018

## ENVIRONMENTALLY RELEVANT DATA

Witzenmann GmbH		2016	2017	2018
<b>Company performance</b>	Millions of €	575.6	628	647.9
<b>Procurement turnover</b>	Millions of €	110.5	114.9	102.7
Plates/tubes/wire	%	14	15	14
Parts/components	%	78	78	77
Energy/auxiliary materials	%	8	7	9
<b>Waste management</b>				
Total volume of waste	t	2,450	2,623	2,545
Recycling rate	%	99.5	99.3	99.5
<b>Water consumption*</b>	1,000 cbm	24.3	26.9	29.7
<b>HCl solvent balance</b>				
Disposal	t	2.32	2.5	1.72
Emission	t	0.28	0.5	0.41
<b>CO<sub>2</sub> emissions</b>	t CO <sub>2</sub> equivalents	74,694	69,562	67,452
<b>Space utilisation</b>	%	145	145	145
<b>Energy</b>				
Electricity draw	MWh	16,013	16,264	16,320
Electricity draw/1 million € of turnover	MWh / €	55.2	65	66
<b>Building heating</b>				
District heating	MWh	9,619	8,509	7,827
Natural gas	MWh	840	594	783
Energy requirement/1000 employees	MWh	6.3	5.4	4.9
<b>Environmentally relevant incidents**</b>		0	0	2

\*Water consumption in 2018: Water change at new cleaning system building 2, Water damage canteen in Remchingen

\*\*Environmentally relevant incidents in 2018

- Noise pollution at the Brötzingen plant involving a local resident in March 2018 was structurally remedied and communicated to the satisfaction of the resident.
- Dripping oil was absorbed by binding agent and the ceiling and facade were cleaned.



### ENERGY

**Goal: 2 % reduction of CO<sub>2</sub> emissions through the use of electricity by 2023 (base year 2016 with 7622t CO<sub>2</sub> in accordance with CLICC), measures:**

- Replacement of 300 fluorescent lamps in exchange for LED tubes with presence and daylight evaluation
- Savings of 75,000 kWh/per year
- Installing photovoltaic plant with 81 kWp (approx. 600 m<sup>2</sup>) at the Buchbusch plant
- Equipping of Buchbusch plant with LED lighting (sub-goal of goal No. 2)

**Implementation: 100 %**

**Goal: Design the Buchbusch branch in accordance with energy-efficiency standard KfW 55, measures:**

- Increase the roof insulation in the area of the administrative wing.
- Change the U-value of the skylights.
- Change the glazing in the administration wing from double to triple glazing.
- Photovoltaic plant

**Implementation: 100 %**



### WASTE

**Goal: Reduction of scrap costs in Remchingen by 1 % p.a. based on the number of produced parts**

**Measures by:**

- Tube welding (suspended)
- irregular weld seam widths
- Bellows presses
- Mounting
- Liner area

**Implementation: 100 %**



### WATER-POLLUTING SUBSTANCES/MIXTURES

**Goal: Reduce developer concentrate (lye) and fixer concentrate (acid).**

**Reduce hazardous waste.**

**Measures:**

- Complement the existing X-ray system with a digital X-ray system
  - Select a suitable supplier
  - Obtain and commission the X-ray system
  - Use of other products

**Implementation: a) and b) 100 %; c) 50 %**

**Goal: Hang up instructions for company regulations and codes of practice when handling water-polluting substances at the relevant plants.**

**Measures:**

- Determine plants affected
- Hang up form with plant-related information at the plants

**Implementation: 100 %**



### WATER

**Goal: Reduce water consumption**

**Measures:**

Replace a provisional cleaning line after a fire by an efficient plant. Increase rinsing cascades from 2 to 3 levels, thereby reducing fresh water consumption from 140 to 20 l/h.

**Implementation: 100 %**



### EMERGENCY PREPAREDNESS

**Goal: Improve fire protection**

**Measures:**

Upgrade missing fire alarm lines

**Implementation: 80 % (ongoing upgrade, takeover after 2019, since it is not yet complete)**

# PLANNED ENVIRONMENTAL PROGRAMME 2019



## ENERGY

**Goal: 2% reduction in CO<sub>2</sub> emissions through the use of electricity by 2023 (base year 2016 with 7622t CO<sub>2</sub> in accordance with CLICC)**

**Measures by:**

- Replacement of 300 fluorescent lamps in exchange for LED tubes with presence and daylight evaluation
- Savings of 75,000 KWh/per year
- Installing photovoltaic plant with 81 kWp (approx. 600 m<sup>2</sup>) at the Buchbusch plant
- Equipping of Buchbusch plant with LED lighting (sub-goal of goal No. 2)

**Date: 2023**



## EMERGENCY SUPPLY

**Goal: Greater protection against overflowing of the sewer in heavy rain**

**Measures:**

- Construction of a rainwater cistern in the Remchingen branch as a buffer against backflow

**Date: 2019**

**Goal: Improve fire protection**

**Measures:**

- Upgrade missing fire alarm lines (smoke detectors)

**Date: 2019 (Takeover from 2018)**



## GENERAL

**Goal: Promote awareness of potentials for improvement in environmental protection**

**Measures:**

- Carry out an environmental campaign

**Date: 2019**



## WASTE

**Goal: Reduce developer concentrate (lye) and fixer concentrate (acid). hazardous waste materials are reduced.**

**Measures:**

- Replace film x-ray with digital x-ray (where technically possible)

**Date: 2019**

**Goal: Increase the proportion of reusable or recyclable packaging, Reduction of waste costs**

**Measures:**

- Replacement of packaging made from a non-recyclable mixture of wood and cardboard in Remchingen (supplied by Witzemann-China) with pallets and cardboard

**Date: 2019**



# CO<sub>2</sub> ASSESSMENT



This report shows the results from the Corporate Carbon Footprint calculation of the Witzemann GmbH for the year 2018 according to the CliCCC method.

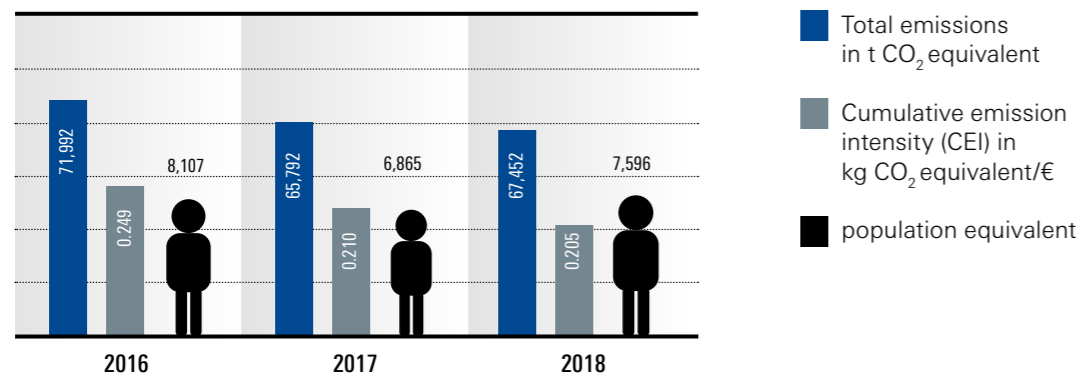
In addition to the physical CO<sub>2</sub> emissions (Scope 1) and indirect emissions caused by the energy supply (Scope 2), the CliCCC method takes the climate impact into account due to the purchase of preliminary work and fixed assets (Scope 3), estimated on the basis of purchasing data. The estimation of emissions from the costs of the individual goods categories is determined by infinite upstream chains.

The ifu Hamburg GmbH has traced, reproduced, validated all calculations and carried forward the calculations for the year 2018 on this basis. Furthermore, the values for the comparison years (2013, 2014, 2015, 2016 and 2017) were calculated as comparative values and necessary corrections were made.

The results are printed in the summary based on three indicators:

- total emissions
- cumulative emission intensity (CEI)
- Population equivalent

The total emissions reveal the sum of all emissions from the individual categories.



Source: Result report of Corporate Carbon Footprint according to CliCCC methodology for Witzemann, report year 2018, ifu Institute for Environmental Informatics Hamburg GmbH

## Iron and steel production remains the largest emitter

From the composition of the results for the 2018 reporting year, it is clear that most of the 94.6 % of the emissions come from scope 3. Most of the emissions are in the goods category comprising pig iron, steel and semi-finished iron and steel products, which makes up 35.2 % of all recognised emissions with 23,762 t CO<sub>2</sub> equivalent. This is followed by the metal products commodity group, which with 17,998 t of CO<sub>2</sub> equivalents, constitutes 26.7 % of all emissions considered.

Thirdly, the commodity group of foundry products that causes climate-impacting emissions of 8,757 t CO<sub>2</sub> equivalents should be mentioned. It would therefore be wise to offer incentives to suppliers in these goods categories in order to encourage them to disclose their specific emissions so they can make alternative decisions for low climatic impacts. The CEI calculated in these sectors are at 1.74 kg CO<sub>2</sub>-eq/€, 0.387 kg CO<sub>2</sub>-eq/€ or 0.757 kg CO<sub>2</sub>-eq/€. When investing in fixed assets in the future, and especially for machines, it would also be wise to obtain information about the specific emissions. The calculated CEI in this sector is at 0.253 kg CO<sub>2</sub>-eq/€ (4).

## Less emissions during power generation and by heating oil consumption

The presentation on the composition of the scope 3 emissions considered concerns a hotspot analysis on the largest contribution from states and sectors. This can suggest which areas should be prioritised with regard to incentive systems to encourage the disclosure of specific supplier emissions. The accumulated emission intensities of the suppliers can be requested and considered for this purpose. Supplier specifications can also be considered directly in the analysis thereby resulting in increased accuracy of future emission calculations.

Within scope 2 with 3,288 t CO<sub>2</sub>-equivalent (4.9 % of total emissions) electricity dominates with 2,317 t CO<sub>2</sub> equivalent. Here, emissions could be reduced by a further 56 % compared to 2017 thanks to reduced-emission generation of the purchased electricity product. The purchase of an emission-free electricity tariff continues to offer high reduction potential. With 333 t CO<sub>2</sub> equivalent, scope 1 with 0.5 % carries little weight. However, through the direct connection to the company, there may be potential here to implement measures to reduce emissions more quickly and easily. It should be emphasised here that the heating oil consumption from 2017 to 2018 could be reduced by 33 %.

## Higher sales, more investments, less CO<sub>2</sub>

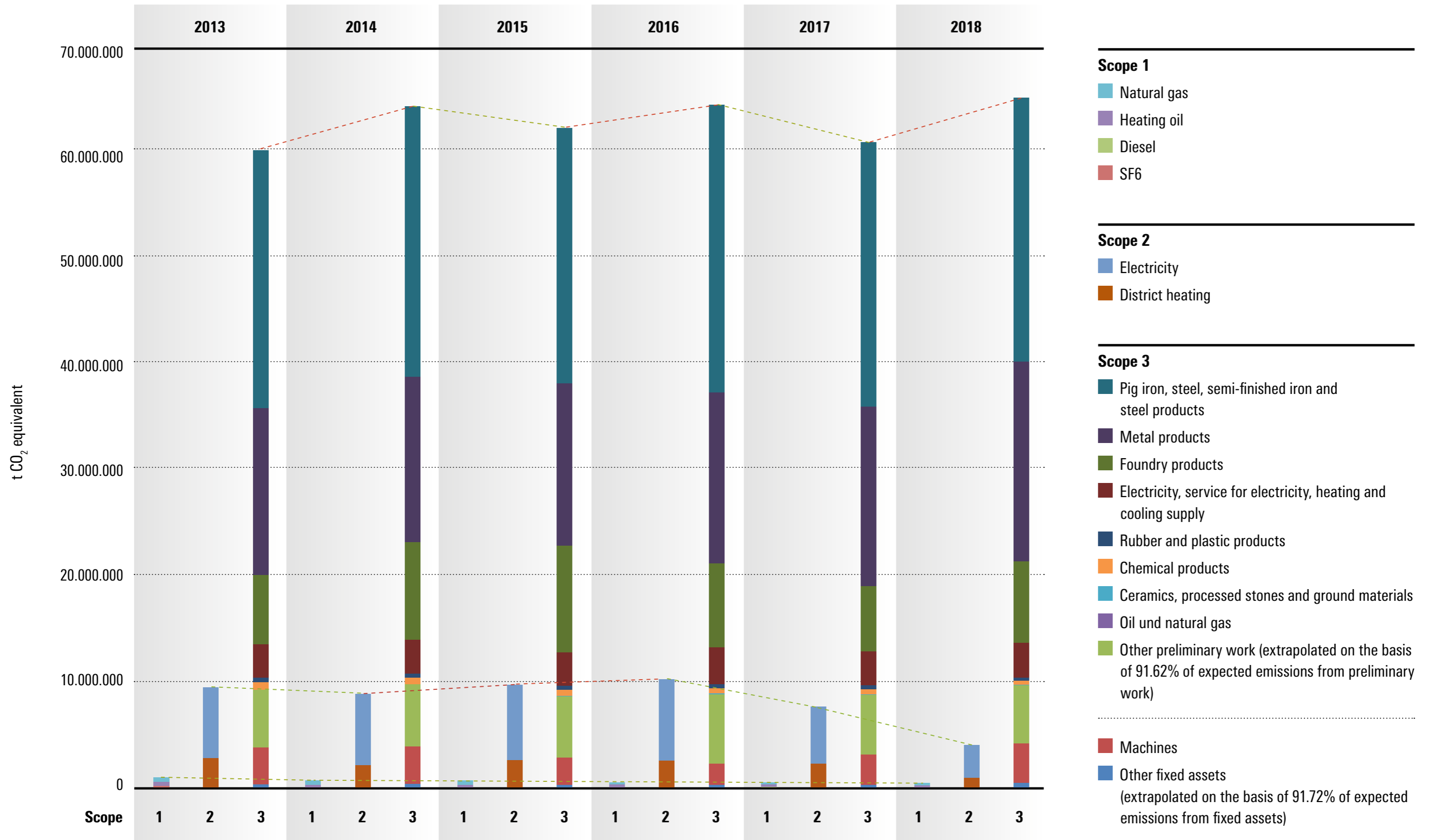
Compared to the results from 2017, improvements could be made in scope 1 and 2. The improvements are 10.7 % in scope 1 and 56.5 % in scope 2.

In Scope 3, however, emissions were increased by 10.3 % over the same period. The contribution is greatest here through the increased procurement of metal products and foundry products as well as the purchase of machines.

In summary, this results in an increase in total emissions of 2.5 %. Since the turnover increased by 4.9 % during the emission increase, a total reduction of 2.2 % also resulted in the CEI. Higher sales and increased investments lead to an increase of the Scope 3 emissions. These could be compensated for by strong reductions in Scope 2. In future, further reductions in the CEI will only be possible if, with increasing preliminary work and fixed assets, attention is paid to reduced-emission suppliers and reduced material intensity.

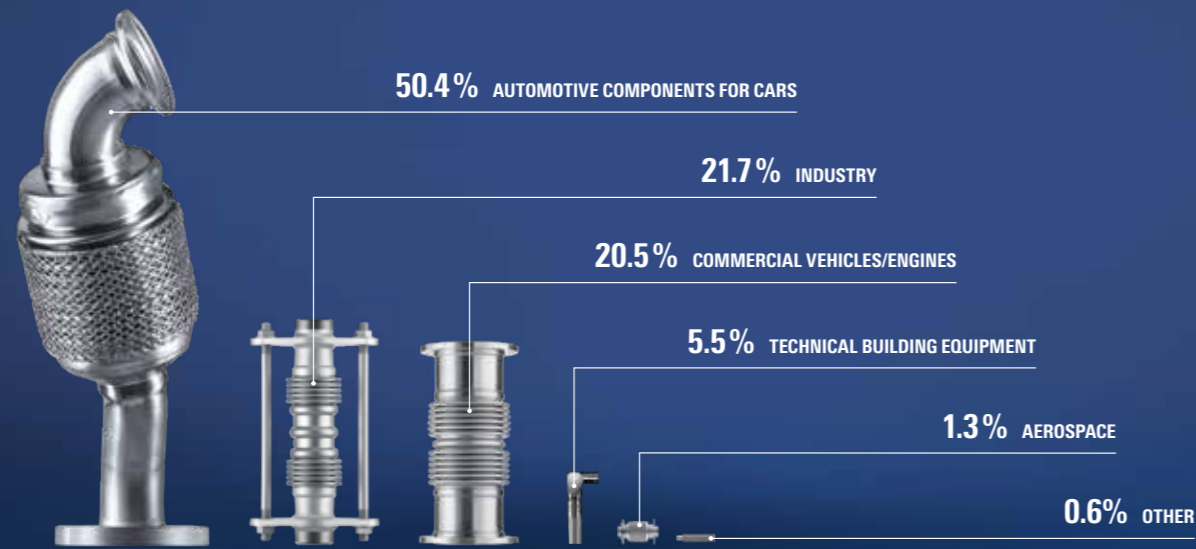
In relation to the comparison factor of 0.387 kg CO<sub>2</sub>-eq/€ for the metal products sector the accumulated emission intensities of the Witzemann GmbH at 0.205 kg CO<sub>2</sub>-eq/€ represents a relatively climate-friendly production.

# CLICCC – COMPOSITION OF THE RESULTS



# FIGURES

## TURNOVER BY SECTOR 2018

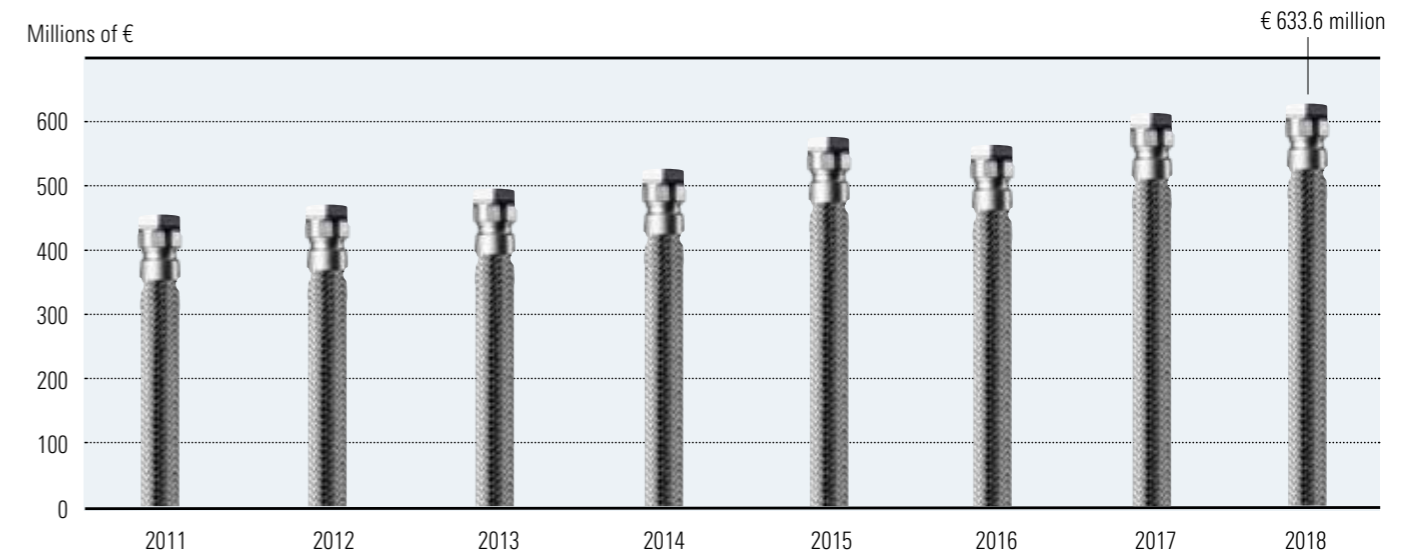


Turnover		2016	2017	2018
<b>in total</b>	<b>Millions of €</b>	<b>570.0</b>	<b>614.1</b>	<b>633.6</b>
Germany	%	31.9	31.9	32.7
Europe excl. Germany	%	31.6	31.9	32.0
America	%	19.1	19.8	19.1
Asia	%	17.1	16.0	16.0
Africa	%	0.3	0.4	0.2

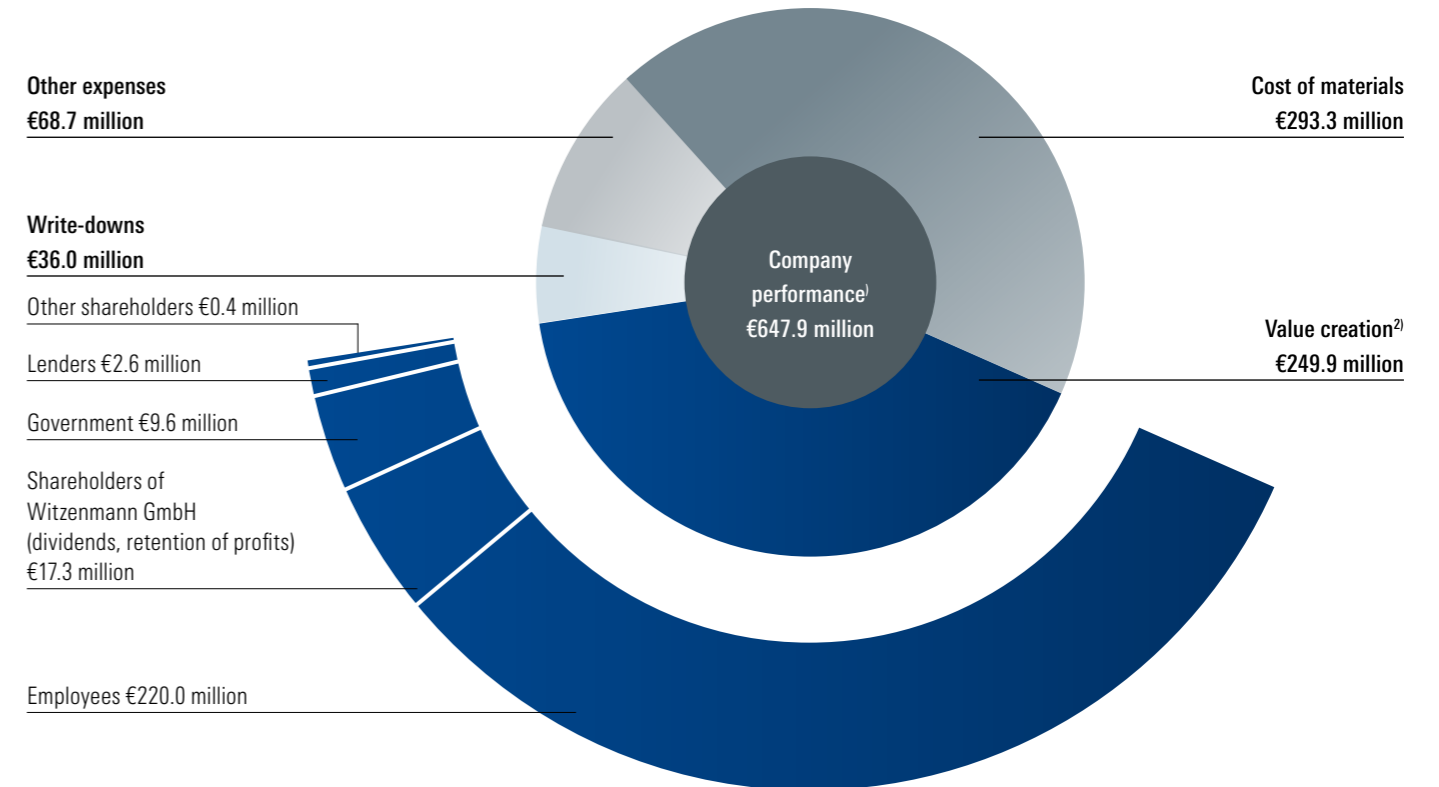
Turnover by sector		2016	2017	2018
Automotive components for cars	%	51.1	50.3	50.4
for commercial vehicles/engines	%	20.2	21.3	20.5
Industry	%	20.8	20.6	21.7
Technical building equipment	%	6.1	5.7	5.5
Aerospace	%	1.2	1.2	1.3
Miscellaneous	%	0.7	0.9	0.6

Investment & Equity		2016	2017	2018
Investments	Millions of €	36.3	42.8	52.0
Write-downs	Millions of €	34.2	34.5	36.0
Equity ratio	%	60.2	61.1	58.6

## TURNOVER TREND 2011 – 2018



## VALUE CREATION 2018



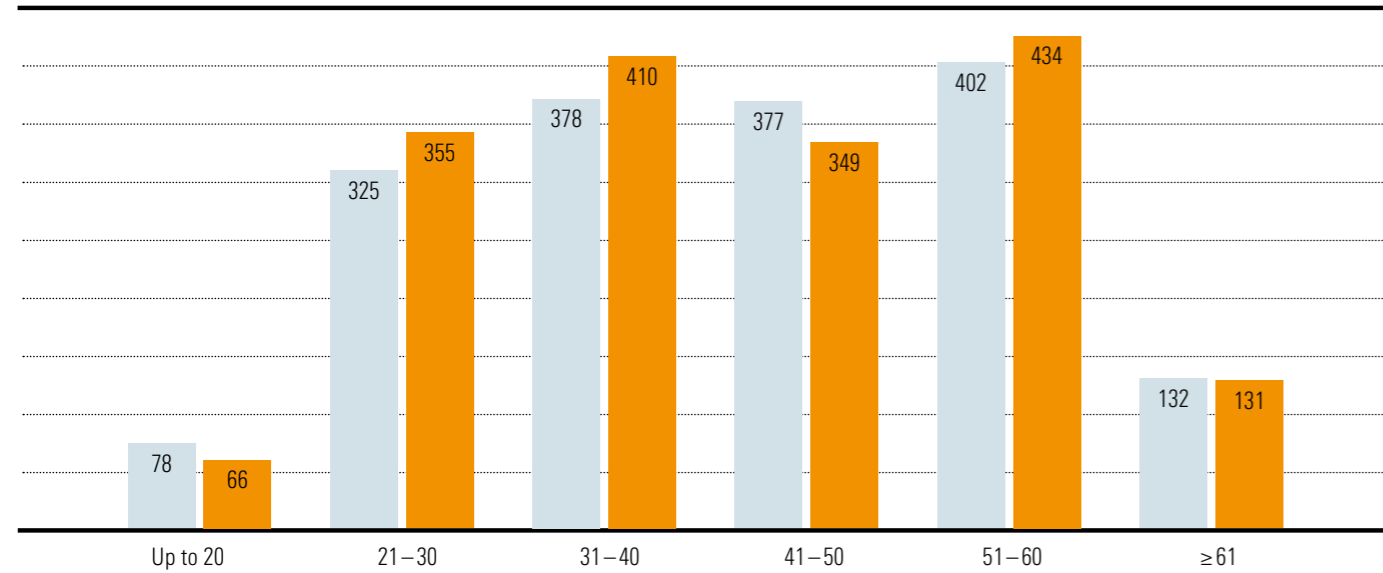
<sup>1)</sup> **Company performance:** Apart from the turnover, the company performance also includes the changes in stocks of finished and unfinished products as well as other capitalised assets.

<sup>2)</sup> **Value creation:** Value creation is produced from the company performance minus expenses, write-downs and costs of material. It quantifies the Witzemann Group's contribution to private and public income.



## EMPLOYEES OF THE WITZENMANN GMBH

### Age distribution at Witzemann GmbH



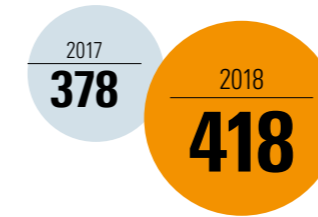
Number of employees: 2017 2018

Years of service for Witzemann GmbH		2017	2018
< 1	People	175	208
1 - 3	People	171	207
4 - 7	People	298	227
8 - 10	People	129	171
11 - 20	People	510	499
21 - 30	People	295	310
31 - 40	People	103	107
≥ 41 years	People	11	16

Witzemann GmbH workforce		2016	2017	2018
Total number of employees	People	1660	1689	1745
Non-manual workers	People	663	671	707
Manual workers	People	926	957	975
Apprentices/trainees	People	71	61	67
Proportion of women	%	19	19	19.3
Proportion of men	%	81	81	80.7
Number of part-time employees	%	9.8	6.5	8.36
Severely disabled persons & persons regarded as such	People	80	87	86
Average age	In years	42.2	41.7	41.88
Average length of service	In years	13.4	13.3	13.22
Participants in employee activities	People	335	347	264

## HEALTH MANAGEMENT

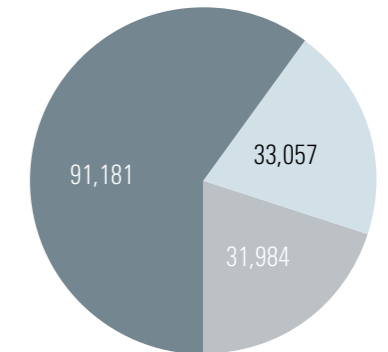
### Occupational health checks



Witzemann GmbH		2016	2017	2018
Occupational health checks	number	589	378	418
Non-reportable accidents (1-3 days uw*)	number	14	11	24
Reportable accidents (>3 days aw*)	number	33	27	35
Reportable accidents (per 1,000 employees)	number	19.9	15.6	20.6

\* uw = unable to work

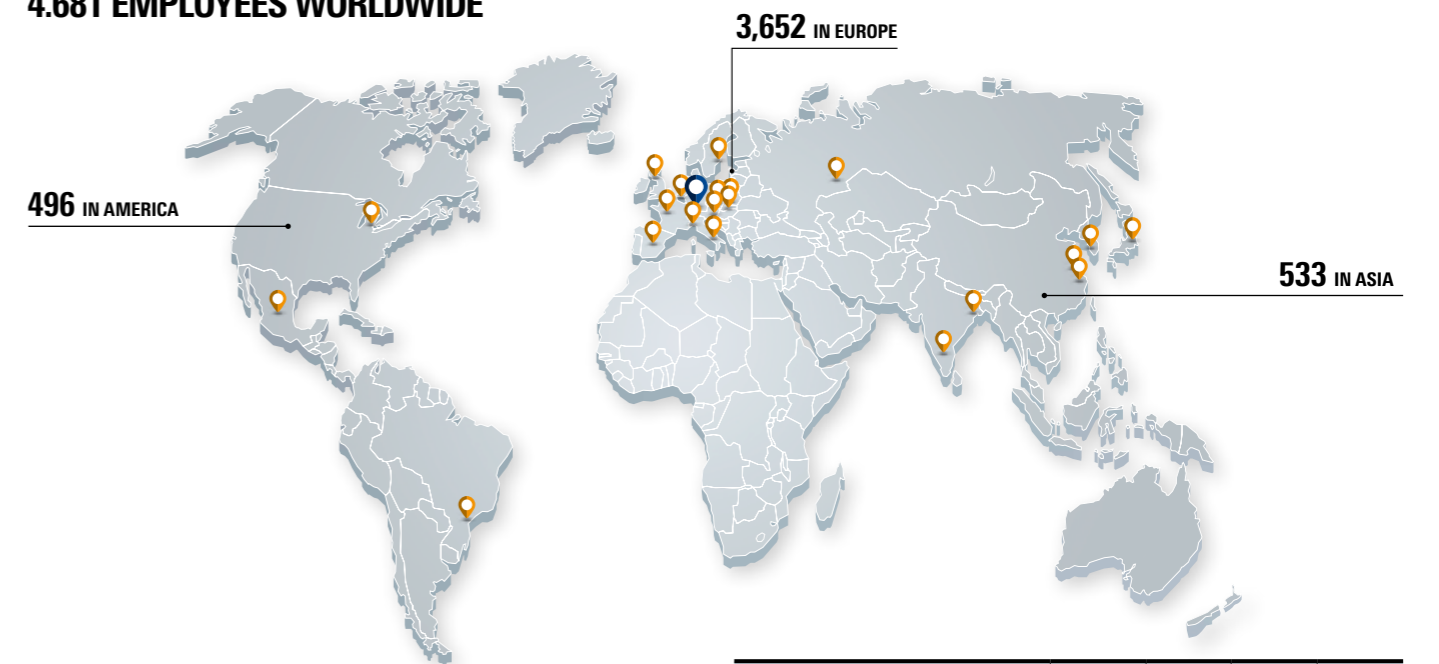
### Meals sold at Witzemann GmbH 2018



A total of more than 400 meals every day!

- Daily specials and takeaway meals
- Soups, salads, etc. from the counter
- Hot snacks

## 4.681 EMPLOYEES WORLDWIDE



Witzemann Group		2016	2017	2018
Total number of employees	People	4,139	4,341	4,681
in Europe	People	3,262	3,413	3,652
in America	People	434	440	496
in Asia	People	443	488	533

Witzemann Academy		2016	2017	2018
Employees on the High Potential programme	People	14	14	14
External costs for training and professional development	€K	565	490	545
Number of seminars	number	282	238	237
Participants in training and professional development seminars	number	539	502	821
Traineeships/Apprentices	number	50	56	51

# #10



Different networks have joined together at national level. Meanwhile, there are more than 80 national networks worldwide. In Germany, the participants have been organising themselves in the German Global Compact Network foundation since 2000. This includes 20 of the DAX-30 groups, small and medium-sized enterprises as well as scientific facilities and non-governmental organisations such as Amnesty International and Transparency International.

**The Witzenmann Group is expressly committed to the ten principles of the Global Compact.**

**We want to ...**

- #1 ... support and respect the protection of internationally proclaimed human rights.
- #2 ... ensure that they are not complicit in human rights abuses.
- #3 ... uphold the freedom of association and the effective recognition of the right to collective bargaining.
- #4 ... uphold the elimination of all forms of forced and compulsory labour.
- #5 ... uphold the effective abolition of child labour.
- #6 ... uphold the elimination of discrimination in employment and occupation.
- #7 ... pursue the precautionary principle when dealing with environmental problems.
- #8 ... take initiatives to create a greater awareness of the environment.
- #9 ... help speed up the development and spread of environmentally friendly technologies.
- #10 ... work against corruption in all its forms, including extortion and bribery.

**The United Nations Global Compact is the global compact agreed between companies and the UNO in order to shape globalisation in a more social and environmental way.**

**Different organizations are involved on the side of the UNO. These include among others:**

- the High Commissioner of the United Nations for Human Rights UNHCHR
- The International Labour Organisation ILO
- The United Nations Environment Programme UNEP

## CONTACTS



**Philip Paschen**

As a managing partner, Philip Paschen is responsible for the "production, business process management, digital transformation (IT) division. His areas of responsibility include, among other things, production and industrial engineering, IT/digitisation, plant design, building management, logistics and sustainability.



**René Pflittner**

In his role as the Environmental Protection Officer for environmental protection and data protection in the "Legal Affairs and Compliance" department, he is the person to contact with regard to all internal and external questions relating to the environment and Witzenmann GmbH.



**Jochen Geiger**

The Head of the Marketing and Public Relations department is responsible for sales promotion, market analysis, PR, innovation management and for editing the sustainability report.

## IMPRINT

Publisher:  
Executive Management at  
Witzenmann GmbH  
Postfach 101280, 75112 Pforzheim  
www.witzenmann.de

V.i.S.d.P.:  
Jochen Geiger  
Head of Marketing & Public Relations

Author of the environmental report:  
René Pflittner  
Environmental Protection Officer

Editor:  
Marketing Witzenmann GmbH  
Tel: +49 7231 581-208

Concept & Design  
Schindler Parent Industry GmbH  
Eutinger Str. 2, 75175 Pforzheim  
www.schindlerparent.de

Cover  
and image page 4, 6, 7, 8, 12, 15, 18, 24,  
34  
Peter Sonnabend

Further photo credits:  
Page 11: © kaptn/stock.adobe.com;  
Page 16: © CarlosAndreSantos/istockphoto.com;  
Page 19: © pickup/stock.adobe.com;  
Page 20: © denisismagilov/stock.adobe.com;

Publication: February 2020