

Extract from the Sustainability Report

2022





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1

Preface



Dear Reader,

Sustainable management, environmentally friendly manufacturing, acting responsibly – we have successively focused our entrepreneurial thinking and activities on all aspects of sustainability. We have summarised the developments and results of 2022 in this extract from our Sustainability Report.

According to the Zukunftsinstitut (German Future Institute), the neo-ecology megatrend is fundamentally realigning society, the economy and businesses. A new set of values is emerging, impacting purchasing decisions, social interaction and corporate strategies. The new sustainability paradigm is changing the rules of engagement for global society, culture and politics. Experts agree that entrepreneurial activity and the entire economic order are being reshaped. Environmental awareness and sustainability, formerly individual lifestyle and consumption choices, are increasingly growing into a social movement, which has become one of the major economic factors affecting all aspects of the company. The change in values has already spread across broad sections of society, resulting in the expectation that successful companies provide viable and pragmatic solutions for a neo-ecological future.

This is why it is so important that Karl Knauer's corporate strategy is aligned with being one of the leading German packaging manufacturers. For product and brand manufacturers, our packaging sends a valuable signal to their end customers: sustainably designed and produced primary and secondary packaging solutions act as brand ambassadors and value communicators, significantly determining the purchasing behaviour of consumers.

It is not only our many international industry awards, such as the recent Environment Initiative award, that prove that we are on the right track. We impressively demonstrate how sustainability can be integrated into companies and endorsed by the entire workforce. Our sustainability policy encompasses all production processes, materials procurement, resource efficiency and our huge commitment to internal and external initiatives in the region.

A big thank you goes to our reliable team, all our employees and corporate partners, who are all committed to sustainability. Each and every page of this report shows that we at Karl Knauer are true to our word and act sustainability on a daily basis. To have a future.

Karl Knauer Group
Management Board

Stefanie Wieckenberg

Michael Deronja

Karolina Matysiak

Highlights

Cardboard, paper, corrugated board

Using a renewable resource: cardboard, paper and corrugated board. Also, using recycled cardboard and FSC®- and PEFC-certified cardboard and paper.



-127

tonnes of CO₂

In 2022, Karl Knauer Biberach offset more CO₂ than it produced.



Changing the factory hall lighting to

LED

100%

carbon neutral

Fully compensated energy balance in Biberach



-20%

Power consumption reduces

when comparing 2022 to 2021 Karl Knauer Biberach

Training in Biberach



12

apprenticeships

2

dual degree programmes

22

apprentices and students

over € 600.000

Since its establishment in 1995, the Karl Knauer Foundation has generously supported the region every year.

SEVERAL TIMES AWARDED



For innovative packaging and industry know-how.

over **10** years membership CO₂ Climate Initiative

-17,3%



Repeated reduction in water consumption when comparing 2022 to 2021 Karl Knauer Poland

-70,2%

IPA use

when comparing 2022 to 2021 Karl Knauer Biberach



2.1

Company profile

The Karl Knauer Group is a successful medium-sized, family-owned company for Packaging, Promotional Products, Gift Packaging and Mechanical Engineering.

With its two locations including Biberach (Baden) in Germany, and Pniewy in Poland, the Karl Knauer Group is one of the leading suppliers in the packaging industry. Customers from the branded goods and services industry across Europe benefit from the diverse expertise and the remarkably extensive vertical integration. Together with customers, our experts design constructions that fulfil every packaging need – from product protection and safety to appealing presentation at the point of sale.

Karl Knauer offers tailored programmes with state-of-the-art packaging technologies for areas of expertise in eight industries: Cosmetics/Body Care, Pharmaceuticals/Health, Home/Industry, Environment/Nature, Food/Agriculture, Beverages, Blister Cards and Mechanical Engineering.

In addition, the research and development department is constantly working on innovations for future packaging demands. In the field of mechanical engineering, Karl Knauer develops individual solutions that increase efficiency in the packaging industry.

Karl Knauer is one of Europe's leading providers of note advertising media made of cardboard and paper, and offers customers in the gift packaging segment high-quality, refined and trendy packaging that can be customised on request.

To the corporate film:



https://youtu.be/_5bWar0Gnrg

2.2

Natural advantage

Cardboard 'grows', making it one of the most sustainable packaging materials.

Cardboard consists of wood, a renewable raw material, and is therefore particularly environmentally friendly. This applies to the acquisition of the raw material as well as its manufacture, use and disposal. Using FSC®- and PEFC-certified materials also demonstrably supports sustainable forestry and consistent measures against illegal logging. Supporting sustainable forestry by using wood as a raw material helps offset the carbon footprint in the fibre cycle. Renewable forests reabsorb the carbon released by cardboard, pasteboard or paper packaging and advertising media at the end of their life cycle.

Cardboard conserves our resources: no product is as intensively recycled as cardboard, pasteboard or paper packaging. Reusing the raw material several times conserves all types of resources, including energy and water. The recycling rate for cardboard, pasteboard and paper in Europe is around 81% according to data from the Confederation of European Paper Industries (CEPI). In Europe, 60% of folding cartons are manufactured from recycled cardboard.

A key issue in the manufacture of folding cartons is designing them to be efficient and safe throughout their entire life cycle. This should ensure that the packaged goods are not discarded due to damage, inadequate hygiene or insufficient instructions for use. Simply considering these criteria helps avoid waste and thus the loss of the resources necessary to manufacture the goods.

Most consumers make their first choice based on the cardboard packaging of the goods on the shelf. The versatility of cardboard is ideal for promoting the packaged product in the best possible manner. Material, printing method, surface structure and creative shapes all contribute to innovative and natural packaging design, and may elicit a visual and tactile experience. A folding carton can perfectly reflect the values of a brand and make it a consumer's first choice at the point of sale.

Cf. European Association of Carton and Cartonboard Manufacturers: <http://www.procarton.com/de/why-cartons/>

2.3

Current developments



Toothbrush packaging with and without a plastic blister hood



Stella Artois bottle packaging



PURE notes product range

The demand for packaging solutions that perfectly combine environmental protection, product presentation and handling is increasing. More and more brands and industries are relying on expertise from Karl Knauer, and we will show you why.

Clever [brush] head solution for Dr.BEST

Dr.BEST has been the best-selling toothbrush in Germany for years. Previously, the toothbrushes with the famous flex head, which are distributed under the Aquafresh brand around the world, were marketed in a conventional plastic blister pack. But this is no longer the case. Karl Knauer developed an innovative packaging solution on behalf of GlaxoSmithKline (GSK), the parent company. The blister card and hood are made of FSC-certified cardboard (FSC Mix, FSC® C005891), while the viewing window is made of cellulose fibres. This has the added benefit that the entire packaging can be completely disposed of with waste paper to be recycled.

Strong all-around package

The new Stella Artois packaging, developed by packaging specialist Karl Knauer and produced in collaboration with Kronen AG and AB InBev, has been catching the eye of British beer lovers for some time now. It really cannot be ignored: premium beer Stella Artois,

which is distributed by AB InBev, the world's largest drink and brewing company, comes in a cardboard case with rounded corners and elaborate artwork. The telescopic handle designed by Karl Knauer ensures that the case holding 12 embossed 0.33-litre bottles, which weighs 6.5 kilograms, can be carried home in all safety and comfort. The entire packaging solution (both handle and case) does not require any reinforcing plastic straps, making it particularly easy to grab and absolutely environmentally friendly.

Once it has been safely carried home or to the party, the top half of the case can be torn off along the all-around perforation. The bottom half holds the bottles snugly and can be converted into a tray by pushing the flaps of the pre-cut handles on either side inwards. And when the case is empty, the kraft cardboard, which is manufactured from sustainable European resources in PEFC-certified facilities, can simply be disposed of with waste paper and recycled. The amount of detail that went into designing the packaging for the customer also went into the smart packaging process. The major challenge here was to guarantee that the required high packing speed be retained or even increased, despite the rounded corners. The flat blank or 'body', has to be erected, folded, filled and finally sealed.

"Such mammoth projects can only be completed by a team. What was great was that we immediately developed a sense of team spirit across the company for this assignment. There was very open collaboration between the three project partners and each member of the team contributed to concluding this project exceptionally quickly, efficiently and successfully," says Hubert Wernet, Head of Innovation at Karl Knauer, referring to the joint work on this assignment. "It was really fun and refreshing, just like the bottles of Stella Artois safely packed in our case."

contains no plastic at all, be it an adhesive notepad, a set of colourful adhesive paper markers or an innovative cardboard box with a decorative slipcase that can be used as an office organiser. Renewable materials and the luxurious, natural feel of the PURE notes products make them ideal advertising media for companies that care about environmental protection and sustainability. The icing on the cake is that Karl Knauer can individually design and print notepads and envelopes to match any corporate or brand identity. Custom shapes and formats can also be accommodated on request.

PURE notes product range

Adhesive notes are useful, ubiquitous and have a lasting effect.

It is the small things that can make a big difference. That is why the PURE notes range is perfect for the more environmentally and climate-friendly habits that many consumers are striving to cultivate. Whether at work or at home, anything worth noting can be jotted down on the small, sometimes adhesive, notepaper – a habit that is nowadays more sustainable than ever. This is because every PURE notes product is made from recycled paper and PEFC-certified cardboard, and

2.4

Our success



Forbes Diamond for Karl Knauer Poland



WorldStar 2022 and German Packaging Award 2021 for Dr.Best toothbrush packaging



PSI Economic Excellence and Environment Initiative awards © Oliver Wachenfeld

Our top objective is to make our customers happy. The fact that we are often able to impress national and international juries with our creative solutions is a welcome knock-on effect.



WorldStar 2022 for Dr.Best

Following the German Packaging Award and the European Carton Excellence Award, 2022 brought with it other awards for the innovative Dr.Best and Aquafresh toothbrush packaging. For the third time in a row, the World Packaging Organisation presented Karl Knauer with an award: the WorldStar 2022 award in the Health and Personal Care category. This is the 100th award that Karl Knauer has received since 2006.



European Carton Excellence Award

Every year, Pro Carton, the European Association of Carton and Cartonboard Manufacturers, awards the most sustainable and innovative carton designs. The Stella Artois bottle packaging made it onto the shortlist for the 2022 European Carton Excellence Award. The bottle carrier with its innovative telescopic handle does not contain any plastic at all and is an absolute novelty on the market. Its most impressive feature is its versatility.



Forbes Diamond for Karl Knauer Poland

For the 14th time, Forbes magazine and Dun & Bradstreet Poland have jointly published a list of companies in Poland that have increased their value the fastest in the last three years. The 2022 list includes some 7,000 companies, both SMEs and large corporations, among which is Karl Knauer Poland.



PSI 2022, Economic Excellence

Karl Knauer was honoured with the PSI Sustainability Award in category 1, Economic Excellence, for its sustainable quality management, which it has continuously and consistently developed over the years. The company's points advantage clearly indicated that it is a cut above the rest. What tipped the scales in Karl Knauer's favour for the jury was the certified quality assurance and process standards, which are fully geared to sustainability.



PSI 2022, Environment Initiative

"For years, Karl Knauer KG has impressively demonstrated how sustainability can be integrated into companies and endorsed by the entire workforce," stated the jury in praise of the company's initiatives, which won it the award in the Environment Initiative category. The sustainable strategy is holistic and long-term, and encompasses production processes, materials, internal commitment and external initiatives, both in the region and as far away as Africa.



Silver in the Druck&Medien Awards

The Druck&Medien Awards (print and media awards) were presented for the 18th time in 2022. Karl Knauer was also among the award winners. In addition to being a finalist in the Packaging Printer of the Year category, the company was particularly pleased with its silver award in the Training Company of the Year category. "Our trainees are consistently among the country's best and achieve impressive results. That is why we are pleased that most of them choose to stay here and set the course for the future with us after successfully completing their training," says Michael Deronja, Managing Director of Karl Knauer KG.

2.5 Being green



Tree-planting campaign in Biberach



Handing over the keys to the new e-up! vehicles



Trainees build an insect hotel

Lush trainee project

In early March 2022, four trainees from Karl Knauer KG in collaboration with the Landschaftserhaltungsverband Ortenau e. V., forestry manager for the Biberach community forest Christoph Müller and Forstservice Schnaitter completed a project initiated in 2021 and reforested a brownfield site covering some 1,000 m² in Biberach, Baden. This campaign involved planting a total of 250 durmast oaks and 50 small-leaf linden trees to renature a site previously destroyed by fire. From preparing the ground, through procuring the seeds and planting them, to fitting special sustainable wooden sleeves to protect the young plants from damage from wild animals, the project offered the trainees an interesting insight into a range of different subjects.

“It is important that during their training at our company we not only impart knowledge to our trainees, but also a sense of how important it is to take on responsibility, embrace sustainability and get involved whenever they are needed,” explains Stefanie Wieckenberg, Managing Director of Karl Knauer KG. “In the years to come, this project will also allow the trainees to experience the positive effects of their labour for all involved – nature, people and the environment – firsthand.” Karl Knauer is similarly engaged in a project in Malawi in southeastern Africa. Through Forstfreunde, an organisation involved in afforestation projects, a total of 1,500 trees were planted to renature a forest that had fallen victim to illegal deforestation and fires.

Sustainable driving: e-up! vehicles deployed

In 2021, Karl Knauer added two fully electric VW e-up! vehicles to its fleet, a clear indication of where the company stands in terms of mobility. The proportion of electric company cars in the fleet will also continue to grow. In order to ensure that the company is well prepared for the switch from combustion engine to electric drive,

Karl Knauer has installed a future-ready charging infrastructure in its car park: it currently has eight charging stations which can later be extended to 16. One of the two e-up! vehicles is to be used exclusively by trainees – it is available for trips to school, for business purposes and even for private use over the weekend.

Our very own Karl Knauer insect hotel

In spring 2020, Karl Knauer trainees laid the groundwork for another long-term project. With our support, an area of around 2,600 m² was cleared to make space for some 60,000 new Karl Knauer ‘workers’ in Zell am Harmersbach. The idea was to set up a flower meadow, which has since been in bloom throughout the summer, with a range of varieties attracting numerous insects and also providing valuable habitat to the new Karl Knauer bee colony. Decked out in

their protective clothing, the Karl Knauer trainees headed off to harvest the honey under the expert guidance of ‘Martin the Bee Man’. A total of 32 kilograms has been collected and filled into jars by hand. As one would expect from packaging experts, special honeycomb packaging was designed and produced for the honey. Naturally, the trainees were also involved in this. We’re especially proud that an insect hotel built by the trainees themselves has graced the bee pasture since 2022.





3.1

Energy consumption and energy-saving measures

Photovoltaic system on the roof of the production hall in Biberach

Efficiency

Important precautions for efficient energy use in Biberach, and Pniewy.

For all new acquisitions of machines and systems, it is a company requirement to constantly improve energy efficiency.

In addition, a certified energy management system is introduced, significant energy users are defined, consumption is measured and monthly reviews are conducted.

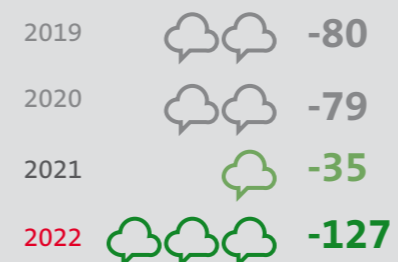
Saving

Saving energy and using renewable energy in Biberach, and Pniewy.

In Biberach, a considerable part of the electricity demand is electricity demand is produced via photovoltaics. The conversion of the factory lighting to LED is currently underway. As of December 2022, this has been completed to approx. 70 %. Where it is already possible, the lighting is controlled automatically depending on the amount of daylight. In addition, the radiator thermostats were checked, defective equipment was replaced and 35,000 kWh of electricity were saved by switching off the oil heating of two punching machines at weekends.

CO₂ emissions from energy consumption

Biberach, in tonnes of CO₂ per year

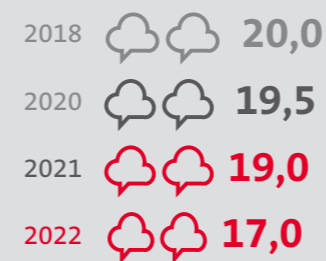


We avoid producing CO₂ emissions wherever possible and have managed to reduce them to a minimum. Nevertheless, we compensate for unavoidable CO₂ emissions by supporting climate change projects that offset CO₂ elsewhere. Thus, in 2022 alone, we saved 127 tonnes more CO₂ than we produced.

Compensation exceeds consumption

CO₂ emissions from the energy consumed per 1,000 accepted sheets

for all Karl Knauer in kg CO₂/1,000 sheets



Thanks to the numerous measures, the Karl Knauer Group was once again able to reduce CO₂ emissions from energy consumption per 1,000 sheets.

Consistently low emissions

3.2

Water consumption

Efficiency

Important precautions for efficient water use at Karl Knauer.

We monitor all our water consumption. This allows us to keep track of water consumption and its causes and to develop and implement measures for more efficient use in the identified areas. In order to save water, automatic faucets were installed in the last few years.

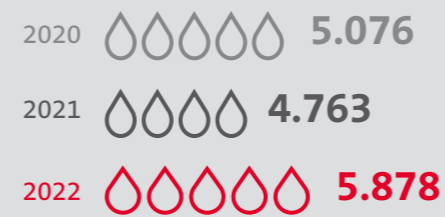
For all Karl Knauer

		2020	2021	2022
Water consumption	m ³	10.915	9.479	9.900
Water consumption per 1,000 accepted sheets	l/1,000 sheets	67,7	57,1	61
Waste water	m ³	5.564	5.655	4.953
Waste water per 1,000 accepted sheets	l/1,000 sheets	34,5	34,1	30,5

Moderate increasing under taking into account the increase in production in Biberach and Pniewy

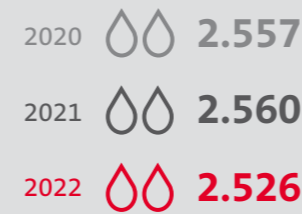
Water consumption

Biberach, in m³



Waste water

Biberach, in m³



Waste water generation constantly low

6,378 m² of our outdoor facilities are little or unsealed, so that rainwater infiltrates and replenishes groundwater reserves. In addition, the rainwater from 17,248 m² is discharged into open ditches/water bodies.

3.3

Material consumption

Cardboard consumption

in tonnes

For all Karl Knauer

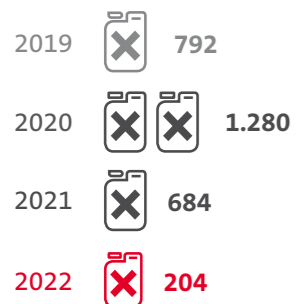


Rising cartonboard consumption due to an increased order situation.

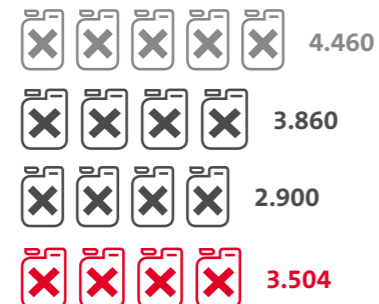
IPA use

in l

Biberach



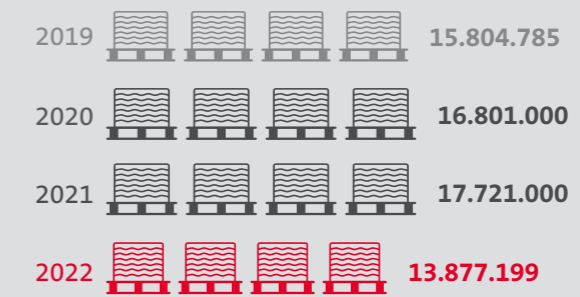
Pniewy



The aim is to reduce the use of IPA year on year. Printing in Biberach and Pniewy is practically alcohol free. In Biberach, the use of IPA increased in 2020 due to the in-house production of disinfectants during the Corona pandemic. In the meantime, this increase has been reduced again by the consumption of the disinfectant already produced. In addition, the stockpiling for the production of disinfectant is declining. In Pniewy there was a production-related increase, which is, however, below the demand in 2020.

Corrugated board Biberach

Processed only in Biberach, in m²



Paper Pniewy

Processed only in Pniewy, in kg



Inks and varnishes for all Karl Knauer in t



In Biberach, FSP inks (low-migration, food-safe packaging inks) and low-migration varnishes are used in 80% of the products. This is similar for the Pniewy factory.

Consumption fell slightly as demand returned to normal. The increase in 2021 was due to stockpiling in addition to the increase in production.

3.4 Waste

Important precautions for preventing waste in all areas

Our waste prevention strategy kicks in at the product development stage: new packaging is designed and imposed on the printing sheet in such a way as to minimise material use and offcuts. Each imposition is checked by experts and packaging technologists.

In addition, purchasing cardboard sheets in the correct format for each individual type of folding box ensures less waste and the correct separation (hazardous/hazardous/paper/metal). For the purchase of paints, varnishes and glues, the focus is on demand and shelf life.

In Biberach, comprehensive waste management has been integrated into the company's day-to-day activities for many years. Here, all waste is classified and recycled accordingly, in a manner that maximises value added. Developments related to waste that is classified as dangerous are particularly positive: the volume of such waste was reduced for the third year running as a result of optimised processes and a higher degree of standardisation.

In Pniewy, the acquisition of a new printing machine had a positive impact on waste consumption: for example start-up losses (test sheets for adjusting the machine) were further reduced. This also applied to printing errors and colour deviations, which further reduced the waste.

Due to the reduction blister film thickness, in Pniewy can be saved 20 tonnes of plastic per year.

For all Karl Knauer 2020 2021 2022

Cardboard waste	t	11.698	11.143	10.258
Hazardous waste	t	71	69	73
Total cardboard waste per 1,000 accepted sheets	kg/1.000 sheets	72,6	67,1	63,2
Total hazardous waste per 1,000 accepted sheets	kg/1.000 sheets	0,4	0,4	0,4

Cardboard waste per 1,000 accepted sheets

for all Karl Knauer, in kg/1,000 sheets



Hazardous waste per 1,000 accepted sheets

for all Karl Knauer, in kg/1,000 sheets

Constant low waste rate



Waste separation is performed very thoroughly at Karl Knauer. Cardboards, coated cardboards, films, wood, metal, residual waste and special waste such as paint, cleaning agents etc are all separated. There is an in-house waste press in which

both PE films and punching waste are pressed separately. Waste paper is sold as a raw material to the cardboard industry – as well as the plastic that is melted down and then used for new products.

4.1

Employees' position in the company



Key performers are valued both independently of and particularly for their individual and cultural diversity.

Employees are the heart of the company and essential for Karl Knauer's success. They are valued and are entitled to transparent and cooperative leadership based on clearly defined, attainable goals. All employees work together in a respectful manner, hold each other in high regard and support each other. Gender, religious or social discrimination is not tolerated.

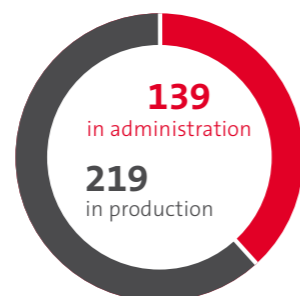
Karl Knauer has established occupational health and safety (OHS) management to promote health in all aspects of work, behaviour and the organisation. This OHS management also organises various activities related to health and prevention, and is involved in decisions relevant to employees and their health.

Both acknowledging good performance and conducting honest and transparent appraisals contribute to the efficient and harmonious advancement of all employees. Constantly assessing the working environment helps us maintain and improve our employees' health and well-being. Working methods, the atmosphere at work and health-related factors always have a high priority in evaluating the overall process.

The fact that Karl Knauer Group employees feel good and are content is amply demonstrated by their loyalty to the company. The turnover rate of approximately 13% is very low compared to the industry average.

Biberach

380 employees, including **22** apprentices and students



Pniewy

471 employees, including **16** apprentices



4.2

Training and further education



As a major regional employer, Karl Knauer accepts responsibility for training a skilled workforce and for the future prospects of young people in the region.

Karl Knauer has already received several awards as 'Training Company of the Year'

Karl Knauer helps prepare young people for the future. As an approved training company, Karl Knauer offers 12 apprenticeships and two dual degree

programmes in Biberach: apprentices and students totalled 22 in 2022. There were 16 apprentices in Pniewy.

Biberach

12

apprenticeships

2

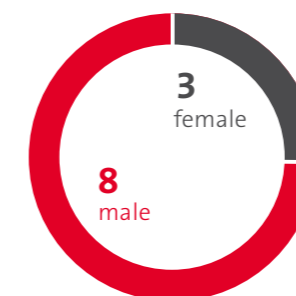
dual degree programmes

22

apprentices and students

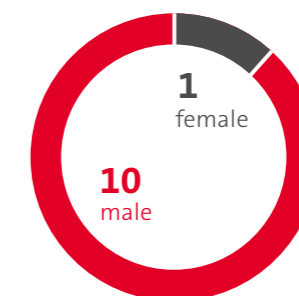
Biberach

Apprenticeships commercial professions

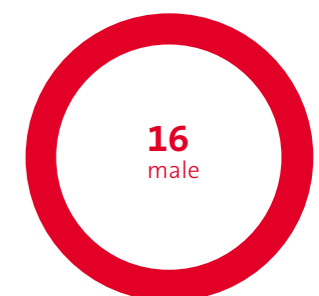


Pniewy

Apprenticeships technical professions



Apprenticeships technical professions



5.1

Responsibility for the supply chain



The Karl Knauer Group maintains a close partnership with all suppliers.

Karl Knauer works in close partnership with its suppliers. There have been no grievances with regard to working conditions or human rights to date.

This is verified by supplier audits. The right conditions are the prerequisite for collaboration. Beyond that, we maintain an open and transparent relationship with our suppliers.

Our suppliers are predominantly based in the EU. Sustainable forestry is preferred.

Karl Knauer purchases predominantly from EU suppliers. Supplier audits assess both environmental and hygiene aspects, as well as processes and their improvement. FSC®- and PEFC-certified

materials are purchased and used for production, if requested by the customer. In addition, Karl Knauer advises customers on ecological packaging alternatives and sustainable packaging.

Green supply chains

To navigate complex supply chains and introduce greater efficiency and sustainability, Karl Knauer relies on green transport solutions from service providers. These offer, for example, CO2 reporting for strategic supply chain optimisation, sus-

tainable fuel offers and new technologies. In addition, Karl Knauer relies on FTL (Full Truck Load) when desired and possible by the customer. Efficient full truck load eliminates waiting times at loading and unloading points.

5.2

Involvement in the region



Karl Knauer is a link in the environmental supply chain. We conduct our activities with care and responsibility for the environment.



The Karl Knauer Foundation is generous in its support to regional institutions and is a sponsor and education partner.

Employees in Biberach are involved in various committees, bodies and associations, for example, as examiners for chamber of commerce (IHK) examination boards and volunteers at the German Life Saving Association (DLRG), the German Red Cross (DRK), the Federal Agency for Technical Relief (THW) and the fire brigade.

Moreover, 24% of the employees in Biberach are qualified first-aiders.

Karl Knauer is aware of its social responsibility and is fundamentally committed to the principles of democratic basic order and fair coexistence. The Karl Knauer Foundation, which was established by Karl Knauer in 1995, donates around € 20,000–30,000 to associations, institutions and social services in Biberach, Harmersbachtal and Nordrach annually. Since it was established, the foundation has invested more than € 600,000 in the region. As a sponsor of numerous regional sports clubs, Karl Knauer sustainably supports people in the surrounding areas.

Karl Knauer, located in Biberach, has also formed education partnerships with the Heinrich-Hansjakob-Bildungszentrum in Haslach and the Bildungszentrum Ritter von Buss in Zell am Harmersbach. As an education partner, we implement practical educational projects to introduce pupils to the world of work, which helps them with their career choices down the line.

All activities including school trips, presentations about the various professions, training on how to write job applications and internship opportunities are established at the beginning of the scholastic year and reviewed at least annually.

The Karl Knauer bee pasture is a new trainee project initiated in 2020, which won the 2021 and 2022 PSI Sustainability Award. In collaboration with a local beekeeper, honey was extracted under the direction of our trainees, packaged in grass paper boxes and distributed to customers as corporate gifts.

The Pniewy factory provides financial support for kindergartens, schools and sports clubs (volleyball and indoor football) through sponsorship and contributions to sports events and tournaments. Guided tours of the premises for kindergartens and schools are organised regularly. In addition, Karl Knauer Poland has also formed partnerships with the schools in Pniewy, and provides internship opportunities and taster weeks for pupils.

In cooperation with the Landschaftserhaltungsverband Ortenau e. V., forest district manager Christoph Müller and the forestry service Schnaitter, we reforested an approximately 1,000 m² fallow area in Biberach/Baden at the beginning of March 2022. During this action, a total of 250 sessile oaks and 50 littleleaf limes were planted to recultivate a former burnt area.

6.1

Sustainability management structure

Achieving our sustainability objectives through management systems.

Within the company, interdisciplinary teams are responsible for sustainability management in close consultation with the management. Together, they are responsible for the successful implementation of the sustainability programme

and review the implementation of the environmental and energy goals which are set out in a target overview and key performance indicators. All measures are reviewed and evaluated.

In Biberach

- ISO 50001 – Energy management systems
- ISO 9001 – Quality management systems
- Living PSO!® certification for the offset printing process standard
- ISO 14001 – Environmental management systems
- Environmental certificate Grüner Punkt
- FSC® certification: FSC® C005891
- PEFC certification: PEFC/04-31-1318
- Certificate of participation in carbon-neutral production for environmental management
- BRC Global Standard

All current certificates can be found at:
www.karlknauer.com/downloads

Our comprehensive KPI system

We use this system to check whether we have achieved our objectives on a monthly basis. All departments work with KPIs; sustainability management is no exception.

Our KPIs include inter alia: occupational accidents, employee turnover, further education, performance appraisals, greenhouse gas emissions, waste and customer statistics.

7 | Imprint and contact information

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About this report

This is an extract from the Karl Knauer Group's sixth Sustainability Report. Information on developments and projects concerns the financial year of 2022 and also includes figures from previous years. The Sustainability Report is based on the German Sustainability Code (2015 version), which was adopted by the German Council for Sustainable Development (RNE). The German government supports the Code as an instrument for promoting sustainable development. The German Sustainability Code considers 27 performance indicators from the Global Reporting Initiative (GRI) G4 Guidelines. In addition to this Sustainability Report, the Karl Knauer Group has issued a declaration of conformity, thus fulfilling the requirements of the German Sustainability Code.

A free template obtained from the Institute for Sustainability (Berlin) was used to create this report.

This is an extract from the Karl Knauer Group's 2022 Sustainability Report. The full version in German is available at www.karlknauer.de/nachhaltigkeit



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