

Inspired by **temperature**



Sustainability Report 2023

huber

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Dear Readers,

As a family-run, medium-sized company, we have earned ourselves a recognised position as a technology leader on the global market. One of our key strategies is a consistent focus on sustainability, both at our production site and in our products.

Our vision is to secure our technological leadership in the long term while continuously strengthening our positive image. We are committed to further expanding our role as a pioneer in environmentally friendly refrigeration.

For us, this means: environment and sustainability are not just buzzwords, but strategic corporate goals. Sustainability must not be a coincidence. Environmentally compatible temperature control technology must be specifically planned, controlled and monitored.

We would like to invite our readers to take a look at our efforts and progress in the area of sustainability. In this report, you will learn more about our projects, initiatives and successes. We are proud to contribute to a more sustainable future and thank you for your interest.

Yours sincerely,

Daniel Huber, Chairman of the Board



Bärbel Huber, Daniel Huber, Beatrice Geiler and Joachim Huber (f.l.t.r.)



Peter Huber Kältemaschinenbau SE was founded in 1968 by Peter Huber as one of the first master craftsmen in refrigeration engineering and has been family-owned since then, since 2023 as a European Company (Societas Europaea, SE).

The management board consists of four siblings Daniel Huber, Joachim Huber, Beatrice Geiler and Bärbel Huber. The supervisory board consists of three members: Dr. Hans Dehmer (Chairman), Bernhard Delakowitz and Frank Rieger.

The members of the management board work continuously to further develop the company with innovation and sustainable business practices.

To achieve this, they bring a strong combination of experience, market knowledge, vision and technical know-how to the company. Always with the aim of improving the company and preparing it for the challenges of the future.

“ We do not need to be the biggest,
we want to be the best. ”

Daniel Huber



Unistat – the original:
high precision temperature control
since 1989



Our mission

**High precision temperature control technology to make your work easier:
that is our mission.**

Our temperature control technology makes work in research and industry easier and more efficient. This is our mission and our products and services follow this concept.

Our products have proved themselves through experience and are recognised as technology leaders in the field of temperature control in experimental, research facilities and industrial production processes. Our product range offers solutions for almost all tasks in the field of liquid temperature control from -125 to +425 °C.

A typical application is process temperature control in the chemical and pharmaceutical industry.

In other industries, our temperature control units are used to carry out material and stress tests, temperature-dependent testing of food and beverage, cosmetic products and building materials and the simulation of environmental conditions and ageing processes.

We develop, build and supply temperature control solutions from -125 to +425 °C for applications in all industries. Our products are used in countless market sectors and diverse applications where temperature control is a key part of the process.



Innovative

Our awards from Top 100 as “Innovator of the Year” and as “Craft enterprise of the Year” emphasise that we are one of the most innovative medium-sized companies in Germany.



Customer-oriented

Our expertise and abilities facilitate the design and build of special and customised units to address challenging applications. We have successfully implemented custom projects in numerous industrial sectors. Our customers appreciate our flexibility and strength in innovation.



Environmentally aware

With our “Environment plus” project, we have committed ourselves to an intensive effort to develop even more environmentally-friendly, energy-efficient and resource-saving refrigeration technology.

Our temperature control technology is used in almost all industrial sectors:

- Plant and equipment construction
- Automotive
- Biotechnology
- Chemicals / Pharmaceuticals
- Energy / Fuels
- Research
- Semiconductor / Electronics
- Cosmetics / Bodycare
- Laser / Optics
- Food / Beverages
- Aerospace
- Medical Technology
- Botanical extraction
- Solar / Photovoltaic
- Environment

The headquarters of our company is the tango factory in Offenburg in southern Baden, Germany. We want to find the optimum solution for our customers worldwide with competent, customer-orientated advice. To achieve this goal, we have our own subsidiaries in the following countries:

- India, Switzerland, USA, UK, Ireland, China, France

Strategy



Energy consumption / resources

We are a company whose business activities are orientated towards sustainable environmental protection and the conservation of resources. By conserving our resources, we not only contribute to environmental protection, but also reduce our costs.

Sustainable management

By participating in the ECOfit project and our commitment to environmental protection, such as our successful participation in the KEFFplus programme in Baden-Württemberg, we want to fulfil our responsibility towards present and future generations.

Legal conformity

We take responsibility for the environment and do more than what is required by law.

Continuous improvement

In addition to complying with environmental legislation, we strive to continuously improve our environmental performance.

Role model function of the company

We want to motivate others to protect the environment with our environmentally conscious actions.

Environmental and climate protection

We also want to make a contribution to environmental and climate protection in our responsibility for the next generation.

Strategic orientations

We must constantly keep our eyes open in all directions so that we do not miss any opportunities to optimise our production processes and our products in a sustainable and resource-saving way. Our corporate goal is to become the world's leading company for temperature control technology, offering state-of-the-art working conditions and an excellent working atmosphere, as well as secure jobs for motivated and enthusiastic employees. Innovation leadership and the promotion of young talent, coupled with sustainable profitability, should ensure our long-term success. Our strategy papers on innovation and the environment form the basis for our sustainable and future-proof corporate orientation.

Customer needs

At customer meetings, trade fairs and exhibitions, we need to be open-minded in order to identify new customer needs and environmentally relevant trends. Even during internal customer training courses – whether in sales or service – we always make sure that we ask about the customer needs of the participants, analyse them and implement them promptly. One example of this is the K6 directive issued by Roche AG in 1994, which, following cooperation with Roche AG's Global Engineering department, has put us in a clear pioneering role with regard to the safe use of natural (often flammable) refrigerants.

Core competences, know-how, advanced training

Our core competences, whether in development or production, must be permanently maintained at a high level and constantly expanded. Our expertise lies primarily in refrigeration technology, electronics, hardware and software and in our production processes. It is no less important for us that our employees identify with our strategic focus on sustainability and environmentally friendly refrigeration. Transparency and employee training programmes are designed to promote this identification.

Learning organisation

Careful use of resources while minimising environmental impact is an important element of sustainable development. As part of our commitment to sustainability, we are continuously working to reduce material and energy consumption as well as waste volumes and emissions. Procurement guidelines are also drawn up, regularly adapted and applied for this purpose.

It is not only our employees who have to expand their skills; the organisation itself must also continue to develop. This in turn means that we do not want to wait for a bureaucratically precise description of internal processes and workflows, but instead take action – promptly and whenever we can take energy-saving measures.



What do we understand by sustainability in general and under the following aspects?

Ecological

By definition, it is about taking responsibility for the preservation of natural resources and the protection of global ecosystems to promote health and well-being now and in the future. We are clearly a pioneer in the industry and have been active in this area since the company was founded. We develop and produce sustainable products that ensure the considerate use of natural resources. Examples include energy-saving operating modes, water-saving water-cooled chillers and natural refrigerants, while still achieving top results. We are the global „technological market leader“. Our customers rely on the efficiency and durability of our products. Quality and reproducibility are key features and USPs. Our own production facility is designed to be consistently sustainable and sets international standards. Energy consumption is minimised through heat recovery, insulation, photovoltaics, groundwater cooling and energy-saving measures such as lighting. We only buy renewable electricity and avoid unnecessary packaging (plastic waste) as far as possible.

Economical

The customer is king. We go one step further: the application is king and sustainability should pay off for our customers from the moment of commissioning. The ecological sustainability of our products provides our customers with additional economic benefits. They benefit from a short ROI. The amortisation of our temperature control units through minimised energy and water consumption is many times faster than that of the competition. Sustainability is not an option. Our customers automatically become sustainable when they purchase a temperature control unit.

Social

We are family-orientated and therefore closely connected and very humanitarian and socially integrated. Our Code of Conduct is not made up of publicised empty phrases, but is based on conviction and values. We pay our employees fairly and look after their interests, particularly with regard to flexible working hours and a good work-life balance. We are a family and have children, which is one of the reasons why we stand up against social injustice (e.g. child labour and racism). As a family, we stand for equal

opportunities, talk to each other, maintain an open-door policy and like to clarify things directly in dialogue. People are not just important to us as customers. We are very aware of our social responsibility and support many social projects financially or get personally involved in voluntary work.

How important is sustainability to us in terms of our business activities?

Very important! Our lived sustainability strategy in all areas has made a decisive contribution to us being recognised as a global technology leader. Our own values define our sustainability strategy. We are aware of our corporate duty of care and – as far as possible for a company of our size – already comply with the German Supply Chain Duty of Care Act (LkSG).

How is sustainability implemented in our company?

Sustainability is strategically anchored in our company alongside innovation. „We don't need to be the biggest, we want to be the best.“ Especially here. With our company headquarters, production facility, offices, ventilation and air conditioning, we show how consistent sustainability reduces costs in the short or at least medium term. We demonstrate that investing in modern, health-promoting workplaces inspires employees and that our strategy contributes to a positive image worldwide.

What do we understand by the term Corporate Social Responsibility (CSR)?

It centres on fair dealings with one another, employee satisfaction, our responsibility as an entrepreneur for the climate and the environment, resources and our commitment to society. Ultimately, these are classic considerations that every parent in every family has. In this case, the child is called CSR, but the ideas and principles have been anchored in our hearts for a long time.

Environmental sustainability and energy efficiency

With our product range, we are ecological pioneers when it comes to environmental protection. As part of our „Environment plus“ action programme, we are working intensively on the development of environmentally friendly refrigeration technology. Many of our products are available with natural refrigerants or are already equipped with



them as standard. In addition, our products are made from high-quality materials with a high level of recyclability. Other environmentally relevant aspects include the low cooling water consumption of our water-cooled temperature control units.

Saving drinking water

Our products are often used in research laboratories. For a long time, it was common practice to cool measuring devices and experimental set-ups with tap water. This consumed considerable amounts of precious drinking water. Our recirculating chillers are an environmentally friendly alternative, as they provide a closed cooling water circuit, i.e. tap water is no longer required. A sample calculation showed that a single Huber recirculating chiller in a typical laboratory application (rotary evaporator) can save up to 220,000 litres of fresh water in a year.

Reduced climate impact

The use of natural refrigerants results in an important ecological added value. As part of our „Environment plus“ action programme, we started the changeover over 20 years ago. With great success, because today we offer a large part of our product portfolio with natural refrigerants as an alternative.

We are the only temperature control technology manufacturer to have equipped large parts of our product range with climate-friendly refrigerants (e.g. R-290). These products have NO ozone depletion potential (ODP) and a global warming potential (GWP) of just 3. By comparison, many competitor products still work with the refrigerant R134a, for example, which has a GWP value of 1,300. Our products are therefore among the most climate-friendly temperature control solutions on the market.

Durability and recyclability

Another ecological added value is the durability and good recyclability of our products. To achieve this, we mainly use pure materials such as stainless steel and copper.

Critical additives or composite materials are deliberately avoided, e.g. the housing is not fully painted as standard. Ecological aspects are taken into account right from the development stage. For example, the use of additional sensors ensures that our appliances operate as energy-efficiently as possible. Most active consumers (chiller, electric heater, pump, fan, etc.) are specifically monitored and only activated when required. Hydraulic components are also specifically controlled. For example, solenoid valves in the fluid circuits are used to adjust the flow rates to the actual demand. This additional technical effort results in significant savings in energy and resource consumption. The successful implementation of such measures is only possible with appropriate development specifications. Environmental concerns are therefore usually already included in the specifications. Environmental criteria are also taken into account when selecting functional components and parts for development and design. Sustainability in the product and in the provision of services is deeply rooted in Huber's corporate DNA. We are the absolute pioneer in this field in the industry. In addition to refrigeration technology, we also organise our company processes, from purchasing to production, in the most environmentally friendly and resource-saving and therefore sustainable way possible.

UN goals for sustainable development (SDGs)

As an attractive employer in the region and an international market leader for temperature control systems, our business activities have an impact on a variety of economic, ecological and social aspects of sustainability. The careful use of resources, active environmental protection, employee satisfaction and the continuous development and increased efficiency of our products are among the top priorities of our actions. As part of a materiality analysis we conducted, we identified the following topics as significant for us.



We offer our employees a comprehensive range of services and programmes in the area of health prevention. We design ergonomic workplaces to make work as pleasant as possible.



With a consistently high trainee ratio of around 14%, we are permanently equipped for the imminent demographic change and for sustainable growth. We offer future-proof and interesting jobs with extensive personnel development and promote flexibility, willingness to learn, quality awareness and the courage to question and continuously improve the status quo.



We are committed to equal opportunities and do not tolerate discrimination with regard to ethnic origin, gender, religion or ideology, disability or age. We observe the provisions of the General Equal Treatment Act.



As part of our automatic test run, thermal treatment of the groundwater only takes place within the legally permitted framework conditions. Careful handling of drinking water is guaranteed in the sanitary area.



As a matter of principle, we pay attention to low energy consumption and the use of renewable energies. Our energy management system ensures a very high level of efficiency. Our photovoltaic systems produce electricity, most of which we consume ourselves. In order to identify potential energy savings, we regularly subject our site to an energy audit in accordance with DIN EN 16247-1.



A culture of equal opportunities, mutual trust and mutual respect is of great importance to us. We promote equal opportunities and prevent discrimination in the recruitment of employees as well as in the promotion or granting of training and further education programmes. We treat all employees equally, regardless of gender, age, skin colour, culture, ethnic origin, sexual identity, disability, religious affiliation or ideology.



We place the highest value on sustainability in all business activities along the value chain. This includes all processes from the extraction of raw materials, further processing, delivery and transport, the design and production of our temperature control units and their use by the customer through to the dismantling and reuse, disposal and recycling of our products.



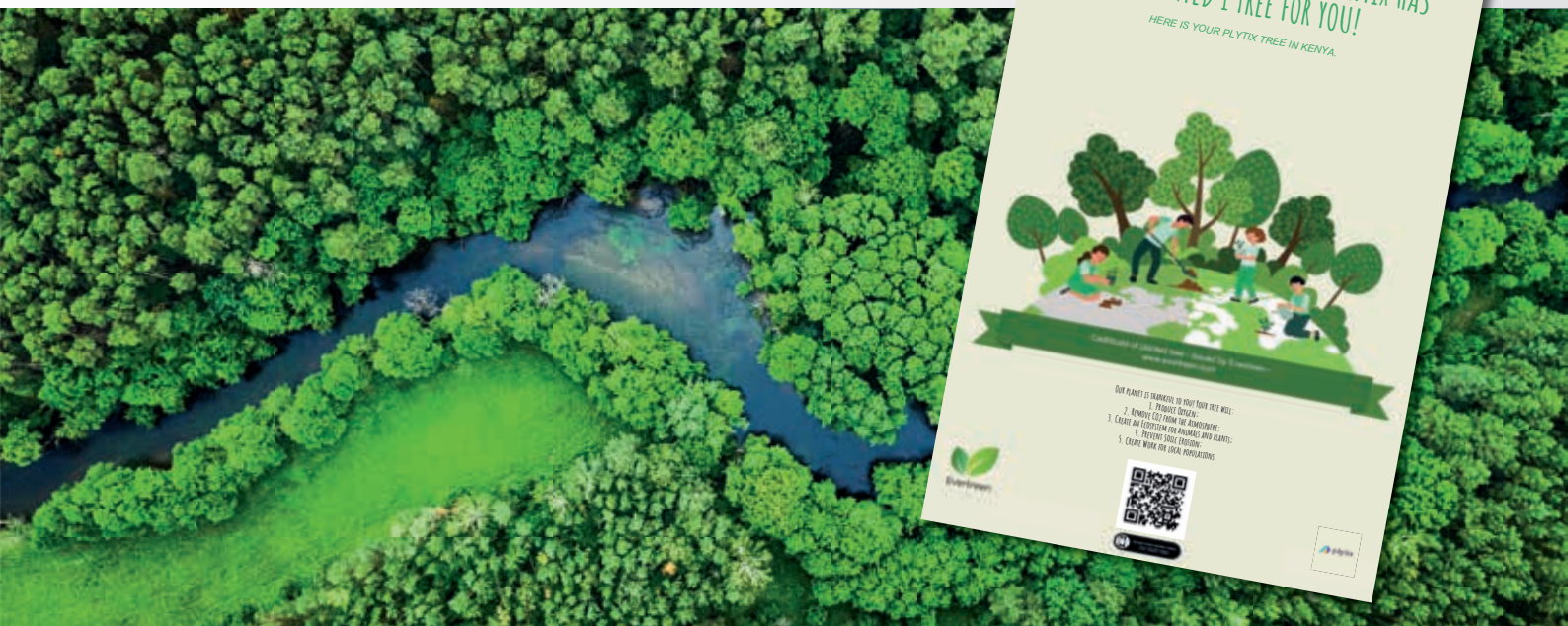
Our products are always analysed for their environmental impact during manufacture, use and disposal. The impact on our environment is reduced as far as possible and is subject to a continuous optimisation process. We attach particular importance to the durability and reusability of our products. Temperature control units that work reliably for over 20 years are not uncommon. Our temperature control units are almost 100 % recyclable.



We are continuously working to improve our energy efficiency by optimising our processes and using more economical equipment and machines, for example by only using electric industrial trucks. The raw materials used to manufacture our products are in limited supply. We therefore promote research and development into the recycling of our products. We are reviewing the options for energy-efficient refurbishment of our own company buildings and the corresponding options for reducing our impact in this regard, thereby making a positive contribution to the climate. We want to voluntarily produce at a high level in an environmentally friendly and socially responsible manner.



By using our PIM plytix, we are also supporting the campaign to plant trees in Kenya (see certificate).



Economic materiality

Sustainable, steady growth

Our motto is: „We don't need to be the biggest, we want to be the best.“

This is also reflected in our daily actions. We do not want to grow at any price and emphasise sustainable management.

Thanks to stable growth figures, we have been able to significantly expand the company premises with several new buildings in recent years. A new administration building, a logistics hall and, most recently, a new production hall were added in three construction phases. This has almost doubled the production area and created ultra-modern office and conference rooms in the administrative areas.

Research and development

We work together with numerous research institutes and universities. In particular, we work closely with Offenburg University of Applied Sciences (specialising in microelectronics and control) and TWK Karlsruhe (KIT specialising in refrigeration technology). According to the principle of theory/teaching meets practice and true to our slogan: „Thermodynamics and microelectronics ... It takes two to tango!“

In the TOP 100 competition in the reporting year, we were once again able to impress with our innovative qualities and were awarded the TOP 100 seal for 2023. This is the 11th time we have been among the top innovators. The new heating and cooling systems in the Unimotive series enable temperature control processes directly with water-glycol mixtures down to -45 °C. The product range was specially developed for the automotive industry to enable temperature-dependent stress tests to be carried out.

„We give our employees many opportunities to make their own decisions“, emphasises our CEO Daniel Huber. This innovation-promoting attitude of our top management extends all the way to the workbench. „Even small innovations can improve quality and effectiveness enormously.“

Our innovations are the basis for steady growth and secure jobs at the Offenburg site and at our subsidiaries.

Market leader for temperature control systems

Unistat technology is recognised as the leading international solution for demanding temperature control tasks. Our temperature control units are used in various scenarios around the world. Car manufacturers such as Audi, BMW and Volkswagen use machines to carry out stress tests on engines and gearboxes. Our customer base also includes well-known chemical and pharmaceutical companies such as BASF, Bayer, Roche and Ratiopharm.

As a specialised supplier, we sell systems such as temperature control for research and production reactors. For many applications, we manufacture customised products according to specific customer requirements, thus demonstrating our flexibility and innovative strength.

Thanks to our continuous development and research work, we offer services that are not only unique on the market, but have also fundamentally revolutionised the temperature control technology industry. Back in 1986, our company founder and visionary Peter Huber was awarded the „Innovation Prize of the State of Baden-Württemberg“ (Rudolf Eberle Prize) for the development of the Rotostat, a workstation for rotary evaporators without waste water pollution and with minimised energy con-



sumption. Today, for example, our customers benefit from a globally unique controller concept with Plug & Play technology and electronic upgrade function, which enables users to replace the controller and thus modernise the entire system at any time.

Ecological materiality

Environmentally friendly and recyclable raw and other materials

Our products are always analysed for their environmental impact during manufacture, use and disposal. The impact on our environment is reduced as far as possible and is subject to a continuous optimisation process. We attach particular importance to the durability and reusability of our products.

Development of energy-saving solutions for our customers

We have been offering our customers energy-saving solutions for temperature control systems for decades. Thanks to continuous research and innovation, we enable them to produce more efficiently and in a more climate-friendly way. For example, we have developed a new temperature control technology that reacts ultra-fast and works very energy-efficiently by using „waste“ energy such as water vapour to accelerate temperature control processes. This innovative hybrid solution saves resources and protects the environment.

Energy-efficient buildings and regular energy audits according to DIN EN 16247-1

We take care to minimise our energy requirements in many areas. Our photovoltaic systems produce electricity, over 75 % of which we consume ourselves. In order to identify potential energy savings, we regularly subject our site to an energy audit in accordance with DIN EN 16247-1. Our company buildings are better than a comparable low-energy house in the private sector.



Outside-In perspective

For our sustainability strategy, the key stakeholders for us are our suppliers in the global supply and value chain, the environment, our customers and employees as well as our social environment. We see our greatest challenges and opportunities as follows:

Supply chain

Ensuring environmental and social responsibility in the supply chain and procurement

We hold discussions with our suppliers and have noticed a growing awareness of the problems. Increased attention is being paid to compliance with health and safety measures in the factories, which is benefiting from growing employee loyalty. This in turn ensures the required quality of supplier products for our production. We source our products from local companies wherever possible and select our suppliers with the utmost care. Further information on the requirements we place on our suppliers can be found in our Supplier Code of Conduct.

Environment

Ensuring environmental and climate protection in production and at operating level

Subjecting our production and each of our temperature control units in the FAT to a 100 % test is energy-intensive. But nothing is wasted here either! The process heat is used to heat our company buildings. Nevertheless, we are constantly working to improve our energy efficiency by optimising our processes and using more economical equipment and machines, for example by only using electric industrial trucks.

The raw materials used to manufacture our products are in limited supply. We therefore promote research and development into the recycling of our products. We are reviewing the options for energy-efficient refurbishment

of our own company buildings and the corresponding options for reducing our impact in this regard, thereby making a positive contribution to the climate. We want to voluntarily produce at a high level in an environmentally friendly and socially responsible manner.

Customers

Customer awareness of sustainability is increasing, with simultaneous price pressure

Most of our customers and potential clients are aware of the social and ecological risks. They are certainly willing to pay a higher price for ecologically and socially fair products. As part of compliance regulations and CSR reporting obligations, some major customers are increasingly demanding proof of the environmental and social compatibility of their suppliers. We are strengthening our market position by consistently developing our sustainability strategy. At the same time, we ensure the quality of our development, production and service work and also offer a high level of customer orientation.

Society

Companies as part of society

Sustainability is a term that circulates in the public domain without a clear meaning or definition. Companies use this term in very individual ways. Customers interpret sustainability differently. At Peter Huber Kältemaschinenbau SE, we speak of responsible corporate management, which has been part of our corporate culture and policy from the very beginning. We promote dialogue with ot-

her companies, provide impetus, receive new ideas and are involved in regional and national networks, forums and standards committees. In this way, we contribute to education, information and implementation, act as a role model and promote the transfer of practical experience. Our goal is a programme and structure for responsible corporate management.

Our sustainability strategy is an integral part of our corporate policy. In it, we consider the aspects identified as material and have developed action plans for them. We communicate developments, our progress and successes in a systematic and increasingly structured way: internally to our employees and externally via our website as well as at events for our business partners, customers, suppliers and the public. We also engage in personal dialogue with our customers and suppliers. We work on continuous improvement for the benefit of people and the environment through successive further training and the continuation of our quality management.



Goals

Our goals for sustainability and environmentally friendly temperature control technology are based on a variety of individual measures. These are often combinations, starting with the individual use of available resources and technical innovations that enable us and/or our customers to operate our own business (production) or our temperature control units (products) in an energy-optimised and environmentally friendly manner.

In doing so, we must permanently control and monitor the organisational framework conditions in such a way that the employees in production and development, as the main pillars of our sustainability and our environmental goals, are sufficiently informed about the measures and consequences.

We are committed to sustainable development. Our development engineers must have sufficient freedom in their day-to-day work so that their creativity in this direction is not restricted in any way.

The focus is on:

- Sustainable & recyclable materials (e.g. stainless steel & copper)
- Reduction of ozone depletion and greenhouse effects
- Heat recovery, insulation
- Energy management for our products
- Avoidance / reduction / recycling of waste
- Avoidance / reduction of pollutants
- Minimising the consumption of primary energies electricity, water in production and for our products
- Energy recovery of the compressed air system
- Optimisation and reduction of energy consumption for lighting
- Use of reusable solutions (e.g. packaging)
- Increasing the reusability of parts
- Continuous improvement process in terms of sustainability and environmentally friendly temperature control technology





Depth of the value chain

We emphasise sustainability in all business activities along the value chain. This includes all processes of raw material extraction, further processing, delivery and transport, the design of our temperature control units, production in our factory and use by the customer, disassembly and recycling, right through to the disposal and recycling of our products.

Social and ecological problems occur at almost all stages of our value chain. For example, energy consumption, the consumption of non-renewable raw materials and the release of GHG emissions into the atmosphere play a major role in the extraction and production of our main materials, stainless steel and copper. Social problems can arise above all in supplying companies. To counteract this, we regularly address these issues with our suppliers and sensitise them. If suppliers do not fulfil our specified standards, they are no longer considered for cooperation. Our Code of Conduct for Suppliers is binding for all our suppliers and forms the basis of our collaboration.

The stages of our value chain

Raw material extraction and further processing

Stainless steel and copper

In terms of quantity, stainless steel and copper are the main raw material groups in our temperature control units. The initial energy input for components made from these raw materials is high. The ability to recycle 100% of these components drastically reduces the energy input for components made from recycled raw materials. Stainless steel and copper have already been recycled for decades and are not lost in the cycle.

Manufacturers are already developing and implementing measures to significantly reduce CO₂ emissions. We expect this to lead to a significant reduction in the initial energy input for these main raw material groups in the future.

Delivery and transport

Sustainability in the supply chain

When selecting our suppliers, our Supplier Code of Conduct is binding for all our suppliers and forms the basis of our collaboration.

Construction

Environmentally friendly appliance design

Our temperature control units are designed for a minimum footprint and maximum cooling power density. An important prerequisite for recycling without loss of quality is a recycling-orientated product design and the collection of recyclable materials by type. All types of metal swarf and scrap generated during production are collected in a closed cycle and sorted for recycling. Labelled collection containers are available in every department for this purpose.

Stainless steel & copper
100 % recyclable

Environmental awareness in the details

When designing and planning our products, we ensure strict compliance with the REACH Regulation and RoHS Directive. We also have future restrictions in mind and incorporate these aspects into the development of our products.

Production at our site

Highly qualified employees

In addition to complying with all legal and social standards with regard to employee protection, we offer all our employees a very good working atmosphere, work-life balance, the opportunity for individual qualification and further training, a wide range of benefits in the area of preventive healthcare and a company pension scheme.

Energy efficiency and waste avoidance

In our activities, we pay attention to low energy consumption and the use of renewable energies. Returning waste to the economic cycle through recycling is our primary

Almost all the waste that
generated in production
& montage are
100 % recyclable

goal for resource conservation and sustainable waste management. Almost all waste generated during production and assembly can be recycled, reducing disposal and the consumption of natural resources.

Maintenance, repairs and replacement at the customer's premises

Our service teams ensure a high level of customer satisfaction through regular maintenance and repairs on site, as well as targeted remote analyses to ensure trouble-free operation of our systems.

Use of our products by the customer

We offer our customers energy-efficient solutions for temperature control units. For numerous applications in the chemical, pharmaceutical and automotive industries as well as in the aerospace, semiconductor and biotechnology sectors, we also supply customised special devices, which are realised in close cooperation with our customers.

Reusability of our products

We ensure the longevity of our products through solid construction, reparability and interchangeability of individual components. One of the most important contributions to conserving resources is the reusability of our temperature control units. Temperature control units that work reliably in the field for over 20 years are not uncommon.

Disposal and end use of our products

Our temperature control units are almost 100 % recyclable.



Process management



Responsibility

Overall responsibility for the corporate policy, the integrated sustainability topics and the creation of the conditions for their realisation lies with the management.

The introduction, maintenance, improvement and monitoring of the regulations of the integrated management system (IMS) and the sustainability topics it covers at an operational level are the responsibility of the managers in the various departments.

Rules and processes

In order to implement our sustainability goals in our corporate philosophy and business operations, our internal standards and processes have been adapted.

Internal standards and processes are described in our corporate policy, the management handbook, our Code of Conduct, the corporate principles and through process and procedural instructions.

Our business activities are carried out in accordance with written instructions and process descriptions and monitored by the management. The business activities, audits and the specific organisational units and areas responsible for the process are specified in the process and procedure instructions.

Control

Thanks to our regular energy audit in accordance with DIN EN 16247-1 and our integrated management system, we have developed an approach for the key figures and performance indicators to be collected for this first sustainability report.

Environment

- Greenhouse gas emissions (Scope 1)
- Greenhouse gas emissions (Scope 2)
- Waste generation
- Energy consumption (electricity and gas consumption)
- Water consumption
- Fuel consumption of our vehicles
- Business trips made

GRI SRS-102-16:

Values

Our Code of Conduct, which is binding for all employees, provides more information on this topic.

Stakeholder participation

The requirements of our stakeholders are analysed at regular intervals with the help of:

- Market analyses
- Complaint recording
- Employee feedback, especially in the regular CIP circle
- Internal and external audits
- Staff appraisals
- Discussions with the authorities and, if applicable, the employers' liability insurance association
- Determining and analysing the applicable legal requirements and standards (via our legal register) and active participation in standards committees

Interested parties include, for example:

- Our cooperation and trading partners
- Customers
- Employees
- Suppliers
- Owners and shareholders
- Legislator
- Employers' liability insurance association
- Authorities
- Public
- Local authorities
- Universities, colleges
- Research institutes

GRI SRS-102-44: Important topics and concerns

Authorities

In the reporting year, there were exchanges with the following authorities, among others:

- State offices: State Statistical Office (waste statistics; wastewater collection)
- District office (building permits)
- Freiburg Regional Council
- EAR Foundation (statistics on waste electrical and electronic equipment)
- Federal offices: Federal Network Agency for Electricity, Gas, Telecommunications, Post and Railway; BAFA
- Customs authorities

Customers

Numerous very successful internal audits were conducted in cooperation with our customers in the reporting year. All joint audits conducted on the basis of ISO 9001 were concluded with an „A“ supplier rating.



Environment & climate



Conserving resources from purchasing to production

The environment has been our focus since the company was founded. One of the company's first goals was to develop alternatives to the then widespread use of fresh water for cooling. Another measure was the voluntary phase-out of CFC/HCFC refrigerants long before legal regulation.

We are pioneers in the temperature control technology sector in the use of environmentally friendly hydrocarbons as refrigerants. Today, almost all refrigeration models in our product range are available with natural refrigerants.



The Tango factory – an overview

Our company building also shows that we take environmental protection seriously. Sustainability measures were recognised and introduced here right from the start, long before the politically or legally prescribed requirements. Numerous energy-saving measures have been implemented over the past 25 years.

The tango factory is an energy-saving miracle. Consisting of solid concrete, triple-glazed windows, a thick layer of insulation and kilometres of plastic pipes in the floor, cei-

lings and walls, it is a gigantic heat exchanger with minimal energy requirements. With special thermal insulation measures and concrete core activation, we were able to significantly reduce CO₂ emissions.

In production, heat is recovered during the test run of our appliances, a photovoltaic system generates green electricity, a groundwater cooling system saves water and the entire company building is illuminated with energy-saving LED technology.

Residual demand for external energy
100 % green electricity from hydropower



Utilisation of solar energy
through multiple expansion with photovoltaic systems with 930 kW^p



Saving electrical energy
through lighting with motion sensors and conversion to LED lighting technology



@con
Energy controlling with E-con software



Low heating and cooling requirements
due to large-area use of glazed building parts with minimised K-value



Water savings > 90 %
through deep wells for recooling/ heating
Heating via heat exchanger

Heating of the company buildings
Heat recovery from the test run of the appliances and distribution via concrete core activation in all buildings



Permanent reduction of energy consumption
through highly efficient thermal insulation beyond the state of the art





Since 1980

- First cooling circulators with hydrocarbons as a „natural refrigerant“.

Since 1982

- First intelligent cooling circulators with cooling capacity adjustment by means of temperature-controlled capillary tube heating or sensor cooling.
- Water-cooled chillers with water-saving energy management.

Since 1993

- Conversion to new, CFC-free chillers
7 years before the phase-out date under the HFC ban directive.

Since 1994

- Conversion to new, HCFC-free chillers
6 years before the phase-out date under the HCFC ban directive.

Since 1995

- First use of electronic expansion valves for automatic cooling capacity control.

Since 1997

- Highly efficient thermal insulation of the building facade, far beyond the state of the art at the time.
- Cement core activation in all buildings including heat recovery from the testing phase.
- Lighting with motion sensors and timers.
- Window glazing with minimal heat transfer coefficient.

Since 1998

- Initial measures to reduce paper consumption by digitising documents.
- Saving electrical energy through lighting with motion sensors.

Since 2002

- Automatic cooling capacity control with its own electronic Huber expansion valve across the entire temperature range of the product portfolio.

Already since 1982:

66 % Saving water
by installing
cooling water regulators
in our circulation chillers

In 2014, we took part in the ECOfit programme of the state of Baden-Württemberg for corporate environmental protection. In 2016, we voluntarily carried out a successful energy audit based on EN 16247 to identify potential CO₂ savings. In the same year, we were honoured with the Baden-Württemberg Environmental Award for special achievements in operational environmental protection and for exemplary environmentally oriented corporate management.

To date, we have saved almost 7,000 tonnes of CO₂ and 6.5 kg of radioactive waste by switching to green electricity alone.

Sustainability of temperature control units from the Tango factory

One part of our product portfolio is the recirculating chiller, formerly known simply as a water chiller. Circulation chillers are used to dissipate heat from any water-cooled application. In the past, a hose was simply connected to the water tap. The water ran uncontrolled through the application or chiller and the return flow went down the drain.

As early as 1982, our company founder Peter Huber installed a cooling water regulator in our recirculating chillers to reduce water consumption. This resulted in water savings of over 66 % compared to standard products in the industry.

Savings of
7.000 tonnes CO₂
and **6,5** kg
radioactive waste
by switching to green electricity



At that time, the general interest in saving water was not yet very great, as the cost of water was extremely favourable.

In the early 1980s, we took the first measures to save energy during the further development of capacity control. Until then, it was common practice to generate 100 % of the cooling capacity at all times and to compensate for this by means of an electric heater to reach the required temperature. In contrast, temperature-controlled capillary tube heating or sensor cooling was introduced for demand-led capacity control in the refrigeration circuit.

The possibilities offered by the electronic components and the software, which has been developed in-house to this day, have once again compensated for the disadvantages of the coarse control mechanisms of the pressure and temperature-controlled valves.

At the turn of the millennium, we introduced automatic refrigeration capacity control with our own electronic Huber expansion valve across the entire temperature range of the product range. Electronic expansion valves have only been used extensively and increasingly for controlling the required cooling capacity for a few years.

In the early 1990s, we switched to new CFC- and HCFC-free chillers, i.e. 6 or 7 years before the statutory phase-out date.



Since 2006

- Refrigeration machines with larger filling quantities (=> larger cooling capacity) with the option „natural refrigerants“ in accordance with the requirements of the global Greenhouse Policy of Hoffmann-La Roche AG. The phase-out of fluorinated refrigerants by 2020 was decided by the EU in 2014 (F-Gas Regulation). We also offer an environmentally friendly alternative here 14 years before the phase-out date.

Since 2009

- Environmentally friendly refrigeration with CO₂ refrigeration machines in accordance with the requirements of Hoffmann-La Roche AG's global Greenhouse policy.
- Photovoltaic system with 70 kWp.

Since 2010

Process heat coupling: Unistats are combined with existing primary energy such as steam, cooling water or liquid nitrogen.

Since 2012

- Replacement of energy-efficient IE3 motors for our pump motors – already 5 years before the legally required implementation.
- Commissioning of the deep well for recooling and heating via heat exchangers, resulting in water savings of over 90 %.
- Expansion of heat recovery from the test phase.

Since 2014

- Switch to 100 % green electricity from hydropower.
- Switch to LED lighting with motion sensors.
- Energy management software to recognise potential savings.
- Successful participation in the ECOfit project of the state of Baden-Württemberg for operational environmental protection.
- Successfully implemented measures: Saving of water, reduction in waste volume, reduction in energy requirements and lower CO₂ emissions.

2016

- Environmental Award of the State of Baden-Württemberg.

Awarded with the
KEFFplus-label
 as the first company
 in Baden-Württemberg

Award for energy and material efficiency

In 2023, we were the first company in Baden-Württemberg to be awarded the KEFF+ label by the Ministry of the Environment.

Among other things, we have significantly reduced energy consumption by investing in photovoltaics and converting pump systems.



The use of the most energy-efficient natural refrigerants helps to reduce energy requirements by approx. 10-25 % while minimising the refrigerant charge. As a result, the environmental impact of refrigerants has been massively reduced since 2005. A reduction in the potential CO₂ equivalent corresponds to approx. 4350 tonnes of CO₂ per year.

We have been using energy-efficient IE3 motors for our pump motors since 2012, another 5 years before the legally required implementation. Since 2017, we have been using even more efficient IE4 motors wherever possible.

As a further step towards saving energy, both our compressors and our magnetically coupled pumps in the refrigeration circuit are each regulated with a frequency converter to the minimum speed required for refrigeration and circulation.

2017

- Voluntary introduction of an energy monitoring system based on EN16247 to identify potential savings.
- Continuation of the measures from the ECOfit programme.
- Conversion to even more efficient IE4 motors with frequency converter control.

2019

- Replacement of the existing gas boiler as a peak load boiler.
- Construction of all new buildings below low-energy house level.

2021

- Expansion of the photovoltaic system to 343 kWp.
- Various other individual measures to save energy, such as the modernisation of the pump system for the building's air conditioning and our FAT.

2023

- Photovoltaic system expanded by 586 kWp to 930 kWp.
- First company in Baden-Württemberg with KEFFplus label.

Thanks to our pioneering role as a sustainable company and the measures we have taken in recent years, we are the first company in Baden-Württemberg to receive the KEFFplus label.

Usage of natural resources

Gas consumption

Thermal energy for heating and hot water is mainly generated using the energy obtained from heat recovery from our test run. We obtain natural gas from the gas network of the utility company badenova AG & Co. KG. Consumption in the reporting year can be viewed in the GRI SRS-302-1 Energy consumption indicator.

Fuels

The consumption of our company vehicle fleet in the reporting year can be viewed in the GRI SRS-302-1 Energy consumption indicator.

Electricity consumption

We purchase our electricity from Überlandwerk Mittelbaden GmbH & Co. KG. It is generated 100% from renewable energies. We also use CO₂-neutral electricity generated by our photovoltaic systems. Consumption in the reporting year can be viewed in the GRI SRS-302-1 Energy consumption indicator.

Raw materials

In terms of quantity, stainless steel and copper are the main raw material groups in our processing. In the reporting year, we purchased 202.43 tonnes of stainless steel and 23.781 tonnes of copper from external suppliers.

Water and waste water

Our site in Elgersweier is located in the Ortenau district. No water is permanently withdrawn for the production of our temperature control units.

Waste

Materials generated during our production process are recorded in the waste register. An overview of our waste volumes can be found in the indicator GRI SRS-306-3 Waste generated.

Space consumption

	2023
Total usable space (m ²)	21.853

Ressource management

Successful reduction in electricity consumption at our site through the installation of LED lighting and control by motion detectors

More information on this topic can be found in the chapter „The Tango factory – an overview“.

Concrete core activation and process heat recovery

More information on this topic can be found in the chapter „The Tango factory – an overview“.

Photovoltaic system

More information on this topic can be found in the chapter „The Tango factory – an overview“.

Continuous resource management measures

Thanks to targeted water-saving measures, water consumption, wastewater volumes and the associated costs are reduced and resources are conserved. We see the greatest potential for savings in the responsible use of water by employees. Regular training courses are organised in this context.

Continuous reduction in paper consumption since 1998

We are actively endeavouring to reduce paper consumption and work digitally. We began digitising our documents back in 1998.

Service locations close to customers

We select our service locations and partners worldwide close to our customers, thus avoiding long transport and travel distances and minimising the environmental impact.

Waste avoidance

We are ambitious when it comes to minimising and avoiding waste, for example during production. Returning waste to the economic cycle through recycling is the main objective of our resource-conserving and sustainable waste management. Almost all waste generated during production and assembly can be recycled, thereby reducing the disposal and consumption of natural resources.

Concrete measures for sustainability at a glance

Development and research

- General use of easily recyclable materials substances and materials
- Temperature control units in modular design
- No use of materials that are harmful to the environment or health
- Resource-saving production
- Construction of durable and energy-efficient products
- High reparability

Production

- No environmentally harmful processes
- More efficient processes and systems to reduce the need for materials
- Avoidance of waste through lean management
- Avoidance of rejects through quality management and assurance
- Packaging made from recyclable materials

Logistics

- Minimisation of the transport volume (sales and service partners close to the customer)
- Regional suppliers are favoured
- Collective deliveries to the customer
- Collective shipments from the supplier

GRI SRS-302-1 Energy consumption

	2023
Petrol	947.518,92 MJ
Diesel	1.503.986,40 MJ
Total (diesel + petrol)	2.451.505,32 MJ
Natural gas	946.022,40 MJ
Heating oil light	133.250,40 MJ
Total electricity consumption	7.660.681,20 MJ

No fuel consumption within the company from renewable sources

Electricity consumption

	2023
Electricity consumption	2.127.967 kWh

Cooling energy consumption

	2023
Energy used for cooling	296.418 kWh

Heating energy consumption

	2023
Heating energy consumption	324.370 kWh
Heating energy consumption, weather-adjusted	233.359 kWh

Vapour consumption

No vapour consumption

Sold electricity

	2023
Sold electricity	86.991 kWh

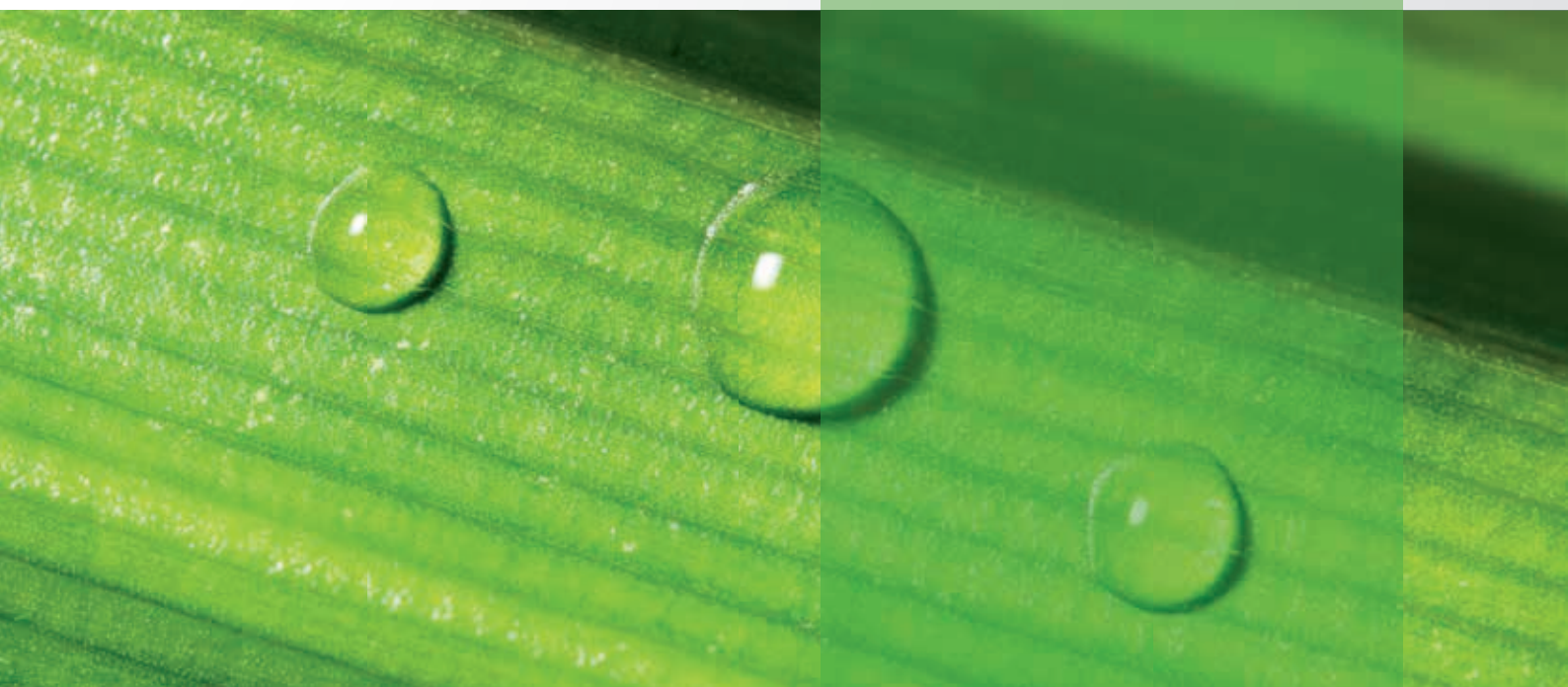
Sold energy

We do not sell heating energy, cooling energy or steam.

GRS SRS-302-4 Reduction of energy consumption

Due to our strong, continuous growth in recent years, it only makes limited sense to analyse the total energy requirements of our production facility. For this reason, we have decided to disclose the following key performance indicators:

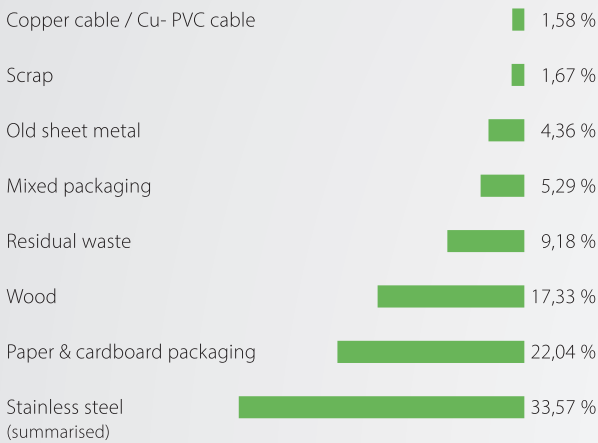
	2023
Power consumption per total mass Cooling systems	3.712,10 kWh/t
Proportion of renewable energies in total energy consumption	71,21 %
CO ₂ -emissions (Scope 1+2) per employee	0,131 t
CO ₂ -emissions (Scope 1+2)	268,61 t



GRS SRS-306-3 Accumulated waste

Waste volume

174,5168 tonnes total weight



Waste volumes of less than 1% of the total volume were not included in this table.



Climate-relevant emissions

A detailed overview of our recorded CO₂ emissions for the reporting year can be found in GRI indicators 305-1, 305-2 and 305-3. The current status is not reported according to GHG.

GRI SRS-305-1 Direct GHG emissions (Scope 1)

Absoluter Anteil an den CO ₂ -Emissionen	2023
Heating oil (light)	9.845,72 kg CO ₂ e
Gas	52.819,58 kg CO ₂ e
Diesel	111.336,77 kg CO ₂ e
Petrol	69.458,40 kg CO ₂ e
Sum of total CO ₂ emissions	243.460,47 kg CO ₂ e

For better comparability, CO₂ and all other greenhouse gases of the Kyoto Protocol are converted into CO₂ equivalents (CO₂e) according to their global warming potential in relation to CO₂. The Intergovernmental Panel on Climate Change (IPCC) regularly provides a list of revised conversion factors.

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

The year of our last energy audit, 2022, was chosen as the base year.



GRI SRS-305-3 Other indirect GHG emissions (Scope 3)

Emissions are currently only partially recorded in our company; for example, no data is available on GHG emissions from contracted logistics companies or the production of the main raw materials stainless steel and copper (which are sourced exclusively from suppliers).

GRI SRS-305-5 Reduction of GHG emissions

Due to the fact that we started taking measures decades ago, no reliable information can be provided.

GRI SRS-305-5 Reduction of GHG emissions

Due to the fact that we started taking measures decades ago, no reliable information can be provided.



People & society



Together to success

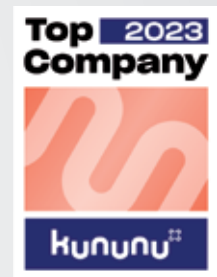
Our company is experiencing constant growth. For this reason, it is particularly important to us to deepen our values and constantly develop our corporate culture. We place a high level of trust and appreciation in our employees so that they feel comfortable and consider their work to be meaningful.

A pleasant working atmosphere, a good work-life balance, the opportunity for individual qualification and further training, various benefits in the area of preventive health-care and a company pension scheme are among the legal and social standards with regard to employee protection.

Kununu Top Company Award

We are an attractive employer in the mechanical engineering sector. This is illustrated, among other things, by our Top Company Award 2023 from the employer rating platform Kununu. The Kununu Top Company Award is presented to companies that have received an above-average number of positive reviews from their employees. A positive work culture and the satisfaction of all employees have always been very important to us. That is why we are constantly working to better understand and re-

spond to the needs and requirements of our employees. With a consistently high trainee ratio of around 14%, we are permanently equipped for the demographic change that is already noticeable and for sustainable growth.



Grand Award for medium-sized Enterprises

Since 2006 we have been nominated twelve times for the „Grand Award for medium-sized Enterprises“ and in 2016 we were honoured.



TOP100 Innovator

Innovation as the basis for growth and secure jobs. In 2023, we were recognised for this innovative strength for the 11th time in the „TOP100“ innovation competition.



World market leader

We have been included in the „Lexicon of German World Market Leaders“ as a specialist in high-precision temperature control technology.

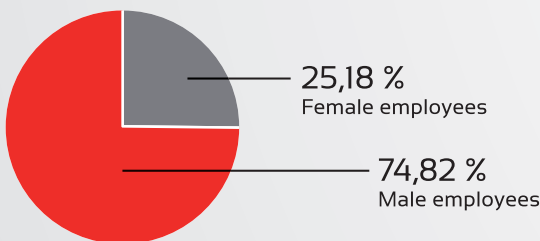
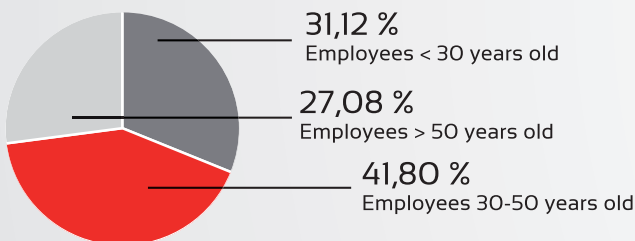


People & society

Personnel management

We are family-orientated and therefore closely connected and very humanitarian and socially integrated. Our Code of Conduct is not made up of publicised empty phrases, but is based on conviction and values. We remunerate our employees fairly and look after their interests, particularly with regard to flexible working hours and a good work-life balance.

We are a family and have children, which is one of the reasons why we stand up against social injustice (e.g. child labour and racism). As a family, we stand for equal opportunities, talk to each other, maintain an open-door policy and like to clarify things directly in dialogue. People are not just important to us as customers. We are very aware of our social responsibility and support many social projects financially or participate personally in voluntary work.



Personnel statistics

Qualified and committed employees are the basis for our success. In the reporting year, we had a total of 421 employees with an average length with the company of 8.5 years.

Total number of employees	421
of which full-time	376
of which part-time	45
of which permanent employees	421
of which temporary employees	1



Our employees are regularly informed about environmentally relevant processes and invol-

ved in environmental protection. We fundamentally promote environmentally conscious behaviour.

Equal opportunities

We promote equal opportunities and prevent discrimination in the recruitment of our future employees and in the promotion or granting of training and further education programmes. We treat all employees equally, regardless of gender, age, skin colour, culture, ethnic origin, sexual identity, disability, religious affiliation or ideology.

Health management

We offer our employees a comprehensive range of health prevention services and programmes, such as regular flu vaccination campaigns.

We design ergonomic workstations to make working as pleasant as possible. Our administration and production buildings are flooded with light and thus ensure a pleasant working atmosphere.

Social responsibility

In our Code of Conduct, which is binding for all employees of the company, we have laid down rules regarding compliance with the law, avoidance of conflicts of interest, price fixing, corruption and bribery as well as the prevention of money laundering. We adhere to these rules without exception.



Social engagement

Social engagement is a matter close to our hearts. We train and support people according to their inclinations and abilities. We also regularly support a wide range of regional and national projects in the fields of art, music, sport, social work and education. We are actively involved in many social areas on a voluntary basis, both on the Management Board and as employees.

Our help goes to various organisations such as the Offenburger Tafel e.V., the Förderverein Pflasterstube Ortenau e.V., the Offenburger Bürgerstiftung St. Andreas, the Kinder- und Jugendhospizdienst Ortenau e.V., the Diakonie (epilepsy centre) Kork, the Eine-Welt Verein e.V. Oberkirch and many more.

People & society

Social Responsibility (CSR)

For us, social responsibility means fair co-operation and employee satisfaction, our responsibility as an entrepreneur for the climate and environment, protection of resources and commitment to society.

Ultimately, these are classic considerations that every parent in every family has. In this case, the child is called CSR, but the ideas and principles have long been anchored in our hearts.

Motivating and developing employees

One challenge is demographic change and the resulting increasing shortage of skilled labour, which we can counter with future-proof and interesting jobs and a high level of job security. We want to motivate our employees, retain them through good working conditions as well as training and further education, promote their health and well-being and offer a harmonious working atmosphere. Our image as an employer promotes identification with the company and is an important factor for sustainable economic activity.



Performance feedback



Training programs



Employees Events



Good transport connections



Sports & Fitness



Mobile Working



Canteen / Meal bonus



Excellent working atmosphere



Employee appraisal



Company parking spaces



Environmental engagement



Flexible working time



Part-time working models



Modern workplaces



Company pension scheme



Barrier-free access



Performance bonus



Bike leasing

Education and career management

We want to attract young talent at an early stage to ensure the long-term success of our company. That's why we offer a wide range of training options for young people. It doesn't matter whether you start an apprenticeship with us or begin studying straight away. There are many ways to shape your future with us.

After your apprenticeship, for example, you can continue your training to become a technician, master craftsman, business administrator, etc. or you can start directly with a StudiumPLUS (dual study programme).

Students also have the opportunity to complete their practice-based thesis with us.

Our apprenticeships:

- Mechatronics technician for refrigeration technology
- Industrial clerks
- Electronics technician for industrial engineering
- Industrial electrician for industrial engineering
- Electronics technician for machines & systems
- Industrial electrician for machines & systems
- Technical product designer
- Construction mechanic for sheet metal construction
- Specialist for metal technology, Specialising in construction technology
- Warehouse logistics specialist
- Warehouse specialist
- IT specialist for system integration

Our study programmes:

- StudiumPLUS: Study + Trainee:
Electrical Engineering / Information Technology
- StudiumPLUS: Mechanical Engineering

57 Apprentices,
to whom we offer
excellent prospects
for a professional future



Awards Chamber winners

Every year, the best young craftsmen compete in the „German Craft Skills Championships“ and are honoured by the Freiburg Chamber of Crafts. Once again, a trainee from our company was honoured for his outstanding performance in the year under review as the best trainee of the year and thus the chamber's winner.

At the same time, we received a certificate as a training company for our exemplary training performance. „Apprenticeships are still the best way to find the skilled labour we urgently need. Your commitment ensures that we have excellently trained young tradespeople here in South Baden who can tackle the major challenges of our time in the truest sense of the word“, said the Chamber President, expressing his thanks.



Health promotion

We invest in promoting the health of our employees and, in addition to supporting their physical and mental health, we also help to promote team spirit.

Daily fresh fruit for the workforce and ergonomic workstations are part of our daily working life.

We regularly organise events such as summer parties, Christmas parties, ski trips, trainee days, team events and much more.

We offer our employees a benefits portal via the internet or app for discounts at popular online shops or local branches.

Safety training programmes

We offer our employees training courses on occupational health and safety and divide these into overarching and specific topics. Fire protection, noise, handling a defibrillator and a fire extinguisher, office and workshop safety are some of the most important topics.

Industrial safety

We maintain close cooperation with the employers' liability insurance association, including training directly from the BG (electricity training).

In addition to regular inspections, our company doctor Dr Schraeder also supports us with advice and suggestions regarding potential improvements, for example in production.

Digitalisation

Salary slips and time management data are made available to employees electronically.

Our HAILO social intranet is also used as a platform for personnel information, among other things.

Management

Our structure tends to involve smaller teams. This allows us to guarantee highly individualised management and support from the team leader.





Annual appraisals

Regular and structured feedback can be provided in both directions by means of annual employee appraisals.

Internationality

There are co-operations with schools in France and specialists are also recruited from abroad.

Personnel support

Every employee has a personal contact person in HR, so that trusting and service-orientated personnel support is always possible.

Internship

Extensive opportunities for internships are offered.

School co-operations

There are numerous co-operations with schools.

Succession planning

We think about succession planning at an early stage to ensure knowledge transfer, comprehensive familiarisation and avoid uncertainty.

Language courses

To promote better communication, we offer German courses at regular intervals.

Key figures





Key figures in general

Company and social affairs	Unit	2023
Business performance		
Turnover approx.	€	100 million
Employees		
Employees	total	426
Employees by age		
Employees < 30 years old	%	30,75
Employees 30–50 years old	%	41,78
Employees > 50 years old	%	27,46
Employees by gender		
Female employees	%	25,35
Male employees	%	74,65
Employees by business division		
Employees in production	total	344
Employees in administration	total	82
Women in leadership positions	%	6
Number of nationalities	total	25
Employee turnover rate	%	13,38
Employees on parental leave	total	8
Female employees on parental leave	%	100
Male employees on parental leave	%	0
Accidents and injuries		
Reportable work accidents	total	8
thereof on the way to work	total	3
Injuries	total	8
Injuries of industrial employees	total	7
Injuries of commercial employees	total	1
Apprenticeships and further education		
Apprentices	total	57
Dual students	total	0
Apprenticeship rate	%	13,38
Retention rate of apprentices and dual students	%	100

Supply chain	Unit	2023
Suppliers	total	638
Suppliers from Germany	%	93,5
Suppliers from Europe (excl. Germany)	%	3,09
Violations of environmental protection laws and regulations	total	0
Confirmed corruption cases	total	0



About this report

In our first sustainability report, we present the challenges we face, the areas in which we are active and the goals we have already achieved in terms of our contribution to promoting sustainable development.

We aim to publish a sustainability report in the coming year in order to report on our transformation into a sustainable company.

In accordance with the Global Reporting Initiative (GRI), the content of the sustainability report is based on the „core“ option. The sustainability report is available in German and English, both in printed form and digitally (PDF) on our website.

Reporting period and Scope of application

Our sustainability report relates to the 2023 financial year of Peter Huber Kältemaschinenbau SE. The data in the report relates to the period from 1 January 2023 to 31 December 2023.

The data included and processed in this report was collected with the utmost care. Nevertheless, errors cannot be completely ruled out. This report has not been externally audited.

Forward-looking statements

The sustainability report contains forward-looking statements. These are based on the assumptions and expectations made at the time of publication of this report.

Legal and political decisions, the behaviour of other market participants as well as future market conditions and economic developments may differ from the actual results of the statements made here. The forward-looking statements can therefore not be regarded as reliable.

Editorial note

For reasons of better readability, we generally use the generic masculine. Corresponding terms apply to all genders in the interests of equal treatment. The abbreviated form of language is used solely for editorial reasons and does not imply any judgement whatsoever.

Picture credits

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Note

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Status

October 2024







Inspired by **temperature**
designed for you



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