



SUSTAINABILITY REPORT 2020

BERRANG Group

according to GRI-Standards

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From left to right: Peter Hofmann, Bernhard Berrang, Dominique Gründler, Benjamin Berrang, Paul Hofmann

GRI 102-1; 102-14, 102-16

Foreword

BERRANG is a family-run, globally active, economically successful family business. Consistency, social competence and reliability are among the company's essential characteristics. As a family business, we, the BERRANG Group, have been geared to a sustainable and continuous growth strategy for over 70 years. For us corporate

responsibility means orienting the company to the requirements of the future in a dynamic market environment, operating successfully and in an environmentally friendly manner in the market. By doing this, we are creating the basis for future investments and for securing jobs.

Understanding of values

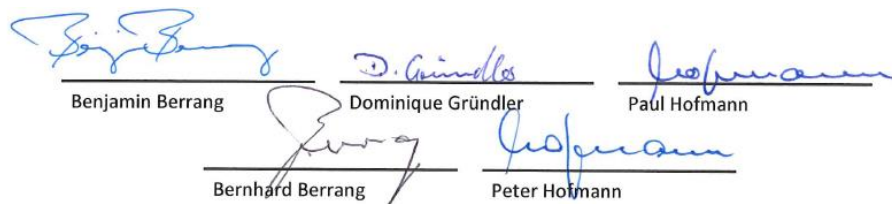
This understanding of values is the basis for the future. BERRANG has created a comprehensive management system and established processes for this purpose. The long-term development of our company is the focus of all considerations. Sustainable, value-oriented action, environmentally conscious procedures and the well-being of the employees are firmly anchored in the BERRANG guidelines. The basis for all actions is the management systems manual, to which all employees are bound.

The management and all employees strive for the long-term flourishing of BERRANG. To achieve this, it is necessary to secure the company's long-term success. To this end, we are pursuing a business plan that aims to achieve a steady, sustainable and sufficient return. This is constantly being adapted to current circumstances. The earnings are a prerequisite for being able to make the necessary investments to secure the future.

We are not only looking for financial success, but also for the satisfaction that comes from taking successful actions.

While focusing on the success of its customers, and its own company, BERRANG is always aware that lasting success can only be achieved through sustainable action in harmony with the natural resources available. BERRANG also takes into account its responsibility towards its employees. From this point of view, the implementation of high environmental and social standards above and beyond the statutory regulations at all our locations worldwide is an integral part of BERRANG's corporate culture.

Thank you very much for your interest in our Sustainability Report.



Benjamin Berrang Dominique Gründler Paul Hofmann
Bernhard Berrang Peter Hofmann

GRI 101; 102-50; 102-51; 102-52; 102-53; 102-54; 102-56

ABOUT THIS REPORT

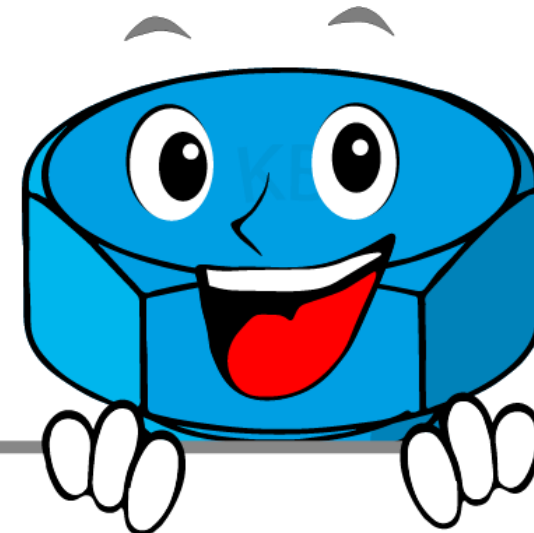
This sustainability report relates to the 2020 financial year and is prepared annually. The basis for this year's report The Sustainability Report 2019 (published on 27.10.2020).

The BERRANG Group's Sustainability Report is published in accordance with the in accordance with and on the basis of the GRI standards and according to the option "Core " of the Global Reporting Initiative (GRI) created

Accordingly, the report contains information on economic performance, energy consumption and greenhouse gas emissions according to Scopes 1 and 2 of the Carbon Disclosure Project (CDP). Special attention is paid in this report to the interested parties, the environment, employees and society.

For questions about the report, contact Mr. Paul Hofmann, mannheim@berrang.de.

This report is not part of an external audit.



Our Sustainability Report 2020 contains details of

- economic performance
- energy consumption
- greenhouse gas emissions

GRI 102-1; 102-3; 102-4; 102-5; 102-6; 102-7; 102-18

THE BERRANG GROUP AT A GLANCE



over **600**
employees



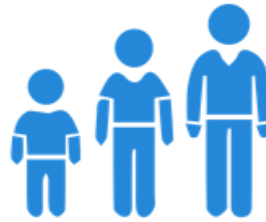
259 Mio. €
Sales 2020



More than **70** years
Of experience in mechanical joining technology



12 locations
5 countries, 3 continents,
headquartered in Mannheim, Germany



3 generations
A Company that is not only family
owned, but also family run



Customers in over **60** Countries
From the automotive and general industry
sectors

GRI 102-1; 102-3; 102-4; 102-5; 102-6; 102-7; 102-18

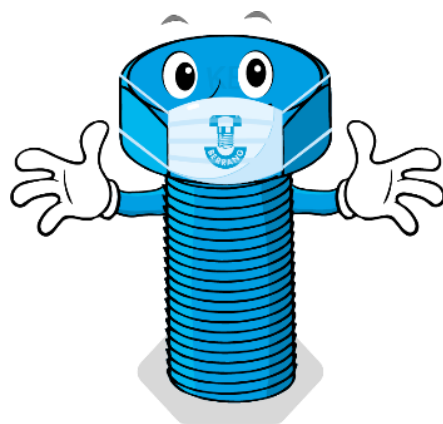
MASTERING CHALLENGES TOGETHER

Taking Responsibility

The Corona pandemic requires pragmatic action of both people and companies. BERRANG is taking over social responsibility and making its contribution to the fight against

the Coronavirus pandemic. This contribution serves to protect the employees and their families, as well as for the protection of our business partners and the maintenance of our business activities. BERRANG has also made

an important contribution to society by implementing health and hygiene measures to deal with COVID19 , some of which go beyond government requirements. These measures have created awareness among its employees.



Mastering Crisis together as Partners

Thanks to the decentralized regional business model with warehousing and the risk-conscious selection and management of suppliers, BERRANG has been able to deliver the goods - even during the crisis - wherever the customer needed our products and services. Close cooperation has been shown both in the spirit of partnership with suppliers and customers and also in the use of digital tools. These tools have contributed to BERRANG being a reliable partner for its business partners by strengthening communication and by controlling supply chains. All these have been done even during the crisis.

Mastering the Future Together

For BERRANG the digital change acts as a catalyst for new processes and innovations.

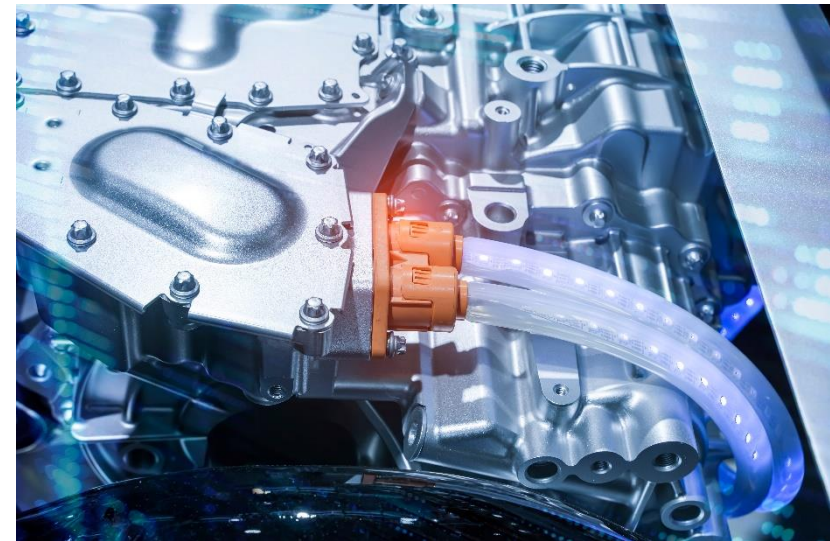
In the year under review, BERRANG has set up a project for the intensification of the Digital New Work, which describes the shift toward digital and modern collaboration models.



Abb. 1 - Digital New Work

Shift to Sustainability Mobility

BERRANG provides solutions for e-mobility. BERRANG makes a special contribution to the development of various products for safely integrating and fastening battery systems into vehicles. In addition, furthermore, BERRANG supports its customers in the electrification of vehicles and the standardization of charging technology.



As a partner in technology, BERRANG makes a significant contribution to the environment with its products and services. It does this by helping towards implementing the shift towards sustainable mobility and the associated reduction of greenhouse gas emissions which will come from these changes.

GRI 102-1; 102-4; 102-5; 102-6; 102-7; 102-18

FUNDAMENTALS, STRATEGIES & MANAGEMENT

Organisational structure and business activities

Founded more than 70 years ago by Karl Berrang, the Karl Berrang GmbH company is fully owned by the family: Since the very first year, the management has continuously been provided by family members. BERRANG is therefore not only a family-owned company, but also a family-run business. This gives BERRANG the independence it needs for continuous, sustainable corporate development.

BERRANG has a global and decentralized structure. BERRANG supplies all major industrial sectors worldwide from its regional units located near to its customers.

These include, for example, the automotive industry, agricultural technology, mechanical engineering, medical technology, the semiconductor industry and aviation.

Subsidiaries of Karl Berrang GmbH are

- Dürkes & Obermayer GmbH,
- Berrang Inc.
- Berrang France SARL, Berrang Trading (Shanghai) Co., Ltd. and Berrang Polska Sp.zo.o.

The headquarters of the company is in Mannheim.

In the 2020 reporting year, the BERRANG Group generated sales of EUR 259 million with over 600 employees.

Economic, ecological and social issues are an integral part of the corporate strategy and are assigned to the Executive Board and Management.

GRI 102-16, 403-1

Das BERRANG-Management system



DIN EN ISO 9001

Quality management systems- requirements



IATF 16949

Quality Management System- Automotive Industry Standard



DIN EN 9120

Quality management systems - Requirements for aerospace and defense distributors and stockists



UN-Resolution 217 A (III)

Universal Declaration of Human Rights



Occupational Safety

Arbeitsschutzgesetz (ArbSchG), Arbeitsstättenverordnung (ArbStättV), Berufsgenossenschaften



DIN EN ISO 14001

Environmental management systems - Requirements with guidance for use



UN Convention on the Rights of the Child

United Nations Convention on the Rights of the Child



Privacy

Federal Data Protection Act (BDSG) and General Data Protection Regulation (EU-DSGVO)



DIN EN ISO/ IEC 17025

General requirements for the competence of testing and calibration laboratories



Against corruption

United Nations Convention against Corruption (BGBl. 2014 II)



Aviation Security

AEO – Authorised Economic Operator
CTPTAT- Customs-Trade Partnership Against Terrorism
LBA – Known consigner



Energy audits – Teil I

General requirements; German version
EN 16247:1:2012



UN-Resolution 317 (IV)

Convention on the Suppression of Trafficking in Persons (in each case in the currently valid edition)

GRI 102-16; 102-31; 102-40; 102-42; 102-43; 102-44; 102-47

Business process basics, materiality and stakeholders

BERRANG will of course comply with existing laws and regulations, agreements with interested parties and voluntary commitments. For us, the economical and careful use of resources and the efficient use of energy are also part of sustainable corporate management. We ensure that economic efficiency does not conflict with sustainability and the ecology as a whole.



Abb. 2 - Overview Stakeholder

KEY FACTS

- Basics of business processes are illustrated by the BERRANG Manual Management Systems
- Materiality analysis - 2020 re-evaluated by the committee of the strategy meeting. More than 20 material points were evaluated and approved under the main criteria of sustainable business, customers and products, environment and energy, employees and society.
- BERRANG continues to position itself in the top rankings in the sustainability rankings of established rating companies.

The organization has subjected the various stakeholder groups to an assessment of the risk to the impact on the market position.

The review of the stakeholder groups takes place regularly in the management and strategy meeting. For us, profitability is not at odds with sustainability and ecology.

In the 2020 financial year, as part of the strategy meeting, a comprehensive materiality analysis with significant topics were identified for the BERRANG Group.

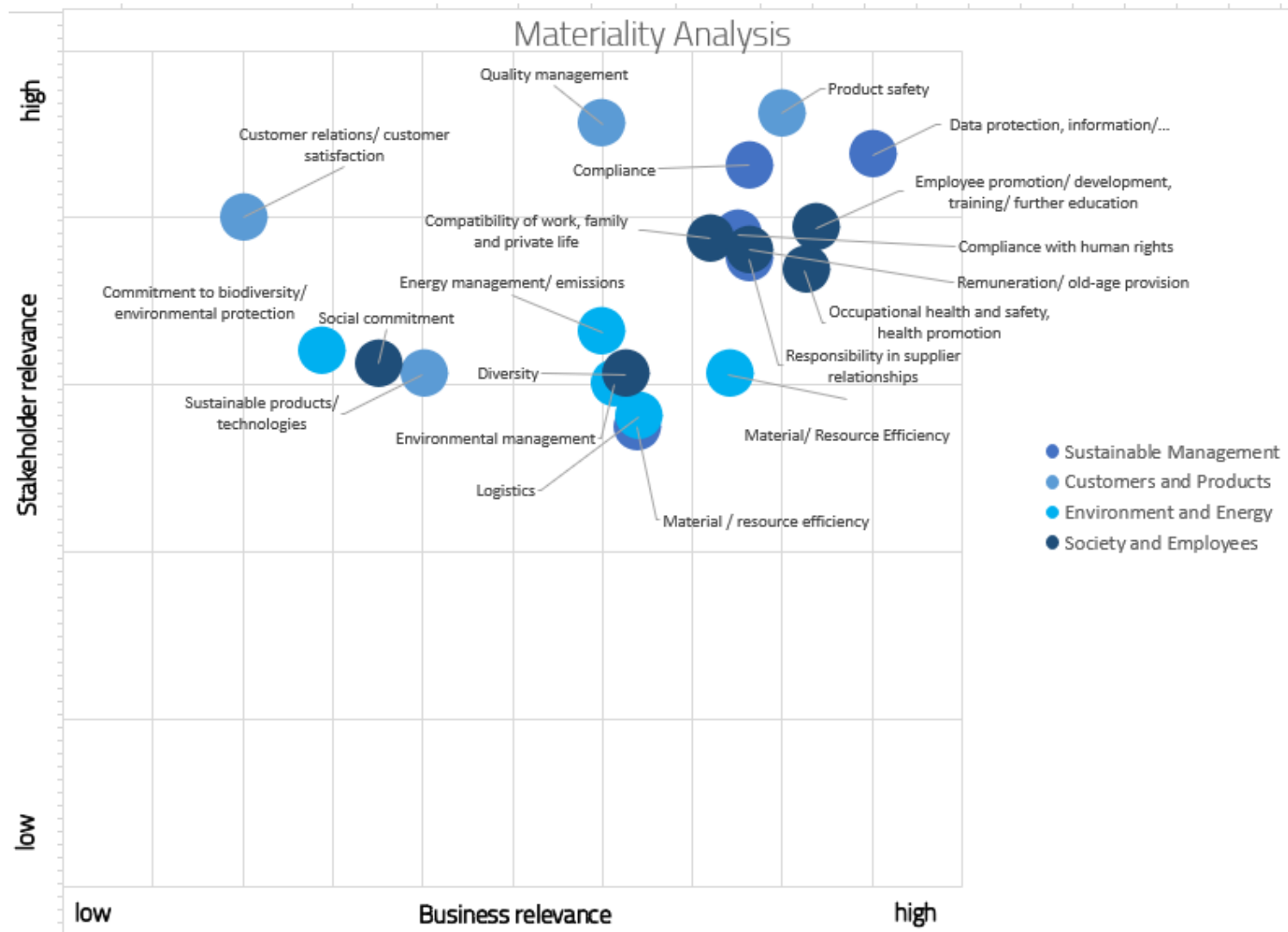


Abb. 3 – Materiality Analysis

These are relevant both for understanding the business performance, the business results and the situation of the company as well as the impact on non-financial aspects. The material topics were defined and assessed by each member of the strategy meeting. The individual assessment is summarized in Table 8. BERRANG considers needs of stakeholder groups and incorporates them into considerations for the development of the organization. The BERRANG Group also maintains regular close exchange with them. The most important stakeholders include customers, employees, suppliers as well as associations, universities and research institutes. The instruments used include customer satisfaction surveys and regular employee information.

Sustainability and environment rankings

In the reporting year, the BERRANG Group improved its sustainability ratings and rankings by consistently implementing sustainability aspects. Of particular note is the further improvement in the EcoVadis Scorecard by 2 percentage points compared to 2019, placing BERRANG among the top 12% in this rating. Due to this above-average result, BERRANG was awarded a silver medal.

EcoVadis compiles ratings of companies in the men with a focus on the environment, Labor and human rights, ethics (a.o. social responsibility) and sustainable procurement.



GRI 102-17

Compliance

Compliance is the adherence to legal provisions, regulatory standards and the fulfilment of ethical standards and requirements set by the company itself

The management and all employees are committed to these principles. Compliance with these principles is required by the management system and monitored in the course of audits.

	2018	2019	2020
Ethikbezogene Vorfälle	0	0	0
Ethics related incidents			
Whistleblowing-Verfahren	0	0	0
whistleblowing procedure			

Table 1 - Compliance procedure

If business partners or employees become aware of violations of the principles of integrity in the BERRANG Group, BERRANG has set up a compliance office specifically for this purpose. In order to be able to initiate appropriate measures, the Compliance Office can be contacted directly at compliance@berrang.de.

The protection of personal rights is a high priority in the BERRANG Group. Great care and sensitivity are exercised when processing the data of business partners and employees. The corresponding processes are in accordance with the respective data protection regulations. At BERRANG the data protection standards have been adapted to a new and uniform level of data protection applicable throughout the BERRANG Group, particularly with regard to the requirements of the EU Data Protection Basic Regulation (EU-DSGVO). The BERRANG Group Data Protection Officer fulfils the role assigned to him by law. He audits compliance with data protection at BERRANG at regular intervals. He reports directly to the management.

Information security and cybersecurity

In 2020, BERRANG has introduced further far-reaching information security and cyber security measures. These measures are primarily aimed at protecting intellectual property, trade secrets and business contacts from theft, loss, unauthorized disclosure, unlawful access or misuse. To this end, protective measures have been defined and are being continuously optimized. The measures are based on the ISO/IEC27001 standard, take into account national and industry-specific regulations, and are designed to meet the VDA ISA standard as part of the Trusted Information Security Assessment Exchange (TISAX).

GRI 102-9; 102-16; 204-1

Responsibility in the supply chain

Our sustainable actions also characterize the cooperation with our suppliers. The BERRANG Group has access to a large number of qualified suppliers. These are mainly manufacturers of screws and mechanical fasteners according to standards and drawings. The basis of the cooperation between BERRANG and the suppliers is the mutual provision of services, whereby the agreed quality is the condition.

Within the scope of our supplier selection, the observance of the principles of integrity is also taken into account. This also includes ensuring that our suppliers ensure that the use and sale of "Conflict Minerals" does not support conflicts. BERRANG specifies the basic requirements for suppliers of direct materials, parts, components and sub-assemblies (entering BERRANG products) with regard to their responsibility for conflict-free procurement of these materials, parts, components and sub-assemblies.

Our suppliers must undertake to promote compliance with this Code of Conduct among their suppliers in the supply chain to the best of their ability.

For many years, the prerequisite for being approved as a supplier at BERRANG has been the signing of the Code of Conduct.

Also in 2020, 99.4% of the suppliers have signed the Code of Conduct or have put their own behavioural guidelines into force, which are accepted by BERRANG. For those suppliers who have not yet provided a signed Code of Conduct are bound to use suppliers prescribed by the customer.

	2018	2019	2020
Anteil Lieferanten mit unterzeichnetem Lieferantenkodex	99.1%	99.4%	99.4%
<i>Share of suppliers with signed supplier codex</i>			

Table 2- signed supplier codex

When selecting suppliers, BERRANG also ensures that, provided it makes technical and economic sense, it procures from local sources. By bundling delivery demands and consolidating procurement, BERRANG also avoids unnecessary transport distances and thus makes a further contribution to environmental protection and resource conservation.

GRI 102-2

PRODUCTS, CUSTOMER RELATIONS AND CORE COMPETENCE

BERRANG's customers are among the technological market leaders in defined industrial sectors such as automotive, agricultural engineering, mechanical engineering, medical technology, the semiconductor industry or aviation. Through continuous further development, BERRANG also regularly qualifies itself as a partner of new and emerging industries, for example in e-mobility. BERRANG is a reliable partner for its customers, focused on the needs and future requirements of its customers.

KEY FACTS

- The BERRANG Group offers sustainable products for mobility, industry, agriculture, aviation, the semiconductor industry and medical technology.
- BERRANG supports its customers with regard to holistic solutions for environmentally and climate-friendly procurement of products and technologies.

It should be particularly emphasized that BERRANG, through its business model, per se develops sustainable solutions for the future together with suppliers and customers, but above all also taking into account the reduction of materials used, materials employed and energy used. With its highly qualified employees, BERRANG examines market requirements and investigates manufacturability and procurement worldwide under the premise of "resource-saving, sustainable, inexpensive". Through the permanent technical optimization of components, through the constant optimization of supply routes and through innovative products, BERRANG offers a competitive advantage and contributes to increasing the productivity of its customers. With its know-how and the combination of BERRANG's core competencies along with its worldwide presence, technical and logistical savings potential can be achieved.

Core competencies

BERRANG makes its core competencies available to its customers for the optimization of processes. The savings on a total cost basis are a significant benefit.

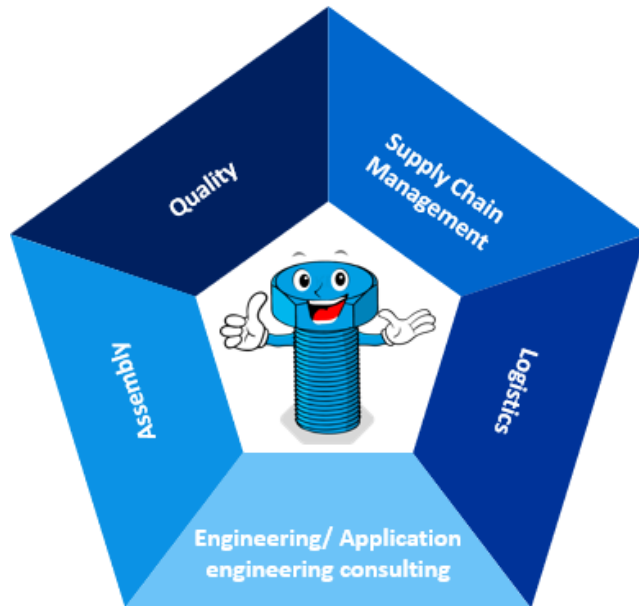


Abb. 4 - Overview of core competencies

Engineering/ Application engineering consulting

An important pillar in our range of services is application technology consulting, which is independent of manufacturers. Over many years, we have built up a strong field of expertise in this area, which sets us apart from the classic process-based manufacturer. Through intensive consultation with our customers during the development phase, we create the basis for an optimal selection and use of standard parts or the efficient use of drawing parts.

Central Engineering Department

In addition to our laboratory equipment, our employees in the Central Technology Department are crucial for comprehensive and effective application technology consulting. The high qualification of this team is recognized on the market.

Quality

Quality comes from the perfect interaction of people and technology. This means that the modern and constantly updated equipment of our ISO 17025-certified Laboratories demonstrates only its best results in combination with qualified employees. To ensure high quality it requires a consistent quality assurance. The basis for this are the measuring and testing equipment which are aligned with our delivery system. For example, those used for mechanical/technological tests, such as the hardness tests, torque, coefficients of

friction, and dimensional tests, as well as material and microstructure examinations. The basis for our current quality management system was laid in 1956 when we already used this system for our first deliveries to the aerospace industry.

Today, among other things, we meet the requirements of IATF 16949 (Quality Management System for Automotive Industry), DIN EN ISO 14001 (environmental management system) as well as the EN 9100 (Quality Management System for the Aviation Industry).

These are evidenced by the corresponding certifications.

Supply Chain Management

Only just under 20 percent of the total cost of a mechanical fastener relates to the part itself. More than 80 per cent is allotted to the so-called process costs, i.e., procurement, warehousing, transport, quality assurance and assembly. This ratio clearly shows the great savings potential that many companies do not exploit. Within the range of services, we offer our customers, the optimisation of procurement processes through C-parts management plays a central role. This includes, small parts optimisation and supplier consolidation. In this way, considerable cost savings can be realised - without loss of quality. On the contrary, effective supply chain management leads to an improvement in quality: work processes are tightened, control systems are standardised. But here too, there is no standard

solution. Individually, we develop a perfectly tailored concept for each of our customers. As a rule, this too not only leads to cost savings, but is also accompanied by a more efficient use of resources and optimized work processes.

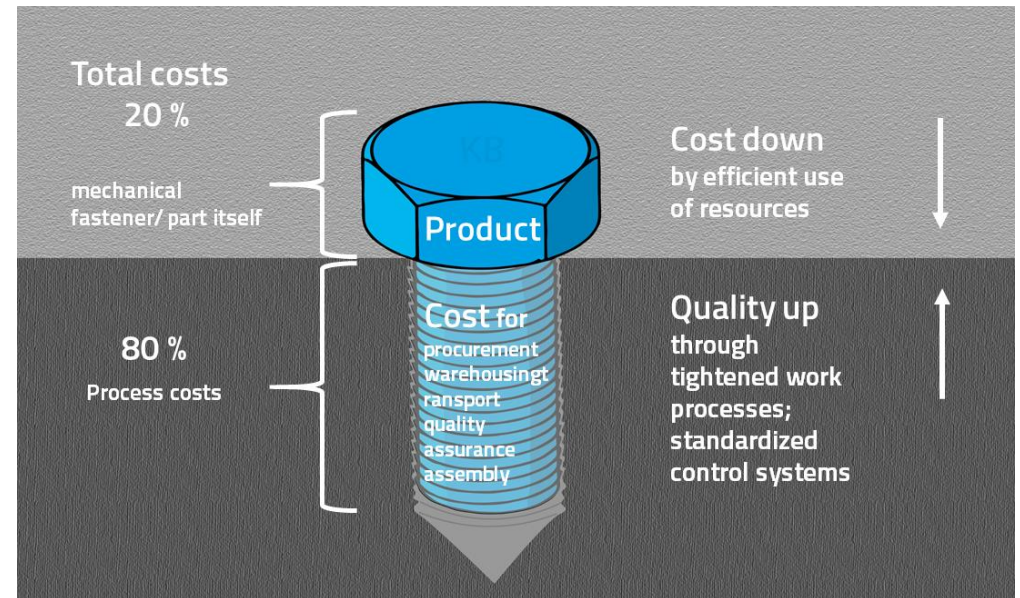


Abb. 5 - Cost composition

Logistics

In the field of logistics, our focus is on flexibility and versatility.

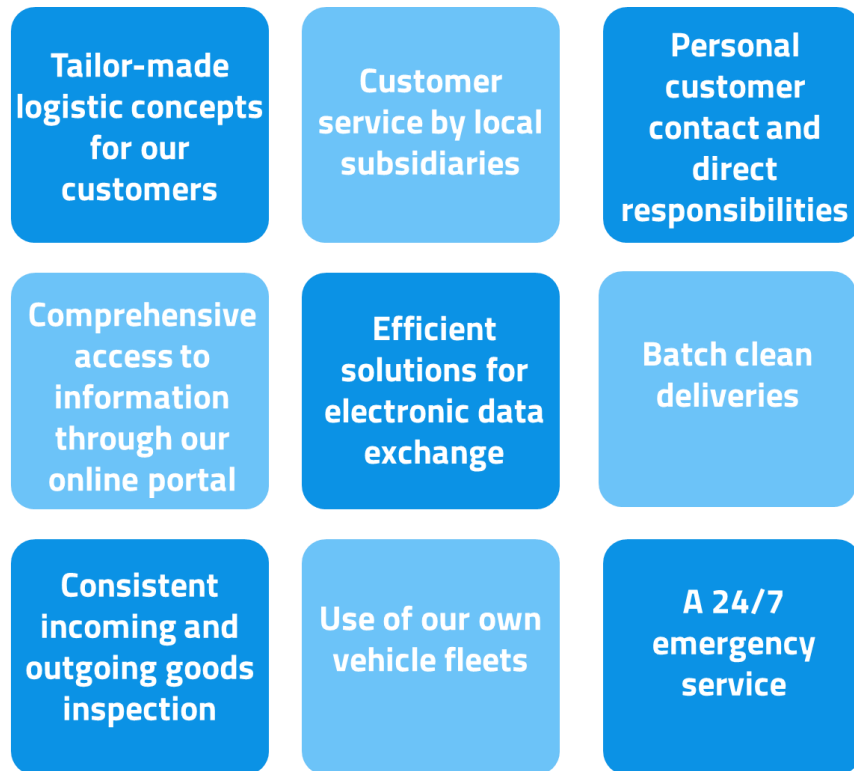


Abb. 6 - Customer-specific logistics

Kanban-System

In close dialogue cooperation with a number of customers, the Kanban system, introduced back in the 1980s, was perfected. Even with the fully-optimised stocking system, parts are one hundred percent available. The supply is controlled by actual consumption. This avoids any unnecessary capital commitment and reduces billing to a minimum. By delivering "direct to the assembly line", customers save on transport costs within their company. The empty containers are exchanged by BERRANG several times a day if necessary. In this way, we support our customers in the daily production process and relieve them of labour-intensive and capital-intensive tasks.

Kitting-Concept

With a sophisticated kitting concept, we implement parts picking according to requirements and orders. We optimise the sorting of various small parts that are used together in assembly. This is done in close cooperation with our customers. We then deliver all small parts of an assembly in one assembly box per assembly unit. In this way, all parts required for the assembly or commissioning process are clearly and arranged in a compact way. The delivery can then take place in the proven Kanban system.

Order Management

We complement our logistics services with a tight and secure order management system as the basis of our order management. In the field of electronic ordering and data exchange, our services range from customised catalogues for ordering, to the automation of invoicing and payment processing. Our aim is to standardise and automate as many processes as possible and to do so not using paper wherever possible and permissible.

In this way we achieve the greatest savings potential for our customers. Via our partner portal, customers have access to all information about order processing around the clock, seven days a week.

RFID-Technology

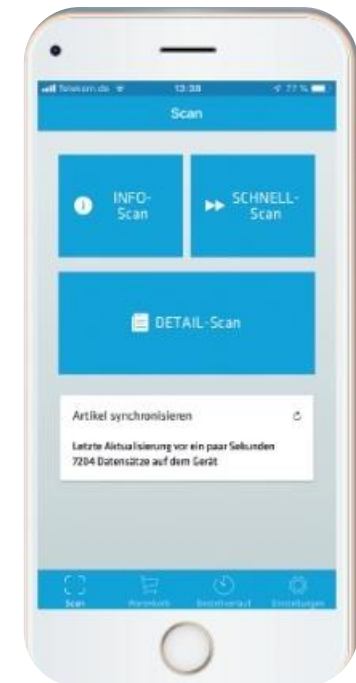
With the ground breaking RFID technology from BERRANG, we optimise our customers' supply chain as early as the incoming goods stage. All important information is additionally stored in transponders on the respective



containers and can thus be read directly into our customers' systems. RFID complements the previous scanner-based solutions. The existing container pools and data exchange formats can continue to be used. Since the transponders can be read from all sides, they even enable bulk detection - a special packing scheme is not required.

Kanban-App

By simply scanning the QR code on the container or storage location label, any required information is displayed in real time and at any location. Fast response options on ordering via the app saves time. The Kanban app is a cost-effective and flexible solution. No additional devices are required here; instead, the smartphones already available can be used for this purpose.



GRI 102-43

Customer relations

BERRANG shapes its customer relations at all levels and in all departments of the company. This is done accordance with uniform principles. The focus is on consistent customer orientation. BERRANG responds individually to the needs and requirements of its customers. This includes global customer management for key customers, which works closely with the local units in the respective international locations. Key account management is based on the principle of "one face to the customer" and the customer has one contact person to coordinate and handle his worldwide needs. With its worldwide local presence and decentralised organisation, BERRANG underlines its own requirement to be close to the customer.

BERRANG evaluates its customer relationships in a multi-level way. One level is the regular measurement of performance on a monthly, quarterly, six-monthly or annual basis. Another level of the evaluation is the regular customer survey. This provides BERRANG with information about current

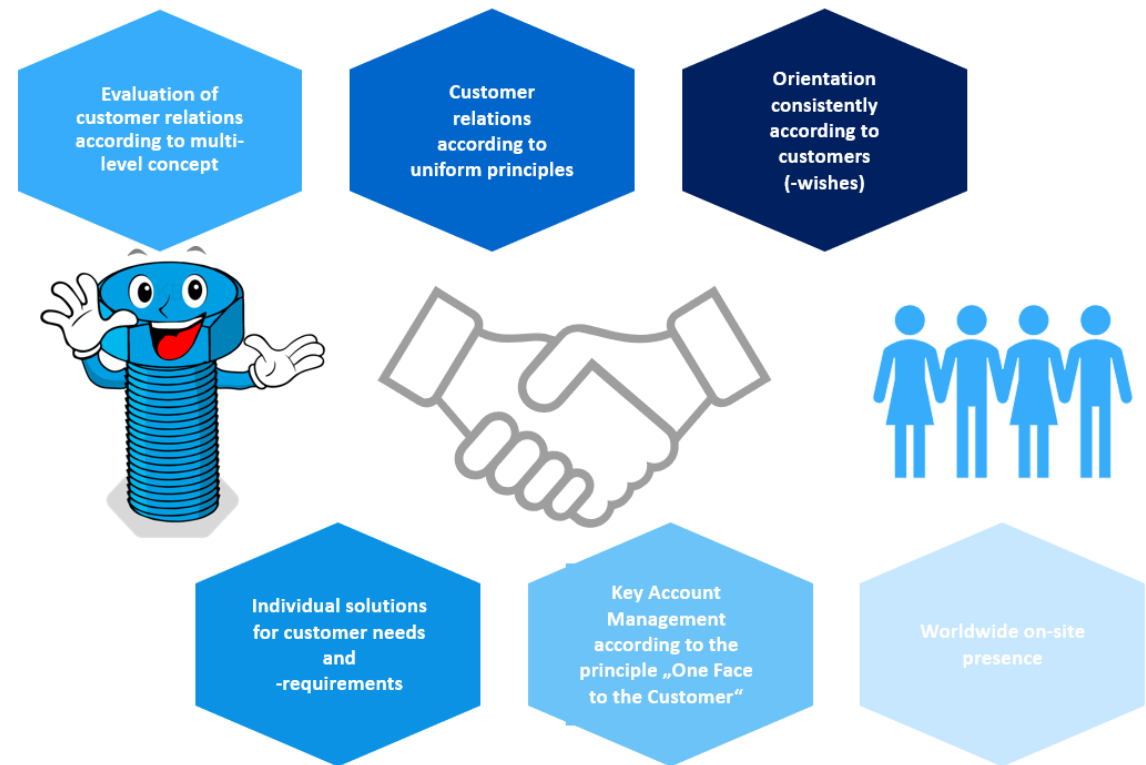


Abb. 7 – Customer-Relationship-Management

performance, day-to-day business as well as revealing important success factors in customer relations.

GRI 102-11; 304-3; 304-4

ENVIRONMENT AND ENERGY

Environment and Biodiversity

BERRANG maintains an environmental management system in accordance with DIN EN ISO 14001. BERRANG has set itself the goal of keeping the environmental impact resulting from its business activities as low as possible and of continuously improving the environmental management system and achieving a continuous development of its environmental performance. The management is committed to ensuring that managers and employees in the company who are to contribute to the effectiveness of the environmental management system receive effective support.

In this context, our core products - mechanical fasteners - are already resource-saving per se, as they generally stand as detachable connections and are thus ideal for a recycling process.

We design our buildings and properties in such a way that the requirements of biodiversity are observed wherever possible. Promoting biodiversity is a matter of concern to us. At our site in Mannheim, for example, we maintain a biotope for wall lizards, an endangered species of lizard.

KEY FACTS

- Environmental system according to DIN EN ISO 14001
- Economical use of resources
- Reduction of water and energy consumption
- Promoting employee awareness
- Environmental projects to reduce paper and toner consumption

In order to take into account, the maintenance of the biotope while respecting the natural habitat of the wall lizards, the green area is maintained by using a herd of goats.



Careful use of resources

Our goal is to use every energy source as efficiently as possible. We use resources sparingly to balance economic efficiency and the ecological environment. The design method of the operating process is to minimise the generation of residues, waste and waste water and to make continuous waste water and to make continuous adjustments.



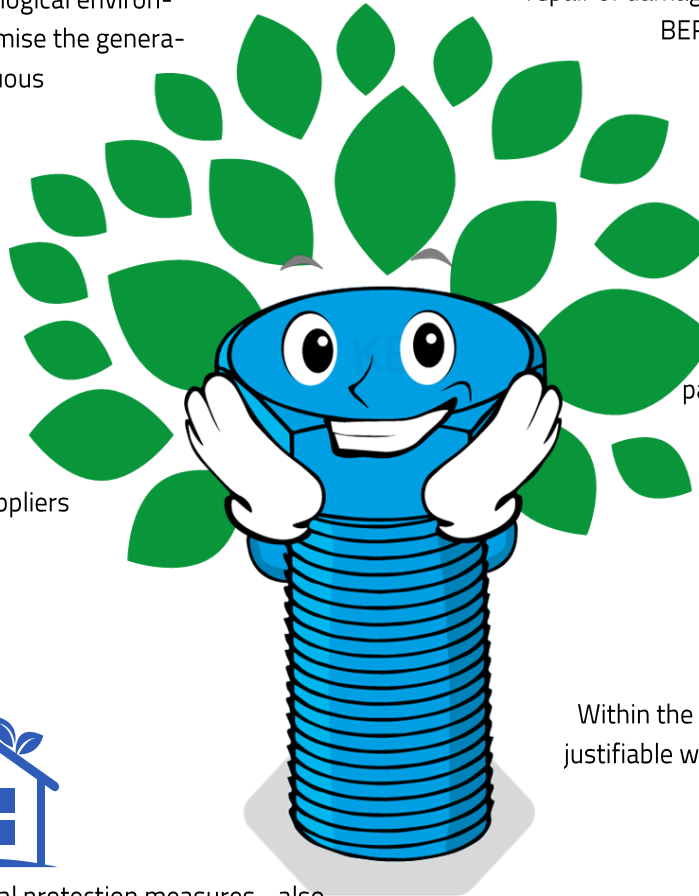
Environmentally friendly products

Within the scope of our possibilities, together with our business partners, we ensure that the manufacture, use and disposal of our products can be carried out in an environmentally friendly manner. We work together with suppliers who act in accordance with our principles.



Information from interested parties

We regularly inform our employees about our environmental protection measures - also in the form of environmental protection training - as well as informing them of our current environmental goals and results. We make these available to all interested parties.



Environmental protection

The prevention of environmental pollution at its source has priority over subsequent repair of damage. The risk of accident-related emissions is extremely low at BERRANG. The necessary precautionary measures are taken to systematically eliminate them.



Binding obligations

The company undertakes to comply with existing laws and regulations, agreed requirements of interested parties and voluntary commitments and, in addition voluntary contribution to environmental to environmental protection.



Ecological action

For us, economic efficiency is not at odds with ecology. Within the framework of what is technically possible and economically justifiable we use innovative and environmentally friendly technologies.



Employee awareness

We promote the environmental awareness of our employees at all levels through training and further education.

GRI 302-1; 302-2

Energy

As a family-owned company, we are committed to the next generation. In 2016 BERRANG set up an energy management system which was certified according to ISO 50001. The system aims to use energy more efficiently and to continuously identify and implement potential savings in the area of energy use. We have subsequently developed and expanded this system. In the process, it became increasingly apparent that energy use is not the main factor in our processes and that it is therefore difficult to achieve annual savings potentials. Further savings potentials are particularly difficult to realise as our buildings are investments which were made within the last 5 to 10 years. This fortunately means that they were already constructed in line with standards of high energy efficiency.

For this reason, we have changed our energy management system from ISO 50001 to DIN 16247 in October 2019, after the current ISO 50001 certification expired. We hope that this will enable us to adapt our energy management to our needs. Instead of the annual energy audits, an independent energy consultant will in future visit the various sites to analyse energy consumption and to point out ways of saving energy where this is possible and economically sensible. In this way we hope to achieve even more targeted, optimised energy use in the future. The energy mix means that 66.7% of energy is covered by renewable energy sources. BERRANG itself

generates electricity through the combined heat and power plant operated by BERRANG. Thanks to the efficient combined heat and power generation (CHP), CO₂ emissions are minimised. With its combined heat and power unit BERRANG makes a valuable contribution to environmental protection, conserves resources and reduces ongoing energy costs.

Verbrauchszahlen innerhalb der Organisation <i>Internal consumption figures</i>	Einheit <i>unit</i>	2018	2019	2020	Δ 2020/2019
Stromverbrauch <i>electricity used</i>	KWh	1.945.106	2.113.148	2.136.912	1,12%
Brennstoffbezug <i>fuel purchased</i>	KWh	4.319.131	4.195.180	4.216.196	0,50%
Brennstoffverbrauch BHKW <i>fuel used for CHP</i>	KWh	1.811.286	1.618.785	1.674.515	3,44%
Verbrauch Heizung/ FTE's <i>amount heating/ FTE'S</i>	KWh	4.327	4.232	4.198	-0,01%
Verbrauch Strom/ FTE'S <i>amount energy/ FTE'S</i>	KWh	3.356	3.471	3.530	0,02%

Table 3- Verbrauchszahlen innerhalb der Organisation

GRI 303-5

Verbrauchszahlen außerhalb der Organisation <i>external consumption figures</i>	Einheit <i>unit</i>	2018	2019	2020	Δ 2020/2019
Treibstoffbezug PKW <i>fuel cars purchased</i>	l	124.853	17.762	6.642	-62,61%
Treibstoffbezug NFZ <i>fuel commercial vehicles purchased</i>	l	164.421	118.689	118.193	-0,42%
Kartonage-/ Papierverbrauch/ Umsatz <i>cardboard amount/ sales</i>	Kg/€		0,01	0,02	0,34%

Table 4 – external consumption figures

Water

BERRANG pays special attention to its careful use of water. When designing its sites, for example, in Mannheim or Munich, BERRANG has taken care to ensure that all roof drainage is returned to the natural cycle via septic tanks or ditches. The irrigation of ornamental green areas is carried out using water stored in a rainwater cistern. In addition, when modernising the buildings, care is always taken to integrate sensible and sustainable instruments to reduce water consumption, such as automatic flush regulators.

In the reporting period for the 2020 financial year, water consumption fell by around 6% compared to the previous year. This was partly due to favourable environmental conditions. However, 1,000 m³ of water consumption is attributable to sprinkler tests. If this is not taken into account, actual water consumption actually fell by over 30%.

	Einheit <i>unit</i>	2018	2019	2020	Δ 2020/2019
Wasserverbrauch <i>water consumption</i>	m ³	5.693	5.479	5.166	-6,1 %

Table 5 – water consumption

GRI 305-1; 305-2; 305-3; 305-5

Emission

Overall emissions are at a very low level.

Emissionen <i>emissions</i>	Einheit <i>unit</i>	2018	2019	2020	Δ 2020/2019
Emissionen Gebäude <i>emissions building</i>	CO ₂ to	1.481	1.467	1.470	0,24%
Scope 1 Emissionen <i>scope 1 emissions</i>	CO ₂ to	1.123	827	768	-7,17%
Scope 2 Emissionen <i>scope 2 emissions</i>	CO ₂ to	791	837	838	0,06%
Scope Emissionen gesamt <i>scope emissions total</i>	CO ₂ to	1.914	1.664	1.606	-3,53%
Emissions PKW <i>emissions cars</i>	CO ₂ to	319	45	17	-63,45%
Emissions NFZ <i>emissions commercial vehicles</i>	CO ₂ to	114	111	78	-30,41%

Table 6 – emission indicators Part I

Kennzahlen <i>key indicators</i>	Einheit <i>unit</i>	2018	2019	2020	Δ 2020/2019
Emissionen Scope gesamt / gelieferte Teile <i>emissions scope total / delivered parts</i>	kg CO ₂ /parts	0,00073	0,00064	0,00068	0,06%
Emissionen Scope gesamt / Warenbewegung <i>emissions scope total / goods movement</i>	kg CO ₂ /Pos.	1,72	1,85	2,01	0,08%

Table 7 – emission indicators Part II

SOCIETY AND EMPLOYEES

Among the interested parties, our employees and the society in which we operate are among the most important. We take their interests into account through numerous measures.

For us as a family-run company, mutual respect for each other is the basic principle of human living and working together. Our values are binding for us and are lived by us and our employees. We attach great importance to the following principles in particular.

Social Responsibility

In the period being reported in this document it is particularly noteworthy that BERRANG, as a sponsor, supports the project CURE (Cooperative University Racecar Engineering).

CURE Mannheim e.V. is an interdisciplinary project from the fields of technology and business at the DHBW Mannheim. Together, the team works annually on the development and the construction of an electric racing car and the marketing of the project. Here, work

and research is being carried out on the transformation from conventional mobility to e-mobility without CO2 emissions. The project connects university and company, theory with practice and creates the perfect platform for innovation through its agility. Together, CURE works on the technology for the future with the specialists and managers of tomorrow.



GRI 102-12

Behaving Congruently

In a society, it is necessary to assume responsibility. We are therefore committed to our social responsibility, our responsibility to our employees, our business partners and, not least, to the common good. We stand by our values and principles and act accordingly.

As a group of companies whose parent company is a tariff-bound enterprise within the scope of the constitution of the Federal Republic of Germany, we attach particular importance to the following principles:

- respect for human dignity;
- the protection of human rights

These principles result in;

- respect for fundamental workers' rights, in particular the freedom of associations and the right to collective bargaining
- the prevention of discrimination in employment and occupation;
- the rejection of forced and child labour;
- the rejection of trafficking in human beings and organs
- we deeply respect our employees and business partners
- We also measure;

- sustainable environmental protection;
 - the fight against corruption
- is of overriding importance.

We deeply respect our employees and business partners.

It is a matter of course for us to comply with applicable laws and regulations. These include;

- UN Resolution 217 A (III): Universal Declaration of Human Rights
- the United Nations Convention on the Rights of the Child
- the United Nations Convention against Corruption
- UN Resolution 317 (IV): Convention on the Suppression of Trafficking in Persons

Among other things, we work towards ensuring that, not only we, but also our business partners follow these principles by means of appropriate contractual agreements

GRI 102-11; 403-1

Occupational Safety

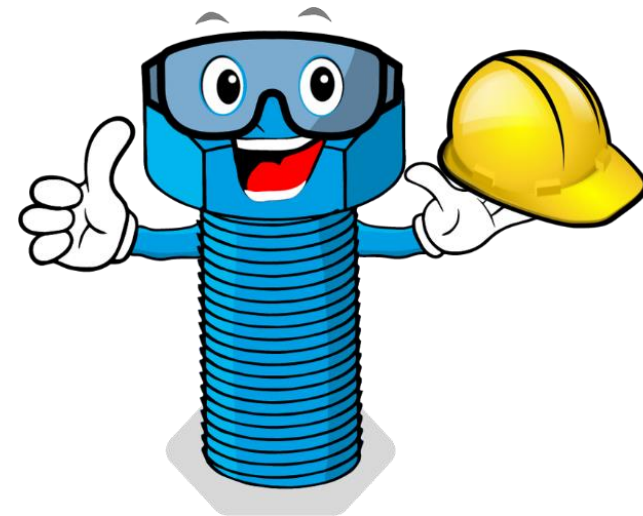
Group attaches great importance to a continuous modernisation of the working environment. We offer our employees a safe, healthy working environment which is based on the latest findings in workplace design. In this way we promote the health, motivation and satisfaction of our employees. The BERRANG Group promotes the personal responsibility of its employees and designs the working environment in such a way that it contributes to maintaining the long-term health and performance of its employees. Our aim is to ensure the safety of our employees in the performance of their work, i.e. to control and prevent risks to their safety and health.

To this end, we comply with the legal requirements and take measures;

- to prevent accidents at work,
- to minimise work-related health hazards,
- the decent design of jobs and work content, and
- for preventive health protection.

In doing so, we ensure not only that the respective legal bases are complied with, but also that experience and findings are implemented to improve occupational safety and preventive health protection. BERRANG also contributes to achieving the UN Sustainable Development Goals (SDGs) 8 (Decent Work and Economic Growth).

Both internal and external audits are carried out regularly.



GRI 403-3; 403-4; 403-5; 403-6

Health

The employees are crucial to the success of the BERRANG Group. The health and performance of our employees are therefore of particular importance to us. In addition to the already high standards with respect to the well-being of our employees we, as an employer,

have to react flexibly to changing lifestyles and the needs of a changing and aging society.

Our health and safety at work therefore comprises a holistic health management system, occupational safety and ergonomics, modern working time models and a range of healthy food in our locations.

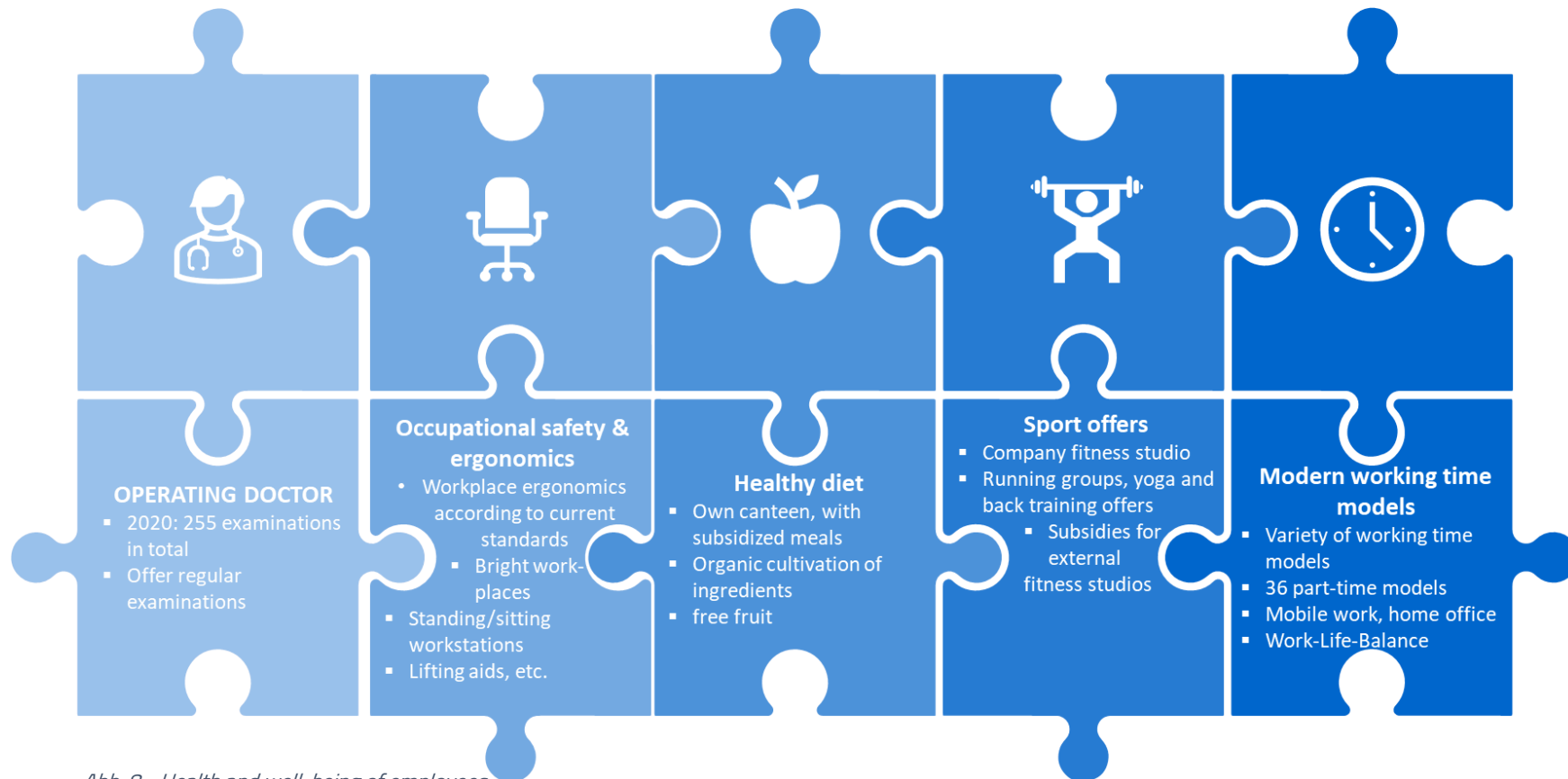


Abb. 8 - Health and well-being of employees

GRI 102-8

Employee Key Figures

According to locations	2018	2019	2020
Europe	553	579	577
USA	42	44	43
China	26	31	30

By employment type	2018	2019	2020
Full-time	78,4 %	78,2 %	78,8 %
Part-time	14,8 %	14,7 %	14,4 %
Trainee	6,8 %	7,1 %	6,8 %

According to employment contract	2018	2019	2020
Temporary (all locations)	6,3 %	5,2 %	3,2 %
Unlimited (all locations)	93,7 %	94,8 %	96,8 %

Proportion of employees under collective bargaining agreement	2018	2019	2020
Percentage of employees covered by collective bargaining agreement	81,1 %	79,9 %	80,0 %

Table 8- Employee Key Figures

GRI 401-1; 403-2; 403-9; 404-1; 404-2; 405-1



32 %

Women's quote, 20%
women in management positions



Average age of

42 years



More than **25** nations



2.270

Training days,
With an average of 2 training days per
employee



10 Jahre

Average length of service



3,60 %

Fluctuation rate



9,04

Accident frequency rate,
per 1 million hours worked



271

Further education



94,02 %

Health rate

Further training

The individual skills and strengths of our employees are fundamental to ensuring the company's competitiveness.

Therefore, BERRANG pursues a training programme to qualify and develop its employees. This includes, for example, language courses as well as technical training, further education to develop leadership behaviour, compliance or intercultural training.

- Language courses
- technical training
- further training for the development of leadership behaviour
- compliance
- intercultural training.

GRI 102-41; 102-13

Other operating services

- BERRANG - an employer bound by collective agreements
- BERRANG - promotes company pension schemes - subsidies for direct or pension fund insurances BERRANG subsidizes building society savings contracts through asset-effective benefits
- BERRANG has a job ticket for reduced travel cost

KEY FACTS

In 2020, there were 6 different apprenticeships:

- Technical product designer specializing in machine and plant design
- Dual study program in business administration with specialization in commerce
- Management assistant for wholesale and foreign trade management - IT specialist for system integration
- Warehouse logistics specialist
- **Warehouse specialist.**

Memberships in Associations

BERRANG is a member of various associations and interest groups.

The following list gives an overview of memberships:

- Professional Association of the Screw Wholesale Trade e.V. (FDS)
- Association for Service, Wholesale and Foreign Trade Baden-Württemberg e.V. (VDGA)
- Trade Association for Trade and Logistics (BGHW)
- Federal Association of Materials Management, Purchasing and Logistics (BME)
- German Institute for Standardization (DIN)
- Employers' Association
- Rhine-Neckar Chamber of Industry and Commerce (IHK).

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IMPRESSUM

If you have any questions about this report, please do not hesitate to contact us.

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