

An aerial photograph of a dense green forest. A light-colored, winding path or road cuts through the trees, forming a large, irregular circle. The path is surrounded by a thick canopy of green trees. The overall scene is lush and natural.

# **CORPORATE** **SOCIAL** **RESPONSIBILITY**

Report for the  
2022 business year





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# Forward

## Dear partners, dear readers

We are delighted to present our Sustainability Report for the 2022 business year. At a time when sustainability is becoming increasingly important, we would like to give you an insight into our efforts to act responsibly and the progress we are making in the area of sustainability.

As a company built on the core values of partnership, responsibility, team orientation and trust, we are committed to making a positive contribution to society and the environment. Our sustainability strategy is shaped by the firm conviction that economic success and social responsibility must go hand in hand to shape a future worth living.

In the reporting year, we managed to reduce our specific electricity consumption. Reducing specific electricity consumption is not only important due to skyrocketing electricity prices, but also contributes significantly to minimising our environmental footprint.

We are aware of the challenges posed by climate change and the resource-intensive lifestyle of modern society. As a company, we want to make an active contribution to counteracting the negative impacts. By implementing new, more energy-efficient machines, we have shown that sustainable business management makes sense not only ecologically but also economically.

As part of our holistic understanding of sustainability, we place a high value on protecting the health and nurturing the wellbeing of our employees. In the reporting year, we decided to initiate new projects on this topic and intensify our cooperation with corresponding partners.

Finally, we would like to thank all our employees, partners, clients and stakeholders who accompany and support us on our journey.

With sustainable greetings



**Jan Fritzensmeier & Sven Kaiser**  
CEO

# Coko at a glance

## FOUNDATION

1926

## FOUNDER

CONRAD KOCH

## ANNUAL TURNOVER COKO GROUP

181 MILLION EUR

## LOCATIONS COKO GROUP

4

## TOTAL SURFACE AREA COKO GROUP

77,550 m<sup>2</sup>

## EMPLOYEES COKO GROUP

1,300

## LEGAL STRUCTURE HOLDING COMPANY

GmbH & Co. KG

## OWNERSHIP STRUCTURES

100 % PRIVATELY OWNED

## HEADQUARTERS HOLDING COMPANY

BAD SALZUFLEN (DE)

# Five-year review

ESSENTIAL FIGURES*	2018	2019	2020	2021	2022	Change in % in comparison to the previous year
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## FIGURES COKO

Turnover Coko Group (in million €)	152	151	140	160	181	13.13%
of which at the Bad Salziflen location (in million €) <sup>1</sup>	71	69	60	72	84	16.67%
Parts produced (in t)	6,401	6,270	5,542	6,166	7,216	17.03%

## Environmental concerns

Total energy consumption (in MWh/t)**	2.42	2.33	2.39	2.40	2.15	-10.53%
Total energy consumption, electricity (in MWh/t)**	2.01	1.97	2.02	2.07	1.94	-6.20%
Total energy consumption, natural gas (in MWh/t)**	0.41	0.36	0.37	0.34	0.21	-37.17%
CO2-equivalents, total (in t)	767	718	635	618	425	-31.23%
Total emissions (t/t) <sup>2**</sup>	0.12	0.11	0.11	0.10	0.06	-41.24%
Material efficiency (t/t) <sup>3**</sup>	1.05	1.04	1.05	1.07	1.08	0.20%
hazardous waste (t/t)**	0.011	0.011	0.007	0.006	0.006	1.56%
non-hazardous waste (t/t)**	0.09	0.08	0.09	0.13	0.12	-8.48%
Coating quantities, total (in t)	63.61	63.23	46.88	27.92	24.49	-12.28%
Use of solvents (in kg/h)	1.44	1.32	0.62	0.59	0,92	227.65%
Water use (in kg/h)	3.022	3.727	2.667	2.686	2.383	-11.28%

EMPLOYEES and CORPORATION	2018	2019	2020	2021	2022	Change in % in comparison to the previous year
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Number of employees Coko Group	1,209	1,093	1,162	1,274	1,300	2.04%
of which at the Bad Salzuflen location	534	474	459	506	532	5.14%
Percentage of women among total workforce (in %)	23.03	23.21	22.44	23.32	22.93	-1.67%
Staff turnover rate (in %) <sup>4</sup>	3.07	3.63	1.74	3.23	6.46	100.00%
Length of time with the company (in years)	14	14	15	13	13	0.00%
Average age (in years)	44	45	45	43	43	0.00%
Accidents at work	30	22	21	22	27	22.73%
Days at work lost, owing to accidents at work	225	202	404	222	269	21.17%

1. The turnover is provisional and only applies to assessment of the Group as a whole. The turnover is higher for Coko Deutschland as an individual company.

2. Calculation of the direct CO<sub>2</sub> emissions from diesel, petrol, propane and natural gas via [www.izu.bayern.de](http://www.izu.bayern.de). From a thousand litres of diesel, 2.63 t CO<sub>2</sub> is created. From a thousand litres of petrol, 2.33 t CO<sub>2</sub> is created. One m<sup>3</sup> natural gas corresponds to 0.00983 MWh. From one m<sup>3</sup> natural gas, 0.00201 t CO<sub>2</sub> is created. From one tonne of propane, 1.6 t of CO<sub>2</sub> is created. The density of propane is set at 0.58 kg/l Expressed in CO<sub>2</sub> equivalents Scope 1 emissions.

3. For the material efficiency, the materials were considered with auxiliary materials without diesel and propane.

4. Without temporary workers employed on short-term contracts.

\* Refers to the parent company at the Bad Salzuflen location. This is correspondingly displayed, based on the figures of the entire Coko Group.

\*\* For the manufacture of 1 t plastic pre-fabricated components.

# The location



The Coko main plant in Germany is the company's development and innovation hub. The parent company was founded in Kassel in the federal state of Hesse in 1926 and has been firmly rooted in Bad Salzuflen since 1944.

The company premises, spanning ca. 47,400 m<sup>2</sup>, are located in the immediate vicinity of the trade fair grounds of the town of Bad Salzuflen. The north-western part of the site is designated an industrial area: the south-eastern part is a commercial area.

Federal highway 239 borders the plant site to the east. A residential development is directly adjacent to the south. The areas to the north and east are occupied by exhibition halls and other medium-sized companies. There are no open waters in the immediate vicinity of our premises.

immediate vicinity of our premises. Via the federal highway 239 and Ostwestfalenstraße, the company is well connected to Autobahn 2, Hannover-Dortmund.

Coko-Werk 1 was founded in 2000 in Łódź, Poland, and fully renovated in 2016. It is our first international location and was established to manufacture locally for clients and to respond to their needs. The current focus here is on visible parts in single- or multi-component injection moulding, surface finishing by coating and printing, complex assembly processes for complete modules, state-of-the-art manufacturing methods and “just in sequence” logistics processes 7 days/week.

Due to the high utilisation of Plant 1 in Łódź, we decided to open another plant, 20 km away from Plant 1 in the year 2012.

In this way, we were able to expand the product range and provide a comprehensive service for our clients. Plant 2 in Lodz produces visible and housing parts as well as base assemblies for dishwashers and supplies the automotive industry – interiors and exteriors for various OEMs – and the solar industry with various housing parts and sealing applications.

Our plant in Cerkezköy, Turkey opened in the year 2006. This means that we are particularly close to our international customers and can act flexibly. The focus in Cerkezköy is on visible and housing parts in single- and multi-component injection moulding, tandem technology, surface finishing by coating and printing, complex assembly processes for complete modules, white goods, the heating industry, sanitary and hi-fi products.





# Purpose of business

At the end of the 1920s, the world economic crisis broke out. In these difficult years of the recession, Conrad Koch made a virtue out of necessity and founded the Coko Company in Kassel in 1926. He created the company name from his first and last name and designed the company logo, the origins of which are still recognisable today. The purpose of the company was the manufacture and distribution of electrostatic cleaning appliances. As a result of the Second World War, production was so severely affected that production was relocated, first to Metz and then to Bad Salzuflen, shortly before the end of the war. The company has been located in the Bad Salzuflen district of Holzhausen since 1969.

We employ 1,300 people worldwide and, as a system supplier in the plastics industry, process all thermoplastics with the exception of PVC. We manufacture sophisticated and high-quality technical parts using state-of-the-art production systems for a wide variety of industries. The object of the business includes client-based production

of plastic injection moulded articles according to a sample or drawing with subsequent assembly and surface finishing, design and manufacture or procurement of the corresponding injection moulding tools.

We are suppliers for the following industries: Automotive, heating and air conditioning, household appliance industry and medical technology. Our core geographical markets include Europe, especially Germany and our neighbouring countries, as well as Sweden and Slovakia, but also Russia and South American countries.

The production-relevant purchasing volume at the Bad Salzuflen site was ca. 37 million EUR in 2022 and is mainly distributed among suppliers from Germany. Other suppliers are located in further European countries and in Asia.

## **The following injection moulding processes are deployed:**

- Compact injection moulding
- Thermoplastic foam injection moulding process (TSG)
- Two-component injection moulding (2K)
- Gas internal-pressure process (GID)
- Gas counter-pressure process (GGD)
- Hard-soft process
- MuCell process

## **The treatment and processing expertise of the company encompasses:**

- Surface treatment (processing of solvent-based and water-based coatings, with solvent recovery)
- Welding
- Embossing
- Screen printing/pad printing
- Module assembly



# Worldwide network of suppliers and clients

**In the year 2022 we delivered to clients in the following countries:**

- Belgium
- Brazil
- China
- Sweden
- Germany
- Switzerland
- Estonia
- Slovakia
- France
- Serbia
- Italy
- Spain
- Lithuania
- Czech Republic
- Mexico
- Turkey
- Netherlands
- Hungary
- Austria
- United Kingdom
- Poland



# Corporate policy



“Quality, safety, health and environmental protection in the workplace are part of our company’s DNA and make an important contribution to its success.”

Healthy employees working in a healthy environment are an essential prerequisite for our company performance and thus for economic success and job security. We maintain a cooperative partnership with our clients and suppliers and care about environmental awareness and sustainability in the supply chain. A good quality of work, occupational safety, health and environmental protection, as well as plant safety, thereby form the framework for setting environmental and occupational safety targets.

We therefore undertake to comply with all legal requirements and binding obligations. In addition, we want to ensure the protection of our environment in a sustainable manner and continuously improve it.

- We want to promote environmental and health awareness as well as safe working by eliminating hazards and minimising risks, with the aim of avoiding accidents at work and maintaining the health of all employees and the environment.
- We want to avoid or reduce environmental pollution as well as work-related health risks for our employees.
- We are committed to using raw materials and energy more consciously in the development and planning of new products, plants and processes under the aspect of resource conservation, with the aim of continuously improving environmental performance and energy efficiency.
- We are committed to the continuous improvement of our management systems in the areas of quality, environment and occupational health & safety.
- We are committed to the consultation and participation of employees and their representatives and call on all employees to submit proposals for quality and process optimization, the prevention

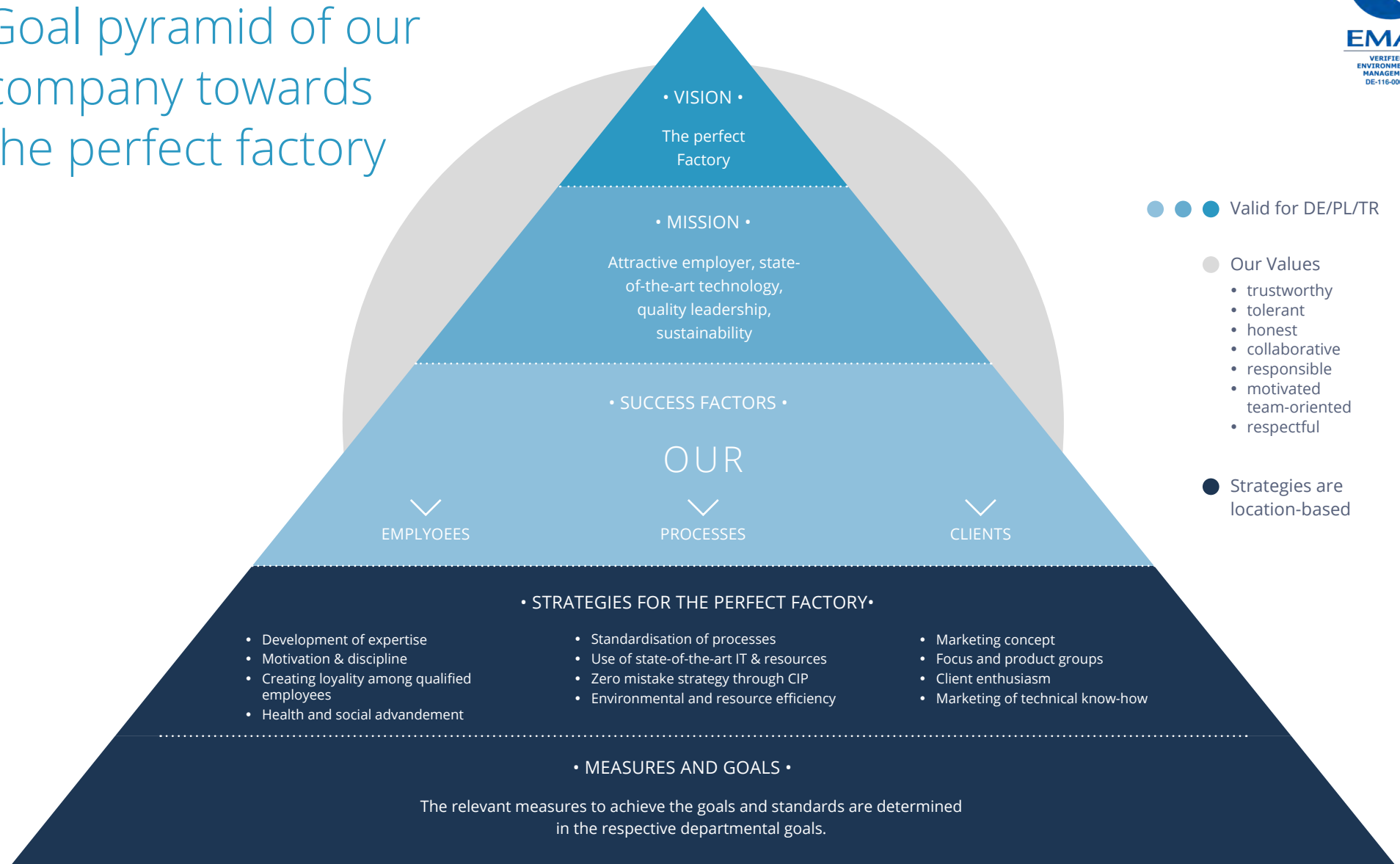
of accidents and damage, the improvement of preventive health care and health protection, as well as the protection of the environment.

- We continuously review all our activities with regard to the effects on work and product quality, occupational safety as well as health and environmental protection.
- We maintain an open dialogue with our employees, the public and the authorities.

We expect all our employees to devote their full energies to achieving the company’s goals. Their conduct in their daily work is characterised by a high degree of reliability, flexibility, creativity and by the willingness to constantly undergo continuing education.

Our role model function strengthens our expertise, both internally and externally.

# Goal pyramid of our company towards the perfect factory





# Managementsystem



Coko-Werk has developed an integrated management system at the Bad Salzuflen location. To realise this, the requirements from the areas of quality (VDA 6.1, DIN EN ISO 9001:2015, IATF 16949) and environment (DIN EN ISO 14001:2015, EC-REG 1221/2009, REG (EU) 2017/1505, REG (EU) 2018/2026) are deployed. In line with ISO 45001, we have expanded our processes for the area of occupational health & safety.

We have set out the company-specific and site-specific implementation of the above systems in a company manual. Application of the manual ensures that the organisational, commercial and technical activities that have an impact on quality, the environment and occupational safety are planned, controlled and monitored.

The main legal obligations that apply to our company are described in connection with the environmental aspects. Compliance with the commitments is monitored by our management system and can be confirmed.

As part of the management system, we have engaged with the environment we operate in and the interested parties. One requirement was that we identify both the environment in which we operate and the interested parties.

Each of these interested parties has requirements of our company. We would like to meet these requirements using appropriate measures. We have determined and identified our environment with the important and relevant requirements and topics of the interested parties.

These are internal and external issues that influence each other in their interactions and may be relevant to the strategic direction and purpose of the organisation.

## **The interested parties of the Coko-Werk include the following:**

- Schools and universities
- Authorities
- Associates

- Employees and families
- Neighbours
- Works council
- Service providers
- Suppliers
- Clients

In addition to the appointment of an environmental manager, the establishment of an environmental protection officer in a unit outside the direct line of command, enables us to collect and evaluate information from all environmentally relevant areas and, if necessary, develop corrective measures.

These corrective measures can be quickly presented to the decision-makers, thanks to the environmental officer's direct right of presentation to the company management. This ensures direct and trouble-free communication between employees and the management.

### **Further tasks of the environmental protection officer are:**

- to support the development and introduction of environmentally friendly processes and products;
- to check compliance with the relevant environmental regulations and to advise the company management and operational management on environmentally relevant topics;
- to develop suggestions for improvement regarding the detection of deficiencies in environmentally relevant areas;
- to give information and advice to company employees on harmful environmental effects and on the use of appropriate protective measures.

The management regularly reviews the internal audit carried out in consultation with the two officers and integrates the necessary measures into the environmental programme. An environmental audit is carried out annually. Among other things, the audit focuses on the implementation of the environmental programme

and the associated attainment of the environmental goals. The environmental audit is carried out by the environmental protection officer.

In addition to working on environmental issues, the environmental protection officer also performs tasks in the field of occupational safety and fire protection.

Our energy management is responsible for monitoring all energy-related issues, such as compressed air and electricity consumption. Effective solutions and improvements can be developed and implemented through close cooperation between the environmental and energy divisions.

### **Responsibilities and committees**

The management determines the strategic direction of the company and decides on all necessary measures to achieve the defined corporate goals.

Among the circle of senior executives, departmental representatives from various corporate divisions meet regularly with the management to drive forward the strategic and business development at Coko. The executives report to the management on all economically, socially and ecologically relevant topics. Where important business transactions are concerned, the shareholders are consulted; the necessary measures are thereby determined in regular discussions and shareholder meetings, in coordination with the managing directors.

### **Memberships of associations and federations**

- Arbeitgeberverband Lippe e. V.
- IHK-Lippe zu Detmold
- Deutsche Gesellschaft für Personalführung e. V.
- MACH1 (Arbeitsgemeinschaft der Wirtschaft für berufliche Weiterbildung im Kreis Herford e. V.)
- Werksarztzentrum Herford e. V.
- Kunststoffe in OWL e. V.
- FABEL-Service

# Compliance

The pursuit of responsible business activities in compliance with the legal requirements of the countries in which we operate is a matter of course for us. We are of the opinion that responsible corporate action can only take place through conduct that complies with rules and regulations within the supply chain. Based on this conviction, we have developed a Compliance Guideline for all employees of the Coko-Werk Group. All relevant compliance issues are reported to the management.

**The Compliance Guideline offer employees and managers a binding orientation framework on the following topics:**

- Laws and directives
- Corruption and bribery
- Forced labour and child labour
- Data privacy
- Harassment
- Remuneration
- Working hours
- Ban on discrimination
- Health and safety

- Freedom of assembly and collective bargaining
- Environment
- Supply chain
- Whistleblowing

We expect the content of this guideline to be applied throughout the company, as well as by our suppliers and subcontractors.

We actively confront violations of any kind and encourage our employees' moral courage at all times. In the event of violations of the Compliance Guidelines, our employees can always turn to our compliance officers, who are trustworthy contact persons. In addition, a whistleblower system has been implemented. Incidents of misconduct by employees and business partners can be reported anonymously to trusted lawyers. These are examined and an internal investigation is initiated in the company, in which the case is processed.

We are committed to the Guiding Principles for Business and Human Rights of the United Nations and to the core labour standards of the International Labour Organisation (ILO). This commitment is also reflected in our Compliance Guideline. We also support the Sustainable Development Goals (SDGs) adopted by the United Nations in 2015.

.....

„The Compliance Guideline acts as our ethical and legal compass.“

**Coko-Werk Compliance-Guideline**

.....

# Risk management

## **Responsibility within the supply chain**

Our suppliers support activities that ensure responsible sourcing of raw materials. The procurement and use of raw materials obtained unlawfully or through ethically reprehensible or unreasonable means must be excluded. The use of raw materials such as conflict minerals, which are affected by embargoes or other import restrictions, is not permitted. Our suppliers are therefore obliged to identify these raw materials in manufactured products in the supply chain and to disclose the origin and sources of supply of the raw materials they use.

By developing a common awareness of due diligence within our business relationships, we endeavour to pass on our understanding of respect for human rights to others. Through responsible procurement, we want to support and respect the protection of international human rights and ensure that we are not complicit in human rights violations.

As a globally active company, Coko is exposed to a variety of risks. These can be both internal and external risks. In order to prevent risks from becoming problems or to reduce the damage when the risks occur, Coko has a risk management system in place.

## **The process of the risk management system can be described in the following steps:**

- risks are identified and classified by means of a risk analysis with regard to their probability of occurrence and extent of damage.
- the risks identified and the associated opportunities are visualised in a risk matrix for easy and clear presentation. This allows the priority of individual risks to be identified.
- to reduce the risks, an action plan is drawn up in which the departmental managers identify suitable measures and reassess the risks once they have been implemented.

# Environment



We published our first environmental declaration as early as 1997. At that time we were looking at the challenge of combining ecology and economy. Taking responsibility for today's generation and following ones is something we care about. This attitude is a defining component of Coko-Werk GmbH & Co. KG and a declared corporate goal. In our Compliance Guideline, we commit ourselves to continuously improving our environmental performance.

For this reason, we performed the validation according to EMAS (Eco-Management & Audit System) in 1997. We also deploy an environmental management system according to EC Regulation No. 1221/2009 and DIN EN ISO 14001. Our environmental policy and our environmental system determine the environmental goals and programme, and check these elements at regular intervals. The management system defines and describes the responsibilities, powers and relationships between employees, especially in key positions.

The persons responsible must manage, implement and monitor the work processes with significant effects on the environment.

In this way, the operational effects of the company's activities at the site can be continuously checked and assessed both for normal operation and for environmental operational disruptions and emergencies. In this way, a deficiency can be counteracted in normal operations and also in the event of an environmental malfunction, not only at the highest management level of the company. As a company, we are responsible in our use of resources; we work closely and cooperatively with the relevant authorities and supervisory authorities and implement the numerous legal provisions accordingly. By determining our environment, the interested parties, with their requirements and expectations, we were able to uncover further improvement potentials that support us on our path of continuous improvement.

## Connection to the Sustainable Development Goals:



.....  
„Environmental pollution must be minimised and environmental protection must be continually improved.“

## Coko-Werk Compliance Guidelines

.....



**Vision:**  
Healthy employees

**Safety value concept of the company:** Employees can arrive healthy and leave healthy; improvement of the ergonomics

**Safety factors:**  
Accident reversal discussions,  
10 Commandments of occupational safety, delegation of

**Safety strategies:**  
Implementation of measures following the T-O-P principle

**Safety goals:**  
= 0 accidents

Reducing employee, absences for illness

**Vision:**  
Improved environmental

**Environmental value concept of the company**  
Elimination of wastefulness, increase in efficiency, compliance with legal requirements

**Environmental success factors:**  
Maximisation of resources, careful use of resources, identification of the employees with the company

**Environmental strategies:**  
Elimination of wastefulness, Employee training

**Environmental goals:**  
Reduction of the waste quantities, lowering of disposal costs, saving resources, energy-saving

Improving environmental performance  
Image boost for



Occupational safety /  
promoting health

Environmental protection

# Key indicators for environmental protection

	2018	2019	2020	2021	2022	cf. 2021 - 2022
Direct energy use, electricity [MWh/t]	2.012	1.972	2.020	2.068	1.940	-6.20%
Direct energy use, natural gas [MWh/t]	0.408	0.355	0.369	0.337	0.211	-37.17%
Total energy use [MWh/t]	2.421	2.326	2.389	2.404	2.151	-10.53%
Material efficiency (t/t)	1.051	1.042	1.050	1.075	1.077	0.23%
Drinking water [m³/employee]*	5.659	7.863	5.810	5.308	4.479	-15.62%
hazardous waste (t/t)	0.0108	0.011	0.007	0.006	0.005	-26.25%
non hazardous waste [t/t]	0.087	0.084	0.087	0.126	0.115	-8.48%
Total emissions [t/t]**	0.120	0.115	0.115	0.087	0.059	-31.99%
Surface area use [m²/m²]	0.82	0.82	0.82	0.82	0.82	-
Use of surface area in relation to biological diversity	<ul style="list-style-type: none"> <li>• Total surface area of plot: 47,400 m²</li> <li>• Sealed area: 38,900 m²</li> <li>• Seeping area: 8,500 m²</li> </ul>					

The core indicators for environmental protection in accordance with EMAS are quoted below. They provide an overview of our environmental protection services at the Bad Salzuflen site. To this end, the corresponding values were set in relation to the output quantity. More detailed information can be found on the following pages.

\*The reference value has been adjusted and now refers to the number of employees. The value of previous years has been corrected accordingly.

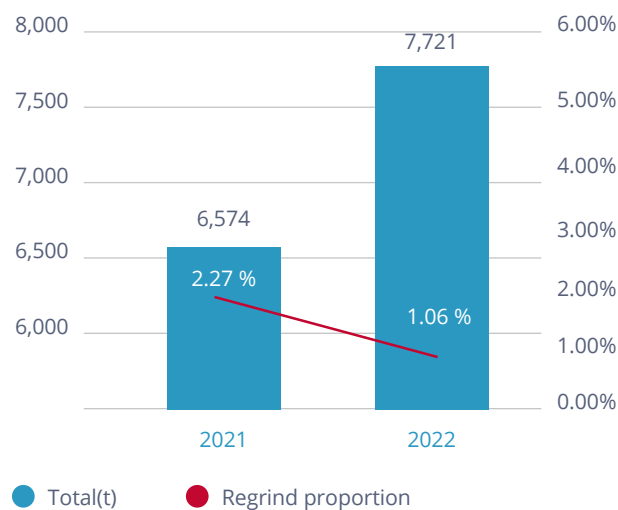
\*\*Direct CO<sub>2</sub> emissions expressed in CO<sub>2</sub> equivalents per tonne output quantity.

# Materials



For the production of the articles we use all thermoplastics, with the exception of PVC. We are known for our innovative product quality and have been successfully asserting ourselves on the market since our foundation in 1926. In order to remain competitive in the future, it is important to achieve the best possible result with the existing operational resources and to continue to meet customer expectations. By resources we refer to material, machine, people and surface area, which it is important to use waste-free.

**Use of raw materials**

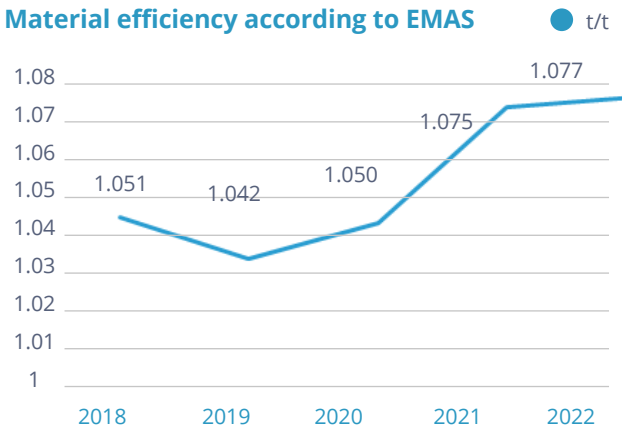


### Recycled scrap

Compared to 2021, the annual production of finished plastic parts increased from 6,166 t to 7,216 t in 2022. Accordingly, the amount of raw materials used also increased from 6,574 t in 2021 to 7,721 t in 2022.

If possible, production-related waste such as sprues and scrap parts are ground by us and returned to production as regrind. The quantity of the reused regrind was 82 t in the 2022 reporting year, which corresponds to a share of the total consumption of 1.06%. The amount of recyclates used depends on client requirements and cannot be influenced by us.

### Material efficiency according to EMAS



Material input 2021	Material input 2022
<ul style="list-style-type: none"> <li>• 6,574 t raw materials utilised</li> <li>• 429.41 t packaging</li> <li>• 7.74 t cleaning granulate</li> <li>• 2.55 t solvent-based coatings</li> <li>• 25.36 t water-based coatings</li> <li>• 3.34 t cleaning thinners</li> <li>• 3.69 t propane gas, other gases</li> <li>• 0.17 t adhesives</li> <li>• 6.96 t oils, hydraulic oils, special oils and lubricants</li> <li>• 19.43 t diesel</li> <li>• 10.67 t petrol</li> </ul>	<ul style="list-style-type: none"> <li>• 7,721 t raw materials utilised</li> <li>• 631.40 t packaging</li> <li>• 5.64 t cleaning granulate</li> <li>• 6.19 t solvent-based coatings</li> <li>• 18.30 t water-based coatings</li> <li>• 4.28 t cleaning thinners</li> <li>• 4.03 t propane gas, other gases</li> <li>• 0.23 t adhesives</li> <li>• 14.43 t oils, hydraulic oils, special oils and lubricants</li> <li>• 16,51 t diesel</li> <li>• 14.72 t petrol</li> </ul>



”Continuing to improve our (environmental)  
performance through“

Jürgen Platz  
Occupational health & safety





# Energy



We are a company that requires energy for the production and refinement of its products. The energy aspect has therefore been an essential evaluation criterion for years, which is subject to regular evaluation as well as target setting. With the rise in energy costs and the threat of climate change, the need to control and reduce energy consumption is more important than ever. We are therefore endeavouring to identify waste and constantly improve energy efficiency in the company. In today's world, this is a major challenge that we face positively and with optimism.

One significant development has been the establishment of a dedicated energy team that meets regularly to develop and implement strategies to reduce our energy consumption. Thanks to our existing monitoring system, we are

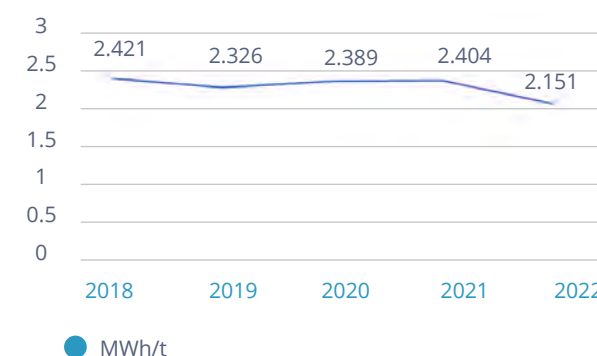
able to monitor energy consumption closely, to identify potential savings potentials and to document our progress transparently.

## **Absolute energy consumption has risen**

Capacity increased by ca. 3.34% in 2022. This is particularly noticeable in respect of electricity consumption. Thus, electricity consumption has increased from 12,749.524 MWh to 13,995.750 MWh. When planning new units and processes, we give energy efficiency a very high priority. During the 2022 reporting year, we replaced older injection moulding machines with new, more energy-efficient machines. Our use of natural gas sank during the reporting year. Through targeted process optimisation, we were able to noticeably reduce the gas consumption of our material dryers. Our gas consumption is made up of production gas and heating gas.

While production gas is used to heat the supply air and the circulating air dryers in the paint shop, heating gas is used to heat the buildings by means of hot water heating and dark emitters. Site-specific energy consumption decreased from 2.404 to 2.151 MWh/t.

## **specific energy consumption**



### Renewable energies Types of electricity

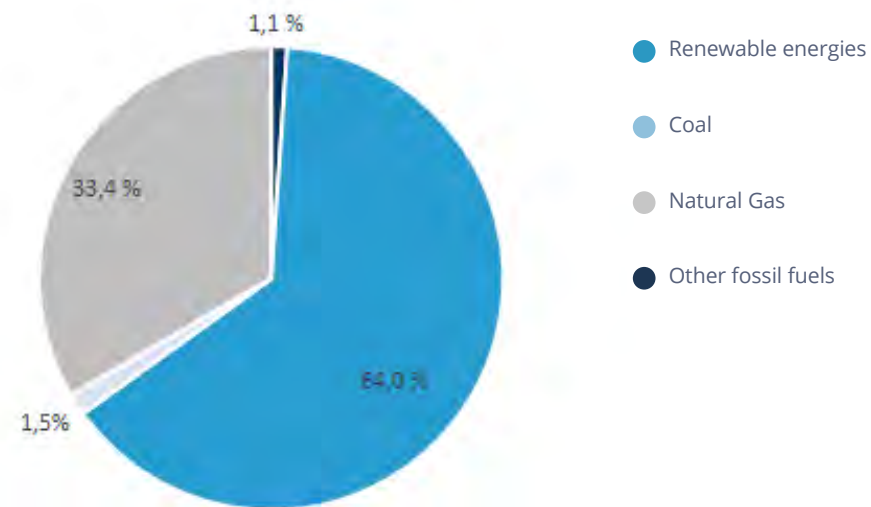
In 2021, the share of renewable energy in electricity generation was about 64%. In the German electricity mix, the contribution of wind power to electricity generation decreased significantly due to the weather, which also had an impact on our electricity purchasing. In the previous year, the share of renewable energies was still 74%. The values for 2022 will only be communicated to us by the energy supplier at the end of the current year.

### Goals

Our goal is to reduce specific electricity consumption by 1.5% annually. This goal will be made easier thanks to an enhanced extended monitoring system.

	2021	2022
Total energy use	<ul style="list-style-type: none"> <li>• 12,749,524 MWh electricity</li> <li>• 2,075,210 MWh natural gas</li> </ul>	<ul style="list-style-type: none"> <li>• 13,995,750 MWh electricity</li> <li>• 1,525.873 MWh natural gas</li> </ul>

Types of electricity



# Emissions



The production of goods is always associated with an emission of substances, noise or vibrations which have either more or less harmful effects on the environment. The global effects differ, according to the type of emission. Carbon dioxide enhances the greenhouse effect. Carbon monoxide and nitrogen oxides are combustion products that have harmful effects on the atmosphere, humans, animals and the plant world. Nitrogen oxides support the formation of smog; carbon monoxide is a highly toxic gas, which can lead to significant physical impairments.

## **CO2-emission reduced**

In the reporting year, we were able to reduce CO2 equivalent emissions from 618 t to 425 t. This corresponds to a reduction of 31.32%. Based on one ton of finished plastic parts, the total emissions were 0.059 t.

The amount of CO2 equivalents refers to direct emissions from category Scope 1 and

is made up of the consumption of natural and liquid gas as well as the fuel consumption of the company's own motor vehicles. The Scope 2 emissions that result from generating purchased electricity amounted to 2,225 t in 2022. The conversion factor of our energy supplier is 159 g of CO2 emissions per kWh.

## **Noise emissions**

Noise emissions or the spread of harmful vibrations traditionally play a rather subordinate role for plastics processing companies. The residential buildings adjacent to our company premises are affected by truck traffic, silo filling and the operation of vacuum lines. Noise measurements on the premises and in the neighbourhood have confirmed compliance with the threshold values. In order to keep the impact on the neighbourhood as low as possible, noise-intensive processes, such as the filling of the silos, are carried out only at certain times of the day. The environmental officer established at the site

regularly carries out inspections of the company premises. If nuisances caused by noise, vibrations or odours are noticeable, the cause can be determined and eliminated directly. If, despite this, any impairments remain, residents can contact us directly. In addition, we work in partnership with the responsible emission control authority.

The emissions caused by the use of solvents are regularly determined and evaluated. It can be seen that the processing of solvent-based coatings is decreasing. Both organic and dust emissions at the site are well below the legally required threshold values.

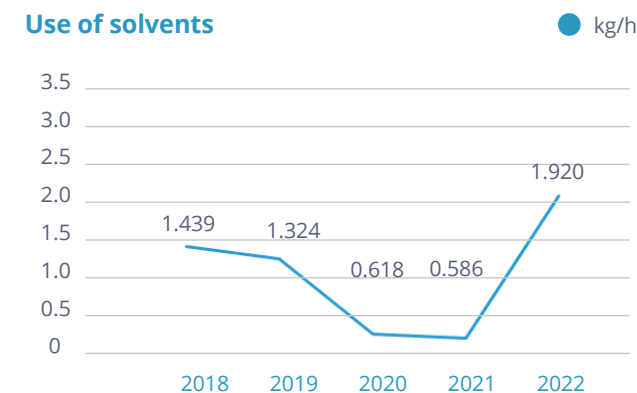
### Use of solvents risen

We are working continually to reduce our use of solvents. However we did not manage this in the reporting year. Solvent use increased to 1.920 kg/h. The reason was, on the one hand, an increased use of solvent-based coatings and, on the other, the change from a 3 shift operation to a 1 shift operation in significant reduction in working hours, accompanied by daily cleaning requirements for the coating systems. Through diverse measures such as increased use of hydro coating systems we have been able to fulfil the set requirements significantly. Each year paint and solvent consumption using the data in our SAP merchandise management system. On this basis, the solvent balance for the 31.BImSchV regulation is drawn up, providing the evidence of the required threshold value. as we compile

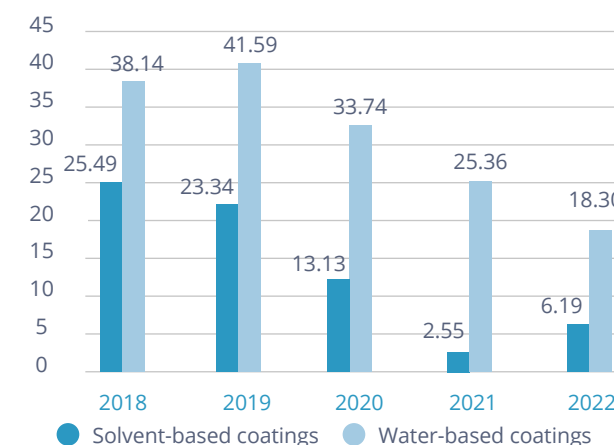
### Quantity of coated components has decreased

In 2021, 756,000 component were coated. In 2022, it was 525,000 components. This is the reason for the reduction in paint consumption. The overall paint consumption was reduced by ca. 3.42 t. This corresponds to a reduction of 12%. The trend towards environmentally friendlier water-based coatings has been continually increasing in recent years.

### Use of solvents



### Paint consumption in t



# Water



We use water mainly for the sanitary facilities in the company. Furthermore, we use water for the humidifiers in our paint shop. These reduce the static charge of the atmosphere, which in turn reduces the development of dust. Optimum humidity plays a decisive role, especially when coating with water-based paints. Water-based paints are difficult to apply when the humidity is too low, and they dry out quickly. Water is used in water dispensers and automatic coffee machines in the company and in small quantities to feed back the losses of the cooling water. Our injection moulding machines are connected via a closed cooling water system. This saves water and energy.

We have reduced our water consumption from 2,686 m<sup>3</sup> in 2021 to 2,383 m<sup>3</sup> in 2022. The complete water has drinking water quality and is 100% taken from the fresh water supply network of the city and minus water lost through evaporation from the paint shop, fed to the sewer

system after use as wastewater. In the reporting year the evaporation quantities were 191 m<sup>3</sup>. This means that in the year 2022, a total of 2,192 m<sup>3</sup> (previous year: ~ 2.194 m<sup>3</sup>) wastewater was fed to the sewer system.

The company premises at the headquarters in Bad Salzuflen cover approximately 47,400 m<sup>2</sup>. Rainwater can seep freely on about 8,500 m<sup>2</sup>. The remaining surface areas are sealed by halls, buildings, roads and parking lots. There are no open waters in the immediate vicinity of our company premises.

All systems for handling substances hazardous to water are so protected by structural measures that no contamination of water bodies, groundwater or soil is to be expected in the event of an environmentally relevant operational malfunction. We comply with the requirements of § 62 and § 63 of the Water Resources Act as well as § 17 and § 18 of the AwSV.





# Waste



The hierarchy of the Law on the Circular Economy (KrWG) sees the avoidance of waste as a first priority. This is followed by preparation for re-use, recycling, other recovery and disposal. These principles from the law oblige us to improve our waste separation system on an on-going basis and to search for waste prevention potentials.

We are rigorously following this route in many areas, especially with regard to the plastics used and the scrap generated. As proof of legal certainty and from our own sense of identity, we use the instrument of the annual waste balance sheet as a voluntary agreement. This thereby ensures that waste separation and reduction of waste volumes continue to develop positively. The Commercial Waste Ordinance (GewAbfV) also empowers us on our way to increasing waste separation and thus recycling rates.

For us, this means making an active and practicable contribution to environmental protection by conserving resources. Our goal is to reach the 90 % rate of separate collection of commercial municipal solid waste.

The department heads and the environmental protection officer check the quality of the various waste fractions on a random basis. Weak points, such as recyclable waste in the residual waste fraction, are identified and eliminated through appropriate measures for sorting by type. Production-related waste, such as sprues and scrap parts, is ground in a granulator using state-of-the-art technology and partially fed back into the production.

By constantly optimising our regrind management, we want to try to reduce the current variety of materials to a minimum and determine

the internal usage ratio and loading through regular evaluation and adjustment. Especially through the use of regrind instead of virgin material, we still see considerable potential for future CO<sub>2</sub> savings and thus for making a positive contribution to climate protection. At present, the regrind proportion is still low at 1.06% of the total input owing to client-specific requirements.

The large additional plastic fractions are collected separately and sent for material recycling. In particular, the increase in production of 2K articles is influencing this development. As an instrument for analysing potential and increasing effectiveness, we have commissioned a material flow analysis to increase value creation. We are continuing to develop and implement measures from the analysis.

# Waste



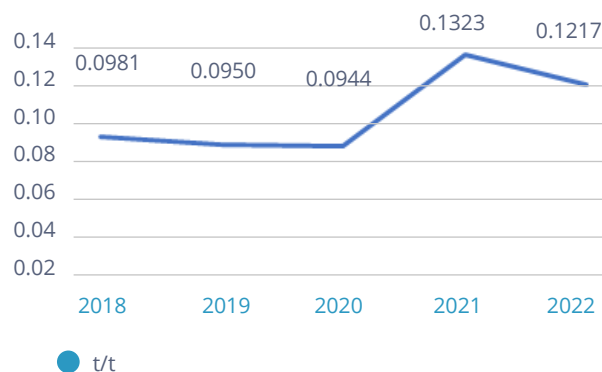
## Waste quantities

In the reporting year 2022, the waste volume fraction decreased to 0.1217 t/t. The largest increase in waste volumes relates to the fraction of plastic waste. This has several causes. On the one hand, smaller batch sizes lead to more frequent material changes and, consequently, to an increase in the occurrence of spray patches.

On the other hand, an increasing number of projects were in pre-production during the reporting year. As a result, sampling and trials took place more often. This has a negative effect on the waste in the form of spray patches and scrap. In addition, metal inserts are increasingly over-moulded, meaning that we can no longer utilise the scrap internally. We are in dialogue with users in order to develop corresponding solutions.

	2021		2022	
Residual waste	113.35 t	00184 t/t	114.61 t	0.0159 t/t
hazardous waste	38.41 t	0.0062 t/t	45.64 t	0.0063 t/t
Total amount of waste	816 t	0.1323 t/t	878 t	0.1217 t/t

Proportion of waste quantities 2018-2022



	Type of waste	2021	2022
total annual waste generated for non-hazardous waste	Plastics waste	346.03 t	454.91 t
	plus PP and ABS	15.31 t	21.23 t
	plus 2 K-item	42.87 t	13.85 t
	plus other plastics	3.97 t	14.28 t
	Residual waste	113.35 t	114.61 t
	Scrap wood	51.03 t	26.24 t
	Papier and cardboard	131.27 t	137.16 t
	Waste metal	50.00 t	28.57 t
total annual waste for dangerous waste	Electronic waste	3.00 t	0.96 t
	PE film	20.70 t	20.90 t
	Coatings and paint sludge - solvent-based coatings	13.41 t	12.22 t
	Gases in pressure containers containing hazardous substances	0.423 t	0.18 t
	Waste oil	8.30 t	12.50 t
	operating supplies containing oil	11.54 t	16.35 t
	Other	4.93 t	4.40 t

# Hazardous materials and fuels

Hazardous substances as defined by the Ordinance on Hazardous Substances (GefStoffV) are substances, preparations or products whose use in a production process poses risks to humans or the environment. One of the objectives of our occupational health and safety policy is the physical integrity and health of our employees. For this reason, processes are designed in such a way that the risks arising from the handling of hazardous substances are minimised, for our employees, but also for our environment.

Hazardous materials and fuels must, according to their classification, be stored under special conditions. For example, the use of collecting trays is mandatory for the storage of hydraulic oil as a barrel product. Substances that are suitable for explosive atmospheres

may under no circumstances be stored or processed in the vicinity of ignition sources. Fire and explosion protection plays an important role in the topic of hazardous and operating substances. We work together with an external fire protection engineer in the field of fire protection. During the course of regular fire protection inspections, target – actual comparisons are compiled. Discrepancies are detected immediately and can be corrected immediately. We have also taken measures in the context of explosion protection, which affects our paint shops. We comply with the legal requirement to compile an explosion protection document. In doing so, we examine the operating conditions and hazards in intended and non-intended operations. The regulations from the explosion protection document are adhered to by a monitoring process that includes daily inspections and documentation

inspections and documentation by the departmental head. Coko-Werk GmbH & Co. KG has set up the required storage areas for the hazardous materials that it processes at its premises:

- A paint warehouse for the storage of paints and solvents.
- Measures from the T-O-P hierarchy system are deployed for the protection of employees.
- Collection tanks for the storage of hazardous substances with a water hazard potential (classified in a water hazard class).
- Information and instruction of employees who deal with the hazardous substances on a daily basis.

# Environmental programme

<b>Old goals until 2021</b>	Implementation of a material flow analysis to increase material efficiency	Reduction of the proportion of waste related to the annual production of finished plastic parts by 2%	Reduction of the share of disposal costs in the company's turnover by 2% (2014)
<b>Degree of fulfilment</b>	This goal was fulfilled.	This goal was partly fulfilled in the last three years Only in the year 2020 could the specific waste quantity not be reduced by 2% in comparison to the previous year. The reason for the non-fulfilment is explained in the "Waste" chapter.	This goal was not fulfilled. The reason was the increased disposal costs which are subject to many influences.
<b>New goals by 2024</b>	Reduction of the specific electricity use by 1.0% in comparison to the previous year	Reduction of notifiable accidents. Target: 0 notifiable accidents	Further development of occupational safety, emergency preparedness and fire protection
<b>Measure</b>	<ul style="list-style-type: none"> <li>• Extension of the existing monitoring system</li> <li>• Energy efficiency in machines and purchase of new units</li> <li>• Optimisation of compressed air production</li> </ul>	<ul style="list-style-type: none"> <li>• Regular safety inspections</li> <li>• Sensitisation of all employees to safety-conscious behaviour</li> <li>• Revision of the hazard assessments</li> <li>• Operational integration management</li> <li>• Seminars on topics relating to occupational safety for managers</li> </ul>	<ul style="list-style-type: none"> <li>• Implementation of ISO 45001</li> <li>• Increase of the operational fire protection</li> <li>• Introduction of occupational safety software</li> <li>• Optimisation of emergency organisation at the site</li> </ul>
<b>Responsible</b>	<ul style="list-style-type: none"> <li>• Maintenance</li> <li>• Purchasing</li> <li>• Operational management</li> <li>• Environmental officer</li> </ul>	<ul style="list-style-type: none"> <li>• all employees</li> <li>• CEO/operational management</li> <li>• Specialist safety officer</li> </ul>	<ul style="list-style-type: none"> <li>• all employees</li> <li>• CEO/operational management</li> <li>• Environmental officer/specialist safety officer</li> </ul>
<b>Time period</b>	<ul style="list-style-type: none"> <li>• on-going</li> </ul>	<ul style="list-style-type: none"> <li>• on-going</li> </ul>	<ul style="list-style-type: none"> <li>• on-going</li> </ul>

Reduction of specific energy consumption by 2 % related to the quantity of raw materials enforced	Reduction of days lost owing to illness and accident	Maintaining the solvent value achieved (2017)	Achieving a 90% separate collection rate of commercial waste
This goal was fulfilled.	The days lost are subject to strong fluctuations and cannot be fully influenced, as the severity of the accident comes into play here.	This goal has been met regularly in recent years. Due to the increasing proportion of water-based paints, this individual target will not be pursued further. Monitoring continues to be carried out as part of the annual solvent balance.	This goal has not yet been fulfilled. The separation of the individual waste fractions by type takes place on an ongoing basis. Due to the low density of the individual fractions (paper, cardboard, plastics), it will also be impossible to achieve the quota in the future.
Promoting climate protection through sustainable use of resources	Reduction of the specific waste volume generated by 2 % compared to the previous year	Optimisation of heat consumption	
<ul style="list-style-type: none"> <li>• Optimisation of regrind management</li> <li>• Introduction of resource-efficient processes</li> <li>• Paper savings through the use of suitable software (ELO, Imansys)</li> <li>• Increase the proportion of regenerative energy</li> </ul>	<ul style="list-style-type: none"> <li>• Target: Production scrap of max. 1.5 %</li> <li>• Daily inspection of production scrap with presentation on the shop floor</li> <li>• Select, train and appoint waste supervisors</li> <li>• Regular verification of waste separation</li> </ul>	<ul style="list-style-type: none"> <li>• Expedite the use of waste heat</li> <li>• Record consumption of individual consumers</li> <li>• Increase efficiency in the painting process on Rob. 3 by optimising the air volume in the coating, evaporation and dryer areas</li> <li>• Energy-related renovation of the building shell</li> </ul>	
<ul style="list-style-type: none"> <li>• Head of injection moulding department</li> <li>• Purchasing</li> <li>• Environmental officer</li> </ul>	<ul style="list-style-type: none"> <li>• all managers SG</li> <li>• Environmental officer</li> </ul>	<ul style="list-style-type: none"> <li>• Maintenance</li> <li>• Operational management</li> <li>• Environmental officer</li> </ul>	
on-going	on-going	on-going	

# Employees

With over 500 employees, our site is the largest industrial employer in Bad Salzuflen. Internationally, the Coko Group employs 1,300 people. With us, several generations work together, side-by-side. Due to constantly new challenges and our diverse product range, we are subject to a constant change process. This constant change is supported by employees who identify with the company and its goals. In interdisciplinary teams, the jointly agreed goals are achieved in joint work. As a learning organisation, we place people at the central focus of our activities.

## Staff turnover remains low

The number of employees of the Coko Group increased by 2.04% to 1,300 in comparison with the previous year. The number of employees at the Bad Salzuflen location increased from 506 to 532. This increase is owing to an improved order situation. At 6.46% in 2022, our turnover rate is higher than the previous year's figure of 3.23% and remains at an average level.

The average length of service of our employees is 13 years.

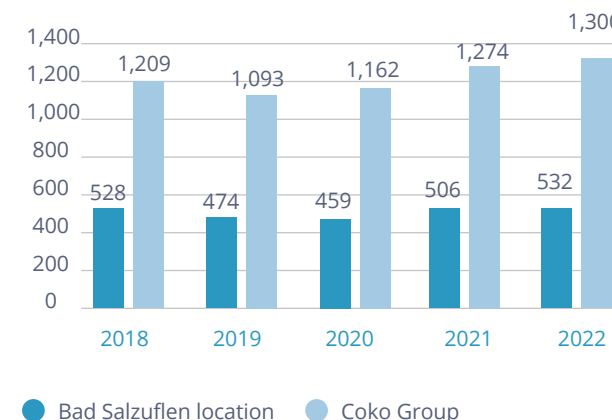
## Connection to the Sustainable Development Goals:



# 13 years

Average length of service

## Employees





### **We comply with collective bargaining agreements**

Employee participation has high priority at our company. Our works council represents the interests of the employees and implements the collective, operational and legal regulations in cooperation with the management of the company. The mutual dialogue enables us to reflect on the working conditions in the company on an on-going basis and to identify potential for improvement. In the event of imminent operational changes, we inform our works council and employees as early as possible and always observe the statutory regulations such as the Works Constitution Act (BetrVG). At the Bad Salzuflen location, the collective agreements of the plastics processing industry in Lippe apply to all employees. As a result of the global pandemic, we concluded various company agreements on short-time working in cooperation with the works council. As a result, operational terminations could be avoided.

„We regard ourselves as a learning organisation and place people at the centre of our activities.“

**Andreas Kleinlanghorst**  
Environmental manager



# Training and continuing education

Well-trained employees are a byword for the quality of our work. The know-how and motivation of the people who work at Coko are key success factors. They form the basis for the perfect factory. And the perfect factory delivers the perfect product. We celebrate our successes together as a multicultural workforce; our employees drive us forward and help us to develop in a focused way. Know-how is a perishable commodity. That's why we place a high priority on continuing education and advanced training. Our employees are supported by a development and continuing education system. Training and continuing education are just as much a part of our corporate culture as cooperation with universities and students.

Training is the foundation of our success. We constantly offer apprenticeships in technical and commercial professions and offer our trainees

employment after they have completed their training. Through contacts with educational institutions and universities, we have dual students, bachelor and master students in the company. In order to support our employees in their occupational continuing education, we are a member of MACH1, the "Arbeitsgemeinschaft der Wirtschaft für berufliche Weiterbildung im Kreis Herford e.V."

In the 2022 reporting year, 51 external training courses were completed. In addition, our employees undergo annual data protection training and the Yellow Belt training, as well as various unit-specific instructions. Every new employee receives training on occupational safety and environmental protection. Here, employees are taught how to deal with hazardous substances and how to behave in the company (fire protection, forklift traffic, accident risks, etc.), and instructed

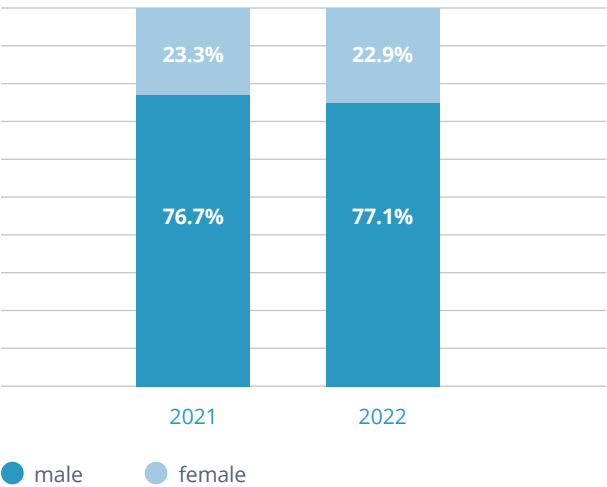
on environmental aspects and goals. New employees receive article-specific training and instruction in order to be able to guarantee the quality requirements of the clients.

In the reporting year 2022, 6 trainees completed their training at the Bad Salzuflen location. All of them then took up the offer of employment in our company. In the coming years, this number will be higher, as additional apprentices have been hired in the fields of logistics, information technology, electrics and product design.

# Diversity and equal opportunities

Diversity and equal opportunities are not only legal obligations for us, but also a matter of course in (professional) everyday life. In accordance with our Compliance Guideline, equal treatment of employees is a basic prerequisite for all business decisions, in particular personnel measures, and is mandatory for all employees and suppliers. In order to better respond to the needs of clients, employees, suppliers and the public, we consciously integrate diversity into all structures and processes in the company. With their diverse language skills and cultural competences, our employees contribute every day to the fact that we are able to maintain and expand our international client contacts.

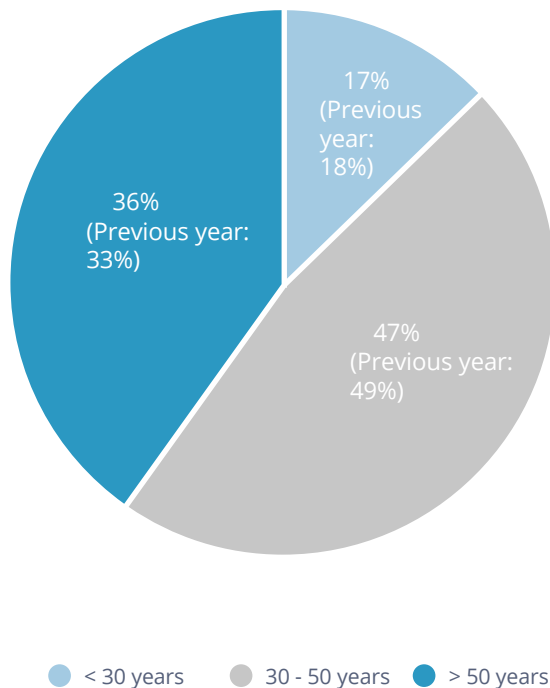
Gender distribution



„All employees of Coko-Werk GmbH & Co. KG must be treated according to their abilities and qualifications in all business decisions, regardless of their skin colour, race, nationality, social origin, any disability, sexual orientation, political or religious conviction, as well as their gender or age.“

Coko-Werk Compliance-Guideline

# Diversity and equal opportunities



## Equal treatment and work-life balance

The equal treatment of employees laid out in the Coko-Werk Compliance Guideline also explicitly applies to their salary. Our flexitime working model enables our employees to work, even when they need more time for family and private life. To enable our employees to combine family and work even better, we have established a partnership with a family care service. This partnership allows our employees to take advantage of various support services that help them to better balance their professional and family obligations. By offering women the opportunity to advance their careers while achieving a work-life balance, we want to strengthen their presence in our company and make a contribution towards promoting gender equality. In the reporting year, the proportion of women in our company was 22.9%.

## Age distribution is constant

Among all employees, the age group of 30- to 50-year-olds was the largest proportion with 47%. The proportion of over-50s rose to 36% and the proportion of under-30s fell to 17%. In the reporting year 2022, the average age of the workforce was 43 years.

## Operational services

By cooperating with the company Corporate Benefits, we are able to offer our employees a comprehensive program of benefits. Well-known suppliers make their products available at a lower price. Naturally, the use of the platform is free of charge for all employees. To promote health, we offer every employee a discounted membership in a gym as well as participation in the health day. Further information on the Health Day can be found in the section "Occupational safety and Health Protection".

Our employees have the opportunity to take out a company pension plan with various insurances.

### **Integration of people with disabilities**

The proportion of people with disabilities in the total workforce amounted to 7.50% in 2022.

Our disability officer promotes the integration of people with disabilities into our company and supports them in an advisory capacity with topics related to the world of work as well as with non-operational matters, such as applying for rehabilitation measures.

An inspection of the workplaces is carried out several times a year by the disability officer and the company doctor in order to uncover potential for improvement and to design the workplaces in a disabled-accessible way. We offer employees with restrictions a workplace that is compatible with their disabilities or performance capacity. In order to ensure that employees with below-average performance can continue to be employed, solutions are created in close cooperation with the relevant departments, e.g. the Inclusion Office. In all business decisions, we observe the applicable laws, such as the Social Code (Sozialgesetzbuch IX).

# Occupational health & safety

Our employees are our most important asset. Their protection and the promotion of their health at work are a matter of course for us and an important factor for our company's success.

Our in-house occupational safety specialist advises and supports the managers and employees in all matters relating to occupational health and safety. We regularly invest in new protective devices or aids for the workstations in order to make them ergonomic and safe. Occupational safety is a pillar of our company health management. An overarching topic which contributes to health protection is also the development and sensitisation of managers. Here, Coko has started a customised and sustainable manager development programme, because management has a direct and an indirect effect on the health of employees.

**Cooperation with health partners**

As a further measure, we regularly organise a Health Day in our company. This includes various campaigns that are supported by partners such as pharmacies, opticians, health insurance companies or the Werksarztzentrum.

The range of offers ranges from nutritional advice, vision and hearing tests to health checks or a test to determine the risk of stroke. Demand is always particularly high here.

We are members of the Werksarztzentrum Herford e.V., through which we receive support in matters relating to occupational health. We offer monthly consultations with our company doctor. The employees make an appointment with the doctor in advance – occupational health complaints can be addressed and effective

therapeutic approaches can be determined. In addition, the Werksarztzentrum supports us with occupational medical (preventive) examinations and advises managers, safety officers and employees at their workplaces. The important topics are discussed and measures agreed in regular committee meetings. The Occupational Health Committee meeting focuses on topics in the field of occupational safety and the Health Committee deals with projects and measures to maintain and promote the health of our employees.

.....

„We are committed to ensuring a safe and healthy working environment in order to avoid accidents and injuries“

**Coko-Werk Compliance-Richtlinie**

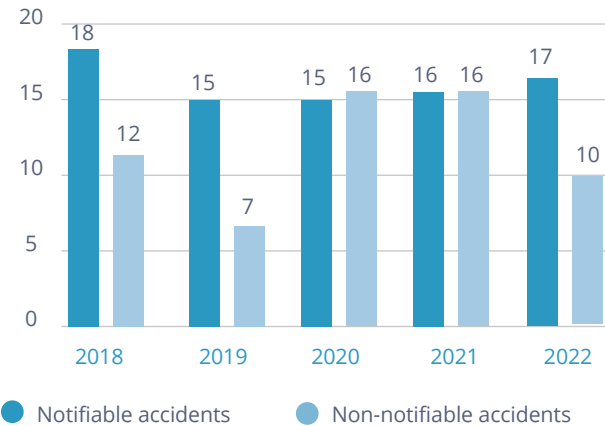
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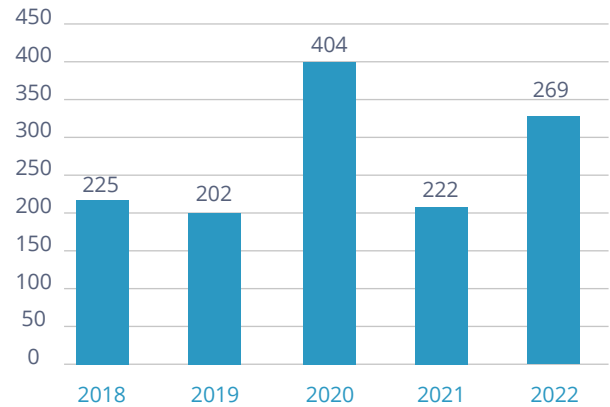
**Goal is the avoidance of accidents at work**

Accidents at work with stab and cutting injuries can never be totally excluded in the plastics processing industry, in the light of the varied requirements placed on employees. There is a glove plan that details the protective glove to be selected according to the activity. For prevention purposes, every accident is examined with the involvement of the person injured, their manager, the safety officer and our specialist and necessary measures to be taken are laid down. Regular joint safety inspections. Regular joint safety inspections involving the managers, company doctor, works council and the safety specialist also support the prevention process. In the company there is a fundamental obligation to wear safety shoes in the production areas. Together with the occupational insurance association, the company management has undertaken to achieve the BG "Sicher mit System" seal of approval within the next two years. The number of accidents at work increased in comparison to the previous year, however in terms of a 5 year comparison it remains at a constant level.

**Procedure for notifiable and non-notifiable accidents**



**Days at work lost, owing to accidents at work**



# Report concept



This report has been prepared in accordance with the GRI Standards Option "Core" and promotes transparency regarding our social and environmental issues in fiscal year 2022. The cut-off date for all facts and figures is 31 December 2022. The key figures determined relate to the Coko-Werk GmbH & Co.KG in Bad Salzuflen unless referred to as the Coko Group. For reasons of better readability, the simultaneous use of male and female forms of speech has been dispensed with in this report. All personal designations nevertheless apply to all genders. The next report is expected to be published in 2023.

The topics that are important to us were determined, taking into account the interested parties and our binding obligations. With this report, we are fulfilling our obligation to publish our updated environmental statement in accordance with Annex IV of Regulation (EC) No. 1221/2009. The required contents are marked by the EMAS logo. The scope of application is limited to the Bad Salzuflen location.

To determine the environmental aspects, the criteria according to EMAS III, as well as the supplementary Regulation 2018/2026, were applied. In addition to the direct environmental aspects, which include, for example, emissions, local phenomena, water, wastewater or the generation of waste, binding obligations were also used for the indirect environmental aspects. Taking into account classification features such as probability of occurrence, damage to the environment and susceptibility of the environment, results were determined via multiplications, and evaluated & classified by means of a traffic light system (red, yellow and green). These results were further evaluated taking into account the requirements of the interested parties in order to identify the significant environmental aspects.

The classification of environmental aspects, according to the current assessment of all requirements, is presented below. The subdivision is divided into the direct and indirect environmental aspects.

Topic area	Main topics
Business relationships	Suppliers Clients Markets
Integrity	Compliance Human rights Risk management Codes of conduct Principles
Employees	Diversity Equal opportunities Occupational health & safety Advanced & further training

#### Direct environmental aspects:

✓	Material flow (raw material)
✓	Material flow (excipients, fuels)
✓	Primary energy use (electricity, natural gas)
✓	Secondary energy use (compressed air)
✓	Creation of non-hazardous waste
✓	Emissions
✓	Water & wastewater
✓	Legal directives and threshold values
✓	Creation of non-hazardous waste
✓	Internal company traffic

✓	Local phenomena (noise, dust, odours)
✓	Impact on the biological diversity
✓	Use and contamination of soils

#### Indirect environmental aspects:

✓	Fire protection (regulatory)
✓	Disposal (compliance), disposal costs
✓	Product-related (material) impacts
✓	Traffic, logistics

● High relevance ● Medium relevance ● low relevance



# GRI content index

GRI 102: General disclosures 2016			
Disclosures		Page	Note
<b>Organisation profile</b>			
GRI 102-1	Name of the organisation	52	
GRI 102-2	Activities, brands, products and services	10	
GRI 102-3	Location of headquarters	5	
GRI 102-4	Location of operations	8-9	
GRI 102-5	Ownership and legal form	5	
GRI 102-6	Markets served	10-11	
GRI 102-7	Scale of the organisation	5	
GRI 102-8	Information on employees and other workers	7	
GRI 102-9	Supply chain	10-11, 17	
GRI 102-10	Significant changes to the organisation and its supply chain	-	None
GRI 102-11	Precautionary principle or approach	17	
GRI 102-12	External initiatives	16	
GRI 102-13	Membership of associations	15	
<b>Strategy</b>			
GRI 102-14	Statements from the managers	4	

Disclosures		Page	Note
<b>Ethics and integrity</b>			
GRI 102-16	Values, principles, standards and norms of behaviour	12-17	
<b>Company management</b>			
GRI 102-18:	Governance	15	
<b>Stakeholder engagement</b>			
GRI 102-40	List of stakeholder groups	14	
GRI 102-41	Collective bargaining	35	
GRI 102-42	Identifying and selecting stakeholders	14-15	
GRI 102-43	Approach to stakeholder engagement	14-15	
GRI 102-44	Key topics and concerns raised	42-43	
<b>Reporting practice</b>			
GRI 102-45	Entities included in the consolidated financial statements	42	
GRI 102-46	Defining report content and topic boundaries	42-43	
GRI 102-47	List of material topics	42-43	
GRI 102-48	Restatements of information	6, 22	
GRI 102-49	Changes in the reporting	-	None



Disclosures		Page	Note
GRI 102-50	Reporting period	42	
GRI 102-51	Date of most recent report	-	16.11.2022
GRI 102-52	Reporting cycle	42	Annual
GRI 102-53	Contact point for questions regarding the report	52	
GRI 102-54	Claims of reporting in accordance with the GRI standards	42	
GRI 102-55	GRI content index	44-49	
GRI 102-56	External assurance		
Main topics			
GRI 201: Economic performance 2016			
GRI 103	Management approach 2016 (incl. 103-01, 103-02, 103-03)	6, 10-11	
GRI 201-1	Direct economic value generated and distributed	6	The value distributed is not reported for reasons of confidentiality.
GRI 205: Anti-corruption 2016			
GRI 103	Management approach 2016 (incl. 103-01, 103-02, 103-03)	16,17	
GRI 205-1	Operations assessed for risk relating to corruption	16	
GRI 205-3	Confirmed incidents of corruption and actions taken	-	No incidents
GRI 206: Anti-competitive behaviour 2016			
GRI 103:	Management approach 2016 (incl. 103-01, 103-02, 103-03)	16-17	

Disclosures		Page	Note
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	-	none
<b>GRI 301: Materials 2016</b>			
GRI 103:	Management approach 2016 (incl. 103-01, 103-02, 103-03)	21-23	
GRI 301-1	Materials used according to weight or volume	22	
GRI 301-2	Recycled input materials used	21-22	
<b>GRI 302: Energy 2016</b>			
GRI 103:	Management approach 2016 (incl. 103-01, 103-02, 103-03)	24-25	
GRI 302-1	Energy consumption within the organisation	24	
GRI 302-3	Energy intensity	24	
GRI 302-4	Reduction of energy consumption	24	
<b>GRI 303: Water and wastewater 2018</b>			
GRI 103:	Management approach 2016 (incl. 103-01, 103-02, 103-03)	28	
GRI 303-1	Interactions with water as a shared resource	28	
GRI 303-2	Management of water discharge-related impacts	28	
GRI 303-3	Water withdrawal	28	
<b>GRI 305: Emissions 2016</b>			
GRI 103:	Management approach 2016 (incl. 103-01, 103-02, 103-03)	26-27	

Disclosures		Page	Note
GRI 305-1	Direct GHG emissions (scope 1)	26-27	
GRI 305-4	Intensity of the GHG emissions	6, 26, 27	
GRI 305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	27	
<b>GRI 306: Waste 2020</b>			
GRI 103:	Management approach 2016 (incl. 103-01, 103-02, 103-03)	29-30	
GRI 306-1	Waste generation and significant waste-related impacts	29	
GRI 306-2	Management of significant waste-related impacts	29-30	
GRI 306-3	Waste generated	30	
<b>GRI 401: Employment 2016</b>			
GRI 103	Management approach 2016 (incl. 103-01, 103-02, 103-03)	34	
GRI 401-1	New employee hires and employee turnover	34	Information on the number of new appointments and a breakdown of the turnover according to region, age and gender has currently not been recorded.
<b>GRI 402: Employee-employer relationship 2016</b>			
GRI 103	Management approach 2016 (incl. 103-01, 103-02, 103-03)	34-35	
GRI 402-1	Minimum notice periods regarding operational changes	35	
<b>GRI 403: Occupational health &amp; safety 2018</b>			
GRI 103	Management approach 2016 (incl. 103-01, 103-02, 103-03)	12, 40-41	
GRI 403-1	Occupational health & safety management system	14-15	

Disclosures		Page	Note
GRI 403-2	Hazard identification, risk assessment, and incident investigation	17, 40-41	
GRI 403-3	Occupational health services	40-41	
GRI 403-4	Worker participation, consultation, and communication on occupational health & safety	12, 40-41	
GRI 403-5	Worker training on occupational health & safety	36	
GRI 403-6	Promotion of worker health	39-40	
GRI 403-8	Workers covered by an occupational health & safety management system	-	Processes regarding occupational health & safety apply for all workers
<b>GRI 405: Diversity and equal opportunities 2016</b>			
GRI 103	Management approach 2016 (incl. 103-01, 103-02, 103-03)	37-39	
GRI 405-1	Diversity of governance bodies and employees	37-39	Both managing directors are male.
<b>GRI 406: Non-discrimination 2016</b>			
GRI 103	Management approach 2016 (incl. 103-01, 103-02, 103-03)	16-17, 37-39	
GRI 406-1:	Incidents of discrimination and corrective actions taken	-	No incidents were brought to the attention of the executive board in the reporting year.
<b>GRI 408: Child labour 2016</b>			
GRI 103	Management approach 2016 (incl. 103-01, 103-02, 103-03)	16-17	
GRI 408-1:	Operations and suppliers at significant risk for incidents of child labour		The number of suppliers with a significant risk for child labour was not collected. The Coko Compliance Guidelines forbid the support of child labour. This also applies to our suppliers.

## Declaration of Validity

envi<sup>2</sup>zert

as per Regulation (EC) No. 1221/2009 and as per the  
version amended by Regulation (EU) 2017/1505 and  
(EU) 2018/2026

The undersigned environmental expert of the environmental organisation ENVIZERT Umweltgutachter  
und öffentlich bestellte und vereidigte Sachverständige GmbH herewith confirms validity of the

**2nd update 2023 of the Environmental Statement 2021\***

**Issued by the organisation Coko-Werk GmbH & Co. KG**

**for the site Porschestraße 1 – 16, Ottostraße 1, DE-32107 Bad Salzufen.**

The undersigned environmental expert Dr. Markus Brylak with registration number DE-V-0261,  
accredited and registered for scope NACE 22.2, declares to have verified whether the site as indicated  
in the updated environmental statement of the aforementioned organisation (registration number  
DE-116-00003) meets with all requirements under Regulation (EC) No. 1221/2009 of the European  
Parliament and of the Council dated November 25, 2009 (version amended by Regulation (EU)  
2017/1505 and (EU) 2018/2026) referring to the voluntary participation of organisations in a community  
eco-management and audit scheme (EMAS).

With the signature of this declaration it is confirmed that

- the expert assessment and validation were carried out in full compliance with the requirements  
of Regulation (EC) No. 1221/2009,
- the expert assessment and validation proof that there is no evidence of non-compliance to the  
applicable environmental regulations,
- the data and information presented in the updated environmental statement by the aforementioned  
company provide a reliable, credible and truthful portrayal of all activities at the site within the scope  
specified in the environmental statement.

This declaration cannot be equated with an EMAS registration. EMAS registration can only be granted  
by a competent body as per Regulation (EC) No. 1221/2009. This declaration must not be used as an  
independent basis for public information.

Coesfeld, 15.08.2023



Dr. Markus Brylak

Environmental Expert DE-V-0261  
ENVIZERT Umweltgutachter und öffentlich bestellte  
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\*The environmental statement 2023 is integrated in the sustainability report 2023. Definition of the validated data can be found in section  
"reporting concept". All validated data is marked with the EMAS logo.



“Taking responsibility for today's generation and following ones is something we care about.”

Sven Kaiser  
CEO





**Your contact person**

Andreas Kleinlanghorst  
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