



Klimawin BW

Sustainability Report

2024

hawa GmbH

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1. About us

1.1 Company profile

In 1975, Hans and Helga Wolf laid the foundation on which the hawo GmbH was built, by initially developing and producing industrial packaging machines. Hans Wolf quickly developed the first hawo sealing device for sealing medical instrument packaging, which was previously unavailable on the market. The product he developed established the success of the young company, and the basic technology is still being used today in all hawo packaging machines/sealing devices.

The range of services offered by the family-owned company and global market leader based in Obrigheim includes sealing and film welding machines for packaging medical products, test systems for sealing machines and packaging processes, software solutions for sealing processes, hardware and software for managing rental instruments, and service and maintenance for these products.

Since 2020, hawo has been offering sustainable packaging concepts including plastic-free consumables and the associated packaging machines. These are used, for example, in the packaging of textiles in dry cleaners and laundries, hotels and restaurants, and in the clothing industry. Within a few years, the range has been expanded to include further innovations, so that hawo's plastic-free packaging solutions now also have a firm place in healthcare facilities.

hawo products are sold in almost every country in the world. In each country, hawo works with selected qualified dealers/distribution partners. These are regularly trained at the hawo Competence Centre or directly on site. In 2017, hawo opened an office in the USA, based in Chicago, and in 2018, an office for the Asian region in Singapore. hawo employs around 85 people at its headquarters in Obrigheim and its second factory in Mosbach.

1.2 Materiality principle

This report documents our work in the area of climate protection and sustainability. The report follows the materiality principle. It contains all information necessary for understanding our company's activities in the area of climate protection and sustainability and reflects the important ecological, economic and social impacts of our company.

2. Klimawin BW

2.1 Commitment to climate protection, sustainability and the region

By signing Klimawin BW, we are committing ourselves to our ecological, economic and social responsibility. We also identify with the region in which we operate.

2.2 The 12 guiding principles of Klimawin BW

The following 12 guiding principles describe our understanding of climate protection and sustainability.

2.2.1 Climate and environment

Guiding principle 01 – Climate protection

"We set a climate protection goal and report on it. We use renewable energies and increase energy efficiency."

Guiding principle 02 – Climate adaptation

"We undertake measures to adapt to the consequences of climate change."

Guiding principle 03 – Resources and circular economy

"We reduce the use of (natural) resources and aim for a circular economy."

Guiding principle 04 – Biodiversity

"We actively work for the protection and preservation of biodiversity."

Guiding principle 05 – Product responsibility

"We take responsibility for our services and products by examining the value creation process and product lifecycle for their sustainability and creating transparency in this regard."

2.2.2 Social responsibility

Guiding principle 06 – Human rights and supply chain

"We respect and protect human rights and employee rights, ensure and promote equal opportunities, and prevent any form of discrimination and exploitation in our value chain."

Guiding principle 07 – Employee rights and Well-being

"We respect, protect and promote the well-being and interests of our employees."

Guiding principle 08 – Stakeholders

"We consider and take into account all stakeholders and their interests in our processes."

2.2.3 Economic success and Governance

Guiding principle 09 – Corporate Success and Employment

"We ensure the long-term success of the company and provide jobs in the region."

Guiding principle 10 – Regional value

"We generate added value for the region in which we operate."

Guiding principle 11 – Transparency

"We are an open company, prevent corruption and report transparently on financial decisions."

Guiding principle 12 – Incentives for transformation

"We create incentives for rethinking and taking action at all levels of the company and involve both our employees and all other stakeholders in a continuous process to increase corporate sustainability."

2.3 Committed companies from Baden-Württemberg

Detailed information on Klimawin BW and other members can be found at: www.nachhaltigkeitsstrategie.de/klimawin

3. Checklist: Our commitment to climate protection and sustainability

Klimawin BW (formerly WIN Charta) was signed in April 2021.

3.1 Climate protection and sustainability commitment within the company

Guiding principle	Guiding principle addressed	Focus	Quantitative documentation
Guiding principle 01 – Climate protection	Yes	Yes	No
Guiding principle 02 – Climate adaptation	yes	No	No
Guiding principle 03 – Resources and circular economy	Yes	No	No
Guiding principle 04 – Biodiversity	yes	No	No
Guiding principle 05 – Product responsibility	Yes	No	No
Guiding principle 06 – Human rights and supply chain	Yes	No	No
Guiding principle 07 – Employee rights and well-being	Yes	Yes	No
Guiding principle 08 – Stakeholders	Yes	No	No
Guiding principle 09 – Corporate success and jobs	yes	No	no
Guiding principle 10 – Regional added value	Yes	No	No
Guiding principle 11 – Transparency	yes	No	No
Guiding principle 12 – Incentives for transformation	Yes	No	No

3.2 Local climate protection and sustainability commitment

Supported Klimawin BW project: Nest box maintenance with the NABU group in Mosbach, Obrigheim		
Focus area:		
Ecological sustainability: yes	Social sustainability: no	
Type of support		
Financial: no	material: yes	personnel: yes

4. Our key topics

4.1 Overview of selected focus areas

Guiding principle 01 – Climate protection

"We set ourselves a climate protection target and report on it. We use renewable energies and increase energy efficiency."

Guiding principle 07 – Employee rights and well-being

"We respect, protect and promote the well-being and interests of our employees."

4.2 Why these priorities are particularly important to us

Since our foundation in 1975, we at hawo have stood for responsibility, quality and sustainability. Our goal is to actively contribute to climate protection through our business activities while promoting the well-being of our employees – today and in the future.

Climate protection is not a trend for us, but a central area of action. We have been committed to renewable energies for many years, continuously improving our energy efficiency and pursuing resource-saving product design. By setting a binding climate protection target, we are creating further transparency and commitment on our path to climate neutrality. Our contribution to preserving an environment worth living in is also an expression of our responsibility towards future generations.

At the same time, our employees are at the centre of our company. Their well-being, rights and development opportunities are of central importance to us. Through partnership-based dialogue, an open corporate culture and targeted health promotion measures, we create a working environment in which our employees feel comfortable and can develop their full potential. It is only through their commitment that we are able to develop innovative and sustainable products that meet the high demands of our customers.

4.3 Guiding principle 01 – Climate protection

4.3.1 Objective

Climate protection is a central concern of our corporate strategy. We want to actively contribute to reducing greenhouse gas emissions through concrete, effective measures while increasingly switching our energy supply to renewable sources. The focus of our climate protection activities is on the continuous expansion of our photovoltaic capacities

at hawo locations. The aim is to cover a large part of our electricity consumption with climate-friendly energy generated in-house, thereby measurably reducing our ecological footprint.

4.3.2 Actions taken

In 2024, we installed another photovoltaic system on the main building (administration) in Obrigheim and successfully put it into operation.

The new system has a nominal output of 21.56 kilowatt peak (kWp) and supplements our existing photovoltaic system as follows:

- Obrigheim production building (commissioned on 12 December 2019): 99.84 kWp
- Mosbach-Diedesheim site (commissioned on 31 March 2023): 29.52 kWp
- New: Obrigheim main building/administration building (commissioning May 2024): 21.56 kWp

This brings the total installed photovoltaic capacity at hawo to 150.92 kWp.





Installation of photovoltaic system on the Obrigheim administration building

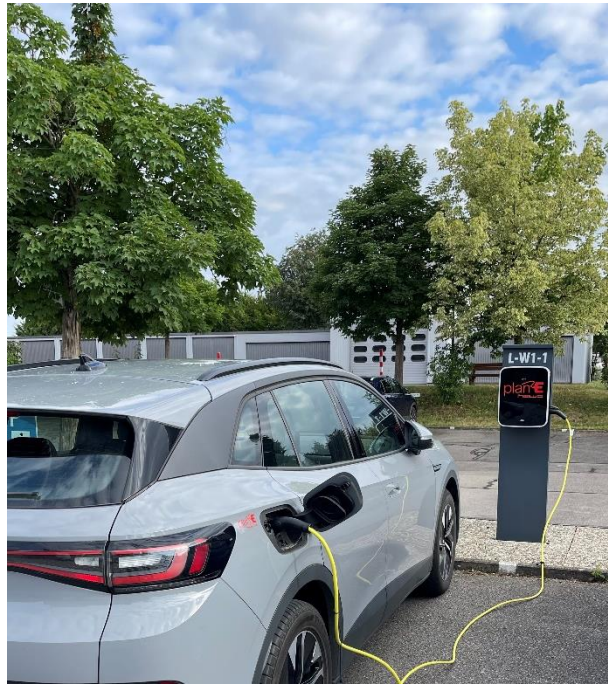
4.3.3 Results and developments

With the expansion of our photovoltaic portfolio, we are strengthening our self-sufficiency in renewable energy at our main location in Obrigheim. The new system not only increases the total output by a further 21.56 kWp, but also actively contributes to avoiding CO₂ emissions and replacing fossil fuels.

In line with intelligent, resource-saving energy management, several technical systems are directly linked to the electricity production of our photovoltaic systems:

- Our air conditioning system in the main building only operates when electricity from our own solar generation is actually available. This allows us to consciously avoid energy consumption from conventional sources at times when there is no PV output.
- Our fleet of electric vehicles is also powered by solar energy we generate ourselves. This ensures that operational mobility at hawo is as low-emission as possible.

We bundle these measures under the name PlanE – an internal hawo concept that specifically combines applications with renewable power generation, thus ensuring maximum effectiveness in terms of climate protection.



E-charging station on the hawo premises



The team bus is also fully electric

4.3.4 Indicators

A quantitative assessment of the contribution to CO₂ savings was not carried out separately as part of the measures described, as the relevant figures – in particular for the installed photovoltaic capacity – are already listed under "Measures taken". The assessment is therefore qualitative, as the focus this year was on the successful implementation of the infrastructure measure and its functional integration into existing processes. A detailed evaluation of the amounts of energy generated and the associated emission reductions is planned for future reporting years.

4.3.5 Outlook

We intend to continue and further develop our commitment to climate protection in 2025. Building on the measures already implemented, we are continuously examining how we can further optimise existing systems and tap new potential – whether in the field of renewable energy supply, energy efficiency or through innovative technological approaches.

4.4 Guiding principle 07 – Employee rights and well-being

4.4.1 Objective

The well-being and rights of our employees are very important to us at hawo. We are convinced that a healthy, motivating working environment forms the basis for satisfaction, motivation and long-term loyalty to the company. We take a holistic approach that encompasses physical and mental health, ergonomic workplace design, participation and co-determination, and good communication between the workforce, HR department and management. Flexible working time models, modern workplaces and the opportunity to help shape the working environment are designed to help employees better balance family, career and individual needs. Our goal is to offer our employees a fair, supportive and healthy working environment in which they feel valued and listened to.

4.4.2 Actions taken

- Participation in the AOK company run: Under the team name "hawo läuft" (hawo runs), hawo took part in the AOK company run in 2024 with the largest running team in the company's history. 26 employees got involved in a sporting and communal activity – a strong sign of cohesion, health and team spirit.
- Expansion of ergonomic workplace design: Following the successful introduction of height-adjustable desks at the Obrigheim site, additional height-adjustable workstations were purchased for the Mosbach-Diedesheim site in 2024. This enables us to adapt workstations even better to the individual needs of our colleagues.
- Introduction of a jobbike model: With the launch of the new bicycle leasing scheme "JobRad", we took another step towards sustainable and healthy employee mobility. In the first year alone, 14 employees took advantage of the offer and opted for a JobRad bike through hawo – an impressive start.

4.4.3 Results and developments

All three measures were very well received by the team. The high level of participation in the AOK company run under the motto "hawo läuft" in particular underlines the growing interest in joint health-related activities. The measure not only contributed to physical activity, but also strengthened the sense of unity within the team.

The newly purchased height-adjustable desks for the Mosbach-Diedesheim site are currently still being prepared for commissioning. However, with this investment, we have already laid the foundation for enabling even healthier and more ergonomic working conditions there in the near future. Feedback from the team shows that there is a great deal of interest and anticipation.

The launch of the "JobRad" model was also extremely successful. The direct demand from 14 employees in the first year alone impressively demonstrates the strong interest in sustainable mobility and a healthy lifestyle – especially given the size of our company with around 85 employees. The offer complements our health and mobility strategy in a meaningful way and is actively used by the workforce.

4.4.4 Indicators

See "Actions taken".

4.4.5 Outlook

We intend to continue our commitment to employee rights and well-being in 2025. The actions we have taken so far and the positive feedback from our team encourage us to continue along this path.

We will take up new ideas, further develop existing ones and supplement them with appropriate actions. Among other things, we plan to install the height-adjustable desks already purchased at our Mosbach-Diedesheim site next year and integrate them into everyday working life.

In addition, we will once again offer workshops on healthy eating to further expand our "Stay Healthy" ("Bleib gesund") health programme.

Participation in the AOK company run is also firmly planned for 2025 – once again with the aim of promoting sporting team spirit, exercise and collective motivation. The goal remains to create a healthy, motivating and employee-oriented working environment – together with the entire team.



The "hawo läuft" team at the AOK Company Run 2024



21. März 2024

Einführung von JobRad bei
hawo

**BLEIB
GESUND!**
Das Gesundheitsprogramm

JOBRAD x **hawo**

Information event on the introduction of Jobrad in March 2024

5. Further activities

Guiding principle	Goals	Measures and activities	Results and developments	Outlook
Guiding principle 02 – Climate adaptation	<ul style="list-style-type: none"> Protecting employees from health risks caused by high temperatures Ensuring adequate water consumption during hot weather 	<ul style="list-style-type: none"> Option to start work at 6 a.m. in areas without air conditioning, such as production and assembly Provision of free drinking water dispensers for all employees 	<ul style="list-style-type: none"> The measure was well received during the summer months and led to a noticeable reduction in stress during high temperatures Widespread use of water dispensers, positive feedback on availability and location distribution 	<ul style="list-style-type: none"> Maintaining flexible working hours during hot months, extending to other areas if necessary Continuous operation of water dispensers, regular evaluation of demand and locations
Guiding principle 03 – Resources and circular economy	<ul style="list-style-type: none"> Reduction of single-use plastics as part of ConceptZero 	<ul style="list-style-type: none"> Welding tongs product group: Replacement of polystyrene inlays in our shipping packaging with specially manufactured, recyclable cardboard inlays 	<ul style="list-style-type: none"> In the first two months after implementation, 285 welding tongs were delivered in completely polystyrene-free, environmentally friendly packaging 	<ul style="list-style-type: none"> Further shipping packaging/product packaging will be reviewed in 2025 and gradually converted to more sustainable alternatives
Guiding principle 04 – Biodiversity	<ul style="list-style-type: none"> Promotion of native biodiversity on company premises 	<ul style="list-style-type: none"> Continuation of the nesting box project in cooperation with NABU Mosbach: cleaning, inventory and documentation of use 	<ul style="list-style-type: none"> Nests were found in 15 of the 22 nesting boxes – a clear sign that they have been accepted by native bird species 	<ul style="list-style-type: none"> In 2025, the project will be continued with new trainees and expanded to include the installation of bat boxes

Guiding principle	Goals	Measures and activities	Results and developments	Outlook
Guiding principle 05 – Product responsibility	<ul style="list-style-type: none"> ▪ Development and introduction of sustainable, resource-saving product solutions ▪ Promotion of energy-efficient technologies in the product portfolio 	<ul style="list-style-type: none"> ▪ Market launch of ORGANIX-protect B, a 100% plastic-free, sustainable bed cover ▪ Expansion of the EcoPak series with two new, energy-efficient models – from entry-level to professional versions 	<ul style="list-style-type: none"> ▪ Establishment of another plastic-free product in the range, positive response from the market ▪ Customers benefit from a wider choice of resource-saving packaging solutions 	<ul style="list-style-type: none"> ▪ Further development and expansion of the ORGANIX range planned ▪ Continuous expansion of the EcoPak series with a focus on energy efficiency and material savings
Guiding principle 06 – Human rights and supply chain	<ul style="list-style-type: none"> ▪ Promotion of diversity, fairness and equality within the company 	<ul style="list-style-type: none"> ▪ Continued membership of the Diversity Charter; public commitment against discrimination 	<ul style="list-style-type: none"> ▪ The principles of the Charter are an integral part of our corporate culture and are incorporated into internal decision-making processes 	<ul style="list-style-type: none"> ▪ Planning internal measures to raise awareness of diversity, e.g. through campaign week or internal communication
Guiding principle 08 – Stakeholders	<ul style="list-style-type: none"> ▪ Establishment of a continuous dialogue with internal and external stakeholders ▪ Representation and professional exchange in expert committees ▪ Involvement of employees in operational change processes 	<ul style="list-style-type: none"> ▪ Regular exchange with long-standing business partners on topics such as packaging trends, sustainability requirements and product adaptations ▪ Active membership in the SBA (Sterile Barrier Association) and participation in various standards committees ▪ Use of the team app for internal communication and feedback on projects 	<ul style="list-style-type: none"> ▪ Concrete impetus for further developments in the ORGANIX and EcoPak product groups ▪ Contribution to further development of quality and sustainability standards early involvement in regulatory developments ▪ High level of participation in internal initiatives, e.g. job bike, health projects, project participation 	<ul style="list-style-type: none"> ▪ Deepening customer feedback, e.g. through workshops or structured surveys ▪ Continuation of committee work, greater visibility of commitment, including internally ▪ Expansion of structured feedback channels, e.g. through regular employee surveys

Guiding principle	Goals	Measures and activities	Results and developments	Outlook
Guiding principle 09 – Corporate success and jobs	<ul style="list-style-type: none"> ▪ Securing and expanding long-term employment in the region ▪ Positioning as an attractive employer 	<ul style="list-style-type: none"> ▪ Anniversaries of long-serving employees in 2024 (1x 15 years, 2x 20 years, 2x 25 years, 1x 30 years) ▪ Renewed award as Kununu Top Company 2024, based on ratings from employees, former employees and applicants 	<ul style="list-style-type: none"> ▪ The high number of long-serving employees demonstrates their close ties to the company and the stability of their employment relationships ▪ Positive perception as a reliable and employee-oriented employer – even beyond the region 	<ul style="list-style-type: none"> ▪ Continued targeted promotion of employee loyalty and a good corporate culture ▪ Use of the award in employer branding activities and to attract new skilled workers
Guiding principle 10 – Regional added value	<ul style="list-style-type: none"> ▪ Strengthening regional economic cycles ▪ Promotion of healthy nutrition and regional food supply ▪ Promoting regional sports and voluntary work 	<ul style="list-style-type: none"> ▪ In 2024 we continued to commission only local companies for repair, maintenance and servicing work. ▪ Continuous support for the school fruit project for a local kindergarten with seasonal fruit from the region ▪ Continuous support for the cycling department of TV Mosbach as sponsor of the mountain bike trail opened in 2022 	<ul style="list-style-type: none"> ▪ Regional procurement strengthens the local economy, preserves craftsmanship in rural areas and ensures short distances and direct communication ▪ Children from disadvantaged families gain access to fresh, healthy food – promoting nutrition education from an early age ▪ Attractive training and leisure opportunities for children, young people and adults, active promotion of exercise and <u>social club life</u> 	<ul style="list-style-type: none"> ▪ Continuation of cooperation with local service providers, including for future construction and modernisation projects ▪ Further support for the project is planned, with possible expansion to other facilities ▪ Continuation of sponsorship, additional participation in maintenance or expansion of the track if necessary

Guiding principle	Goals	Measures and activities	Results and developments	Outlook
Guiding principle 11 – Transparency	<ul style="list-style-type: none"> Promotion of fair and transparent procurement processes 	<ul style="list-style-type: none"> In 2024, our purchasing department continued to consistently request several comparative quotes per new products 	<ul style="list-style-type: none"> The practice of requesting comparative quotes has become established and is applied as standard – especially for new products 	<ul style="list-style-type: none"> In future, we will continue to focus on transparency and traceability in the awarding of contracts
Guiding principle 12 – Incentives for transformation	<ul style="list-style-type: none"> Promoting sustainable thinking and action within the company Motivating employees through practical environmental projects Creating shared experiences related to sustainability 	<ul style="list-style-type: none"> Introducing the JobRad model as a direct incentive for environmentally friendly employee mobility Continuation of the nesting box project by trainees in cooperation with NABU Mosbach Participation in the AOK company run under the motto "hawo runs", largest team in the company's history 	<ul style="list-style-type: none"> In the first year, 14 employees took advantage of the offer – high acceptance and role model effect Promotion of a sense of responsibility and environmental awareness among young employees, with documented results (e.g. occupied nesting boxes) Strengthening team spirit and positively linking health promotion with sustainable behaviour. 	<ul style="list-style-type: none"> Continuation of the JobRad-model, communication of further advantages planned Expansion of the project to bats in 2025, further integration into training planned Renewed participation planned for 2025, possibly linked to an additional health campaign



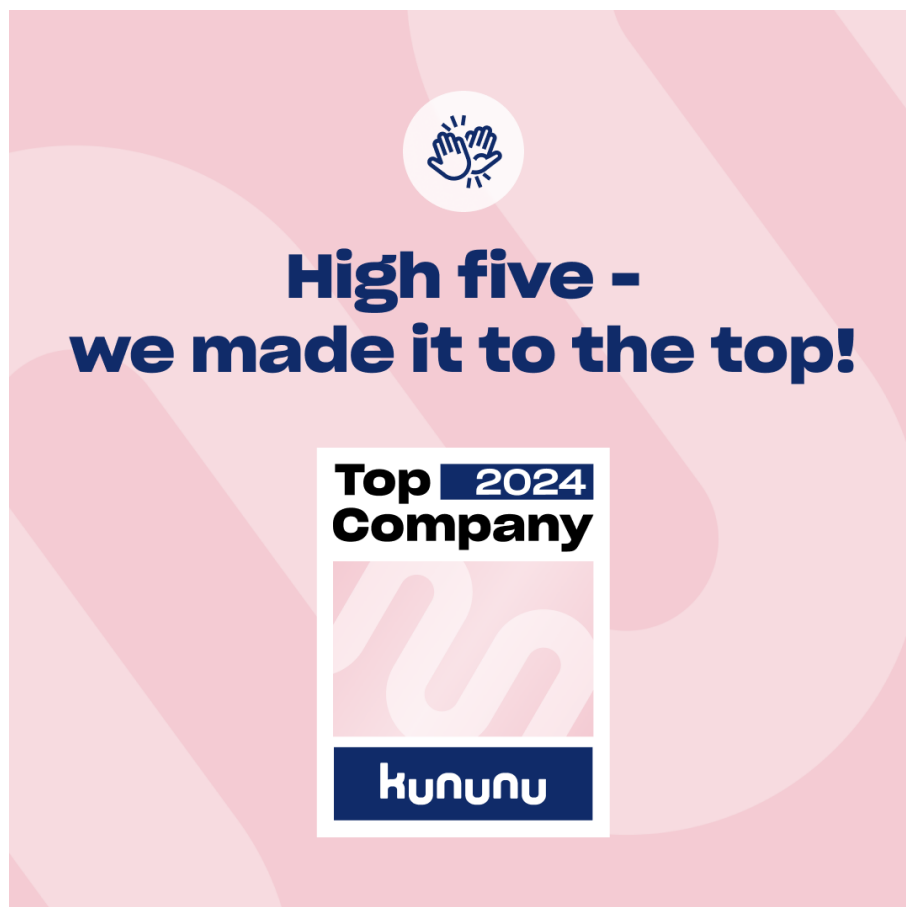
Free drinking water at all workplaces (guiding principle 02)



Packaging set converted from polystyrene to cardboard (guiding principle 03)



Managing Director Christian Wolf on the board of the SBA / Sterile Barrier Association (guiding principle 08)



Awarded Top Company 2024 (guiding principle 09)

6. Our Klimawin BW project

With our Klimawin BW project, we are making a contribution to climate protection and sustainability in the region.

6.1 The project

Continuation of the nesting box project on the company premises in cooperation with NABU Mosbach (NABU = Nature and Biodiversity Conservation Union, one of Germany's largest environmental NGOs)

As part of our long-term project to design our company premises in Obrigheim and Mosbach-Diedesheim in a nature-friendly way, we are continuing our successful cooperation with the NABU Group Mosbach in 2024. The aim is to create refuges and habitats for native animal species on the company's own green spaces – right in the industrial area.

After installing 22 nesting aids for various native bird species last year, the focus in 2024 was on maintaining and cleaning these nesting boxes properly. Under the guidance of NABU, our trainees carried out an inventory in the autumn and carefully cleaned all the nesting boxes to create optimal conditions for the coming breeding season. This practical initiative combines nature conservation with active environmental education and at the same time promotes a sense of responsibility and teamwork among our young employees.

This year, special attention was paid to evaluating the use of the nesting boxes – an important basis for the further development of the project.

6.2 Type and scope of support

The project was supervised and implemented by our trainees in close cooperation with NABU Mosbach and the marketing department. Around 20 working hours were spent cleaning and taking inventory of the nesting aids. We also provided cleaning and tool materials and the necessary infrastructure.

Scope of funding: approx. 20 working hours and materials worth around 150 €.

6.3 Results and developments

During the maintenance campaign in autumn 2024, our trainees were able to document clear signs of breeding activity in 15 of the 22 nesting boxes installed. This result clearly shows that the project is already having a direct positive impact on biodiversity on our company premises in its second year.

Thanks to specialist guidance from NABU, the trainees not only learned how to properly maintain nesting boxes, but also gained insights into the behaviour of native bird species. The campaign sustainably strengthens the environmental awareness of young employees and allows them to experience ecological relationships first-hand.

6.4 Outlook

We will continue the project in 2025: in addition to maintaining the existing bird nesting boxes, the new trainees will hang bat boxes in suitable locations on our company premises. This will expand our commitment to species protection to include another animal groups and continue our goal of making the company premises an ecologically valuable habitat in the long term – with the active participation of the next generation.



hawo trainees during the maintenance campaign in November 2024



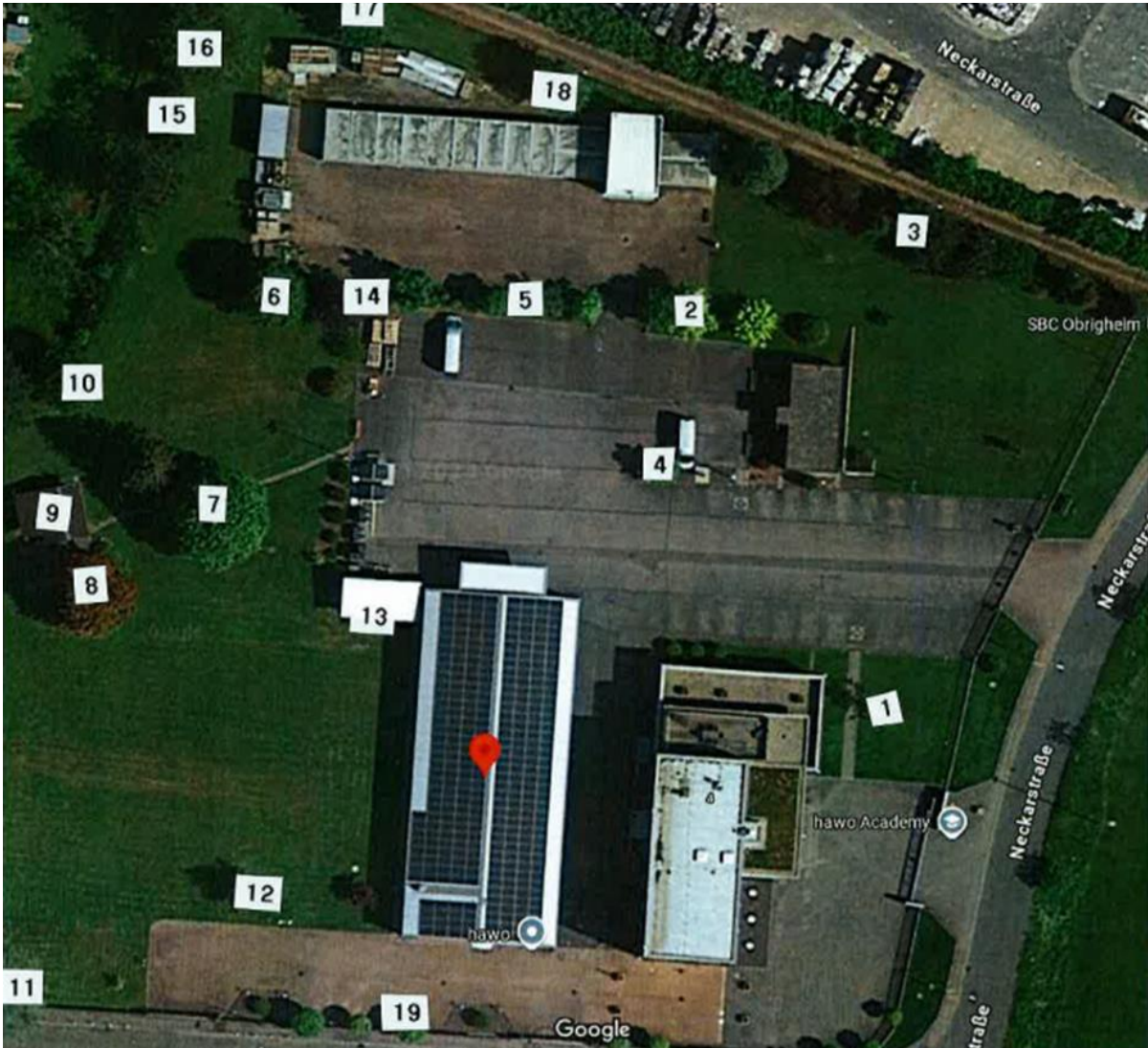
Nesting box with wasp nest



Cleaning with protective equipment

hawo Nistkästen säubern Nov. 2024									
Wie?	Vorsichtig das im Nistkasten vorhandene Nistmaterial entfernen und einfach mit einer festen Bürste säubern								
Welche?	Nur die, die besetzt waren; dabei unterscheiden wir zwischen Moos, Gras oder Laubnestern, um festzustellen, welcher Vogel darin gebrütet hat								
Nistkasten OBH	besetzt	nicht besetzt	Bemerkung		Nistkasten DDH	besetzt	nicht besetzt	Bemerkung	
1	x		Moos/Haare		1	x		Moos	
2	x		Haare/Fell		2	x		Moos	
3	x		Moos/Wespennest		3	x		Moos	
4	x		Moos/Haare						
5	x		Haare/Federn						
6		x							
7	x		Moos						
8	x		Moos						
9		x							
10		x	Wespennest						
11	x		Moos/Haare + Vogelskelett						
12	x		Moos						
13		x							
14		x							
15	x		Moos/Haare						
16		x							
17		x							
18	x		Moos						
19	x		Moos/Äste						

Documentation of the nests found



Mapping the nesting boxes (numbering as per the overview table)

Imprint



Nachhaltig handeln
in Unternehmen
Klimawin BW

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