



»THINKING ABOUT TOMORROW TODAY«

KIEKERT SUSTAINABILITY REPORT 2022

kiekert
TECHNOLOGY THAT LEADS



FOREWORD

The corona pandemic has shown how fast-paced the status quo can be. For this reason, it is necessary to act sustainably and Kiekert actively participates in this.

An inevitable topic is climate change, which will have negative effects on ecology, society and economy. We at Kiekert see it as our task to minimize these effects collectively.

For this reason, corresponding topics are dealt with in our corporate sustainability team. Based on a defined sustainability roadmap workstreams and related goals are discussed frequently.

In order to achieve the sustainability goals, action is necessary. The fact that Kiekert can act has been demonstrated during the pandemic. In addition to its own test stations, the home office regulation is a functioning adaptation to contain the infection, so that Kiekert's employees can safely get through this time.

But sustainability also refers to togetherness. Looking at the unfathomable developments in Ukraine, it becomes clear how important solidarity and cohesion are.

Yours sincerely,
Jérôme Debreu

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The Kiekert logo is displayed in large, blue, 3D-style letters. It is positioned in the foreground, partially obscuring a blurred background of a modern office with people working at desks and computers.

Kiekert

1. WHO WE ARE & WHAT WE DO

The Kiekert success story began in 1857. Today this company based in Heiligenhaus, Germany, is the first choice among leading vehicle manufacturers worldwide – with more than 5.300 employees in 11 countries. At seven R&D centers, eight production plants and three sales locations, we develop, produce and sell tailor-made locking and drive systems around the clock. Our core product, the side-door latch, covers all safety and comfort functions. Our products include groundbreaking inventions such as central locking and electromechanical power closing. The customer has always been the driving force behind our innovative spirit, our quality awareness and our continued international growth. As the technology leader, we want to keep a firm grip on this success factor in the future as well. We are a strategic partner for automakers on all continents as well as a modern and dependable employer to our work force.

KIEKERT – YOUR FIRST CHOICE PARTNER FOR ACCESS SOLUTIONS

1857	year of founding
5300	number of employees worldwide
€ 800 million	total turnover
> 3000	number of patents
70 million	number of side-door latches manufactured in 2021 (annual production)



Heiligenhaus, Germany

OUR SUSTAINABILITY VISION

Working together with respect, integrity and inclusion to become the pioneer of sustainable development in the production of intelligent closure systems.

WE PROMOTE ENVIRONMENTAL PROTECTION

As early as the design phase for our products, weight optimization (lightweight construction) and the replacement of hazardous substances play a major role. As a result, negative impacts on the environment are minimized.

WE CONSERVE RESOURCES

Our efficient energy management allows us to conserve resources along the entire valued chain. The measures we have taken in this area include using waste heat for heat recovery, employing combined heat and power plants, and installing ecological ventilation systems which filter the air with rainwater.

WE OFFER SAFE WORK CONDITIONS CONDUCIVE TO HEALTH

Uniform standards in our global Kiekert production system, a risk assessment for every workplace, ergonomic workstations, and the prevention of health hazards at our plants create a safe work environment for our employees that is conducive to health.

WE MEET LEGAL REQUIREMENTS AND FOLLOW COMPLIANCE GUIDELINES

At regular training sessions, all employees are informed of the legal requirements, compliance guidelines and social standards applicable to our company. Employees are continually instructed to observe these requirements, guidelines and standards and their compliance is evaluated.

WE PROVIDE SUSTAINABILITY IN THE SUPPLY CHAIN

Information events for suppliers, regular evaluation of their sustainable performance, strict criteria for selecting suppliers, and improvement programs promote sustainability in the entire supply chain.

GOVERNANCE

Corporate governance ensures that we have appropriate decision-making processes and controls in place so that the interests of all stakeholders are taken into account.

Kiekert ensures corporate governance through a clear rules, best practices and processes to manage and control the organisation in such a way that it achieves its objectives, while ensuring that stakeholders can have confidence that their trust in Kiekert is well founded.

The Executive Management Board and the Executive Committee of Functional and Regional Vice Presidents are supported actively by an independent Advisory Board. This ensures that optimal, ethical decisions are made into achieve business continuity in a sustainable way (*see also chapter 4*).

The Customer key account management structure incorporating regional management has a primary focus on servicing our Customers.



Changshu, China



Lamone, Switzerland



Naberezhnye Chelny, Russia



Přelouč, Czech Republic



Wixom, USA



Puebla, Mexico



2.

ENVIRONMENT & RESOURCES

OUR PRODUCTS & PROCESSES

The reduction of CO₂ emissions, taking account of resource-conserving product manufacturing in the entire supply chain, has been a basic element of Kiekert's company policy for years. The related activities comply with the Kiekert zero emission strategy.

Starting in the early product design phase, our design principles are geared to conserving resources by aiming for a low specific gravity. We achieve this by optimizing our material section process via design-specific measures, which also have to meet Kiekert's high safety standards. In our production equipment, we focus on energy efficiency satisfying the highest possible quality standards. Additional energy-saving measures are implemented by using state-of-the-art lighting technologies and test equipment.

At Kiekert the consumption of energy from sources such as electric power and gas is always supervised closely to identify and implement possibilities for saving energy. We purchase most of the electric power we need in the form of »green power« or produce our own energy by e.g. photovoltaics.

An optimal hazardous substance management ensures that hazardous substances are employed in only small amounts and that substitutes are found for especially hazardous substances.

Ultimately, all of this helps to improve the environmental impact of vehicles and to exert a positive effect on our environment.

For years Kiekert has been sending environmental and energy-related data in a transparent manner to the international initiative Carbon Disclosure Project, which has the goal of significantly lowering CO₂ emissions.

RECYCLING

An important step towards a circular economy is recycling. As a result, not only a resource-conserving, but also a CO₂-saving production is promoted. Kiekert illustrates its recycling rate through its own KPI and implements adjustment based on it for improvement.

OUR SYSTEMS

Our comprehensive environmental protection and energy management systems are supervised and promoted by trained specialists at all Kiekert locations worldwide. By continuously monitoring all relevant topics via audits, reviews and key figures, we are able to optimally define and implement measures for



optimizing these programs. Besides the certification to ISO 14001 at all Kiekert locations, our headquarters in Heiligenhaus, Germany has also been certified to the energy management standard ISO 50001.

We place particular value on the constant implementation and further development of our processes and measures. Our environmental and energy management system has been integrated into our »Global Integrated Management System« (GIMS) and our employees worldwide have been briefed on the latest developments at regular training sessions.



OUR SUPPLIERS

At Kiekert sustainability plays a role in the entire value chain – and in our partnerships with our suppliers. Adherence to our environmental and energy management programs and to our »Supplier Code of Conduct« constitutes the foundation of our business relationships. The fundamental requirement of ISO 14001 certification is supported by our evaluation process for suppliers. With our suppliers' award, the »KieCup,« we have created an additional incentive for our partners to aim for sustainability in all their activities. The basic requirements have been included in the Quality Guideline for Suppliers (QR 01) and are binding for all suppliers of production parts.

3.

EMPLOYEES & SOCIETY

Sustainability requires sustainable thinking and acting on the part of all participants. Our employees play a crucial role in this context. This is because satisfied employees are the basic prerequisite for sustainable company development. At Kiekert employees' needs are harmonized with the economic framework conditions. Good working conditions, the development of talent, basic and further training, flexible working hours, and a company health program create the necessary prerequisites for achieving this balance.

HR DEVELOPMENT

Kiekert supports the development of its employees and fosters employee talent. This means making good employees enthusiastic about our company, promoting them in a targeted manner, and inspiring long-term loyalty. The »Personal Development centre« is the outcome of precalibration of nominated talents inside of Kiekert. At so-called »assessment centres,« the question of which employees are suitable for advancement is discussed. We thus discover employee potential early on and secure effective succession planning.





EMPLOYEE LOYALTY & MOTIVATION

Employee loyalty is especially important to us.

For this reason, we conduct a survey of our employees each year to determine their requirements for advanced training. On the basis of their feedback, training programs matching their requirements as closely as possible are carried out. Afterwards, the training programs are evaluated to check whether the courses offered were a good fit and to find out what changes should be made. This evaluation is given to our in-house and external coaches in order to continuously improve our training portfolio.

We hold a dialogue with all our employees worldwide via our global HR survey. We study the replies given by our employees intensively and initiate appropriate measures to steadily increase employee loyalty and motivation and improve employee programs.

SOCIETY

Our employees worldwide regularly conduct charity campaigns; Kiekert gives them the time they need for this effort. For example, our team in Prelouc, Czech Republic, is a longterm partner of the Prelouc Home of the Eldery.

At two primary schools on Prelouc, the schoolkids were welcomed not only by the principal, but also by a pleasant surprise from Kiekert - a package with school supplies and small gifts.

Kiekert traditionally is a main partner of cultural events in the area of Prelouc like the annual dubbing award.

Our Mexican employees participate with great commitment in a project for the reforestation and preservation of the Iztaccíhuatl-Popocatepetl National Park. And Kiekert in China gives monetary donations and regular support to local educational institutions.

EDUCATION

Qualified workers are fundamental to Kiekert. In order to enable pupils and students to make a smooth transition into working life, Kiekert offers numerous training and working student positions.

Activities such as the "Childrens Day" or school internships provide an early insight into the company's environment. Kiekert's goal is to continue to be a training place for the young generation in the coming years.



4.

ETHICS & COMPLIANCE

Kiekert is on a trajectory for global growth. Our worldwide activities are subject to different laws, rules, and standards, the number and complexity of which are steadily increasing as a result of globalization. In line with our self-image as a global company, we practice »compliance,« i.e. adherence to laws, regulations and in-house guidelines. For Kiekert and its business partners this is not just a »must« but a given.

In our Code of Conduct, we have formulated clear-cut, reproducible and binding guidelines for all Kiekert employees at our locations worldwide. Every employee of Kiekert worldwide should know – and strictly observe – the principles and rules in the Code of Conduct.

For example, Kiekert pledges to create and maintain an environment for all its employees in which everyone is treated with respect and in which ethnic, cultural, religious and personal differences are valued and respected. Social responsibility is an indispensable part of value-oriented company management and is a major factor in achieving sustainable corporate success.

Fair competition is a prerequisite for the development of free markets and the associated social benefits. Kiekert is guided by the principle of fairness, even during the competition for market shares. These are only a few examples of how Kiekert expects its employees in all departments of the company to act transparently and responsibly and how the company lives up to its own standards every day.

The Kiekert Management actively promotes and demands company-wide compliance with the corporate rules set down in the Code of Conduct.

GLOBAL KIEKERT COMPLIANCE ORGANIZATION

Adherence to the guidelines and observation of the Code of Conduct are monitored and assured regularly in all Kiekert departments and at all Kiekert locations by the Compliance Organization established for this purpose. Every Kiekert location has its own Compliance Organization which is at the same time part of the global Compliance Organization of the Kiekert Group. Employees should address their questions on the topic of compliance to their local organization.

In order to enable a worry-free employment relationship, violations of legal requirements or complaints about the internal whistleblower system can be brought to the responsible compliance officer personally or anonymously.

Kiekert regularly undergoes TISAX certifications (Trusted Information Security Assessment Exchange) so that we can assure our customers of information and IT security.

WORLDWIDE EMPLOYEE TRAINING AND CONTINUOUS INFORMATION

Kiekert organizes regular compliance programs for its employees both in the classroom and online. The instructions and recommendations are always kept up to date with current law. Kiekert employees can obtain comprehensive in-depth information in the Compliance Brochure, the Code of Conduct and the Intranet. FAQs, training materials and other training aids contain detailed instructions.

Kiekert and its employees pledge to observe the Kiekert Code of Conduct.



5.

OCCUPATIONAL HEALTH & SAFETY

Providing safe working systems is one of the fundamental obligations of a company and thus has priority at Kiekert. Our working systems have been set up and certified in accordance with ISO 45001. Work activities and processes are part of the Kiekert process landscape in the Global Integrated Management System (GIMS). Our Occupational Health and Safety objectives are based on our company policy on occupational health and safety, are firmly anchored in our key figures system, and are subject to regular evaluation by management.

The organization of OH&S takes place in accordance with global standards with plant-specific additions. Risks (dangers) and chances are determined within the team and measures are initiated to prevent dangers. Regular audits support this process. Our Kiekert Idea Management (KIM) is an effective tool for collecting and evaluating ideas on OH&S submitted by employees and for taking measures to bring about improvement.

Fire protection and disaster prevention are part of our OH&S program. All employees are obliged to act responsibly when working in buildings, on machines and systems, and in the work area to achieve maximum safety. Accordingly, all Kiekert employees and outside companies are required to observe the local binding OH&S provisions. Every manager is responsible for OH&S in her/his department. This responsibility obliges her/him to be familiar with the OH&S regulations applicable to her/his department or to obtain advice from a responsible in-house office. A systematic approach in line with ISO 45001 helps to integrate OH&S into the company workflow. In this way, the health and safety of all employees is guaranteed and enhanced, the number of industrial accidents is lowered, and the health of the employees at their workplaces is protected in the best possible way.

As an employer Kiekert feels obligated to care for the health of its employees, especially during the Covid-19 pandemic. Special health protection measures – such as Covid-19 related measures, »health days« devoted to special topics, training seminars for managers on employee management conducive to good employee health and prevention programs for employees in every age group – promote health-conscious thinking at Kiekert and raise the performance capability in our organization. OH&S preventive examinations are carried out at the plants. These examinations serve the purpose of early detection and prevention of work-related or occupational diseases. This includes an OH&S program which formulates specialist recommendations on the basis of a detailed evaluation of the work conditions.





HEALTH & WORK-LIFE BALANCE

Healthy employees have a higher motivation and performance capability. For this reason, Kiekert strives for a work environment that enhance the health of its employees over the long term. This includes active health management, regular health seminars and ergonomic workstations. After-work athletic activities such as the company run B2Run in Heiligenhaus, Germany, the half-marathon in Pardubice, Czech Republic, and regular team activities boost the team spirit and fitness of our international team. Stop-smoking programs, courses in healthy nutrition, bicycle-leasing programs, soccer teams and further in-house health programs strengthen the work-life balance of our employees and foster a healthy lifestyle both on the job and after work.

In addition, the new home office regulation enables a more individual work-life balance, which brings relief especially for families.



6. FACTS & FIGURES

ENVIRONMENT & RESOURCES:

KEY FIGURES	RESULT IN 2021	TREND	COMMENT/REASON
CO ₂ emissions	1427.9 kg/employee	↑	Ongoing improvement activities to reduce the CO ₂ emissions
Waste	0.04 kg/product	→	Improvement activities are compensated by lower production volume due to the pandemic situation.
Water consumption (fresh water)	10.2 m ³ /employee	→	Not a high priority since almost exclusively hygiene water is used (toilets, showers etc.).
Gas consumption	1690.4 kwh/employee	↑	Successfully implemented measures for gas reduction measures such as higher efficiency of heating systems.
Power consumption	5699.4 kwh/employee	↓	Increased power consumption due to higher volume of energy intensive production lines.
Environmental management at suppliers	60% certified to DIN ISO 14001	→	Valid certification was introduced as a criterion within the scope of supplier evaluation.



EMPLOYEES, SOCIETY, ETHICS & COMPLIANCE

KEY FIGURES	RESULT IN 2021	TREND	COMMENT/REASON
Training days/ employee	2.57 days	↑	Enlarged number of e-learnings / remote trainings during the pandemic.
Diversity	20.1% (women managers)	↑	Evaluation expressed in percent based on the first management level, distinctly higher at the second level.
Number of accidents	8.2 (per 1000 employees)	→	Ongoing activities within our ISO 45001 certified OH&S management system.
Recognition of the Kiekert Supplier Code of Conduct	84% of suppliers	→	Intensified training at meetings with suppliers and improved communication.



大苏州最佳雇主颁奖盛典暨颁奖论坛

主办方：苏州最佳雇主委员会

方：深度苏州 (CITYSUZ)

人力资源实践会)

HRMA)

顾问单位：

责任联盟



7. REVIEW

TESTING

Testing is one of the most important steps today to eliminate the spread of Covid-19 and return to normal life. Kiekert-CS has therefore decided to set up a new testing centre on its premises. This centre was the first in the Přelouč region and provides PCR and antigen tests for employees and the general public.



FIT & ATHLETIC WITH KIEKERT

Every year, Kiekert participates in events such as the B2Run in order to become active in sports.

During Corona, the project »Bike to Work« was launched in the Czech Republic. Over a month, teams replaced the car with a bicycle to both stay fit and reduce CO₂ emissions.



REFORESTATION

Reforestation is a permanent program in Kiekert that contributes to protecting the environment and taking social responsibility for society, our employees, and future generations. Employees, families and suppliers of Kiekert Mexico reached the goal of planting 400 trees and 50 plants at the Iztaccíhuatl-Popocatepetl National Park Puebla México.

FAMILY

Kiekert annually hosts the «Children's Day» in the Czech Republic and China for the children of our employees. The event features numerous games, competitions, a stage program and exciting prizes.





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